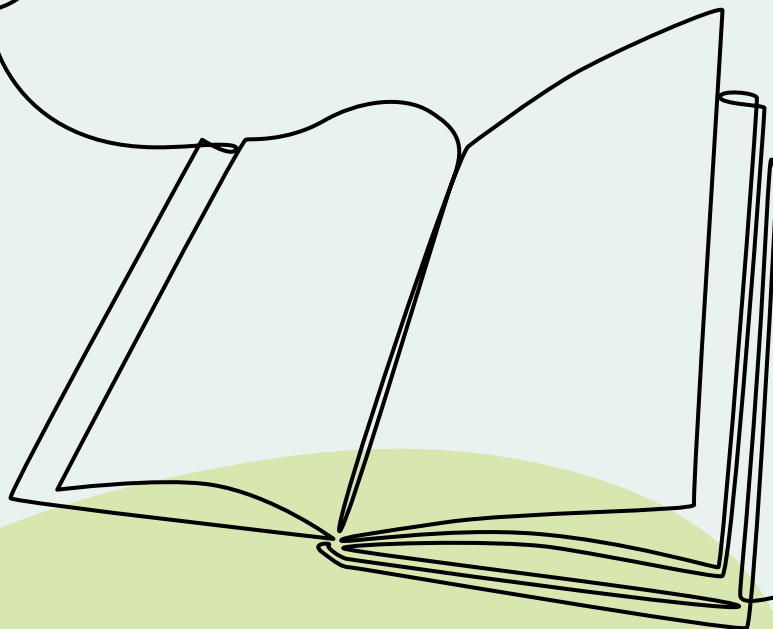


ZEOS



2023

Annual report of ZEOS



On the line!

In 2023, the company ZEOS continued to fulfil its mission: to collect and process as much e-waste as possible and to educate and encourage as many users as possible to handle it properly.

Strategy is the cornerstone of any successful operation. A good strategy outlines the most effective path to achieving the set goals. ZEOS's strategy, this carefully outlined plan that the company has been successfully following since its beginning, inspired this year's report design.

Linear illustrations of motifs tied to the company's operations create a visually uncluttered layout, prioritizing the content and unifying all its pages like a fille-rouge.

Follow it! It will unveil the essential data, provide insightful information and intriguing facts, thereby painting a comprehensive picture of ZEOS in 2023.

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

in Ljubljana, May 21st, 2024
Emil Šehič, M.Sc, CEO

Printed on environmentally friendly paper.



ELEMENTAL
CHLORINE
FREE
GUARANTEED



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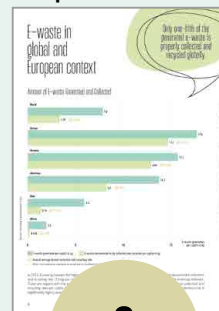
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The year 2023, in brief



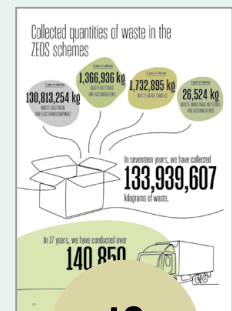
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Awareness activities



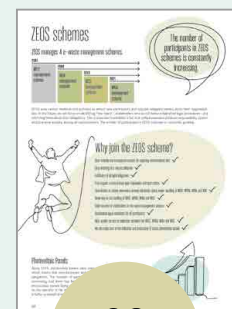
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As always, you can check our report online at www.zeos.si.



Dear Sir or Madam

In 2023, most of our key business indicators showed growth. The number of contracts with obligated parties who joined in fulfilling their obligations through the ZEOS collective plan increased by 7%, which led to an increase in the mass of e-equipment and portable batteries placed on the market in 2023. The achieved collection rate, based on the quantities of products placed on the market, was 35.4% for e-waste, 38.8% for waste portable batteries and accumulators, and 51.7% for waste grave candles.

Despite somewhat lower market values for secondary raw materials compared to 2022, the company's performance in 2023 was better than in 2022. Due to ZEOS's non-profit status, the operational surpluses are not recognized as profits. Consequently, all participants were credited for their mid-year fee payments for EE equipment in 2023. On average, participants were refunded 20% of the fees paid, depending on the specific group of EE equipment. In this way, we transparently demonstrate the principle of non-profit operation of the collective e-waste management scheme in practice.

In addition to our core activities of managing e-waste, waste batteries and accumulators, and waste grave candles, we were actively involved in numerous EU projects in the field of circular economy. The content we developed is crucial for our future operations. The co-financing of project content, mostly by EU financial mechanisms, significantly reduced our administrative and core busi-

ness costs. This is important because extended producer responsibility is gaining a much broader significance than merely the obligation to manage end-of-life products. We are increasingly focusing on areas, activities, and business models that extend product lifespan (user's right to servicing, refurbishment, reuse, sharing, etc.), enable product traceability and environmental impact (introduction of the product's digital passport), and seek solutions for the utilization of secondary raw materials and materials, such as rare earth elements.

Effective awareness-raising and dissemination of information about the proper handling of no-longer-in-use and end-of-life products are crucial for achieving target collection rates. In 2023, we directed significant energy and activities to this area. We held over 180 awareness events involving numerous companies, organizations, public services, and institutions, with more than 28,000 participants, and recorded 1,279 media publications.

There were no changes in the legislation governing the extended producer responsibility in 2023. The Environmental Protection Act ZVO-2 (Official Gazette of the Republic of Slovenia No. 44/2022 of March 29, 2022) was adopted, but its implementation is on hold pending a constitutional court decision on the petitions for constitutional review of provisions relating to extended producer responsibility. Consequently, necessary changes for more effective waste collection and processing covered by the ZEOS collective scheme have yet to be implemented in Slovenia.



The year 2023, in brief

In the past year, we fulfilled e-waste management obligations for 647 obligated parties, including manufacturers, importers, and EE equipment importers, with over 100 companies from abroad. Many of them have trusted us since the beginning, nearly twenty years ago, when we pioneered the establishment of an e-waste collection network with public waste management services, retailers, distributors, waste collectors, and directly with legal entities and other organizations. ZEOS is a financially stable company with efficient processes. It is well-regarded by stakeholders, including you.

We thank you for your trust and cooperation.

Emil Šehič, M.Sc, CEO



4

waste management schemes

11,017,106 kg

collected and accepted e-waste

98,896 kg

collected and accepted waste portable batteries and accumulators

126,570 kg

collected and accepted waste grave candles

7,384 kg

collected and accepted waste industrial batteries and accumulators

39

successfully acquired new companies included in the ZEOS schemes

180

or more awareness-raising events and activities

1,270

or more media appearances



Management of ZEOS Company

In 2023, ZEOS generated operational surpluses from the management of waste electrical and electronic equipment (WEEE). These surpluses were a result of the increased quantities of EE equipment placed on the market by the scheme participants and the relatively high values of obtained secondary raw materials.

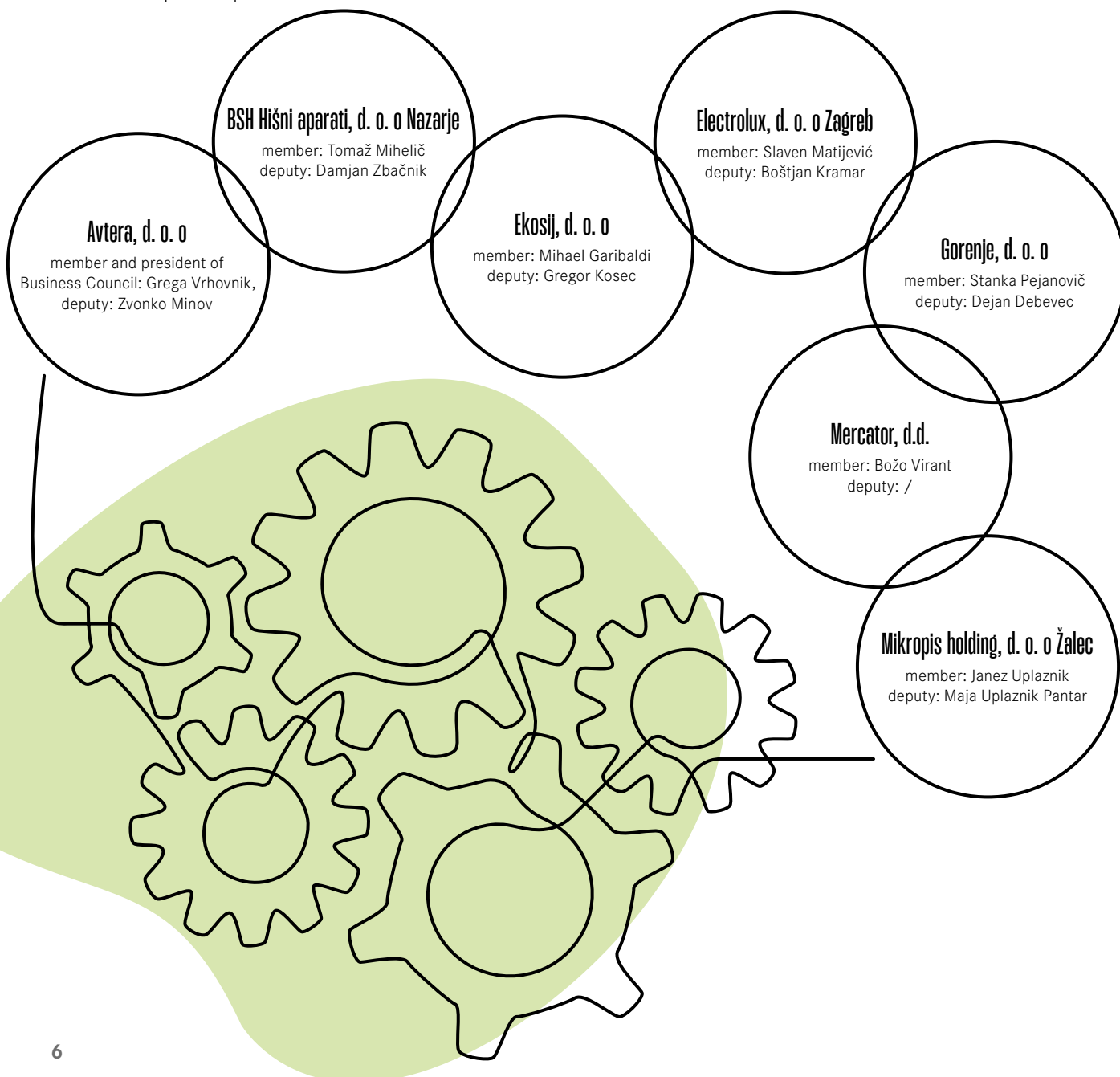
Since the activity of implementing the collective scheme for e-waste management is defined as non-profit by both legislation and ZEOS's corporate charter, operational surpluses are not recognized as profit. This means they are not distributed among shareholders but are instead returned in the form of credits to participants who have fulfilled their legal obligations in the field of waste electrical and electronic equipment management within the ZEOS collective schemes. The surpluses are also reallocated to statutory reserves or retained earnings from WEEE activities.

17 years

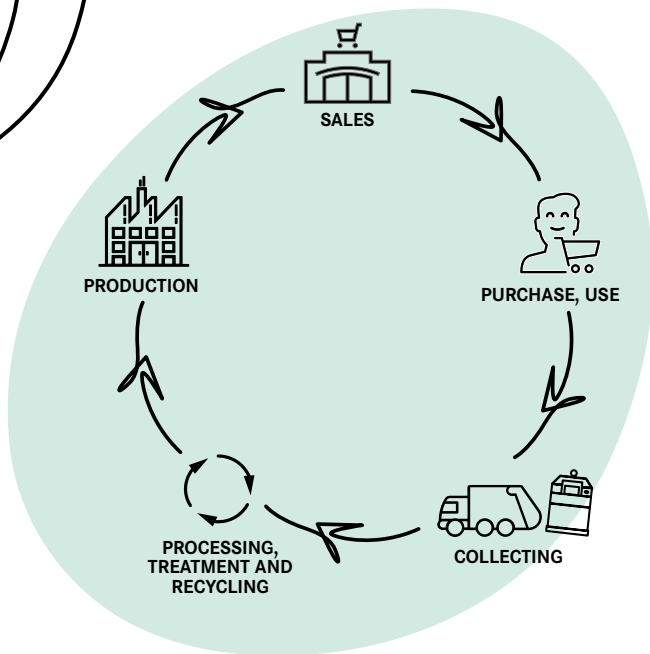
of operation of the largest e-waste management scheme in Slovenia

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

ensures transparent operations.



The Role of ZEOS Company



The mission, goals, and role of ZEOS derive from the requirements of European directives and the environmental legislation of the Republic of Slovenia. The main activity of the company is the implementation of the extended producer responsibility (EPR) system. This system imposes obligations on producers of electrical and electronic equipment (EEE), portable batteries (PBA), industrial batteries (IBA), and waste grave candles (GC) to collect and process their products when they reach the end of their useful life with final consumers. To fulfill these obligations, producers authorize the so-called extended producer responsibility organizations, such as ZEOS, which take on the responsibility for the proper and legal handling of waste. **ZEOS ensures the fulfillment of producers' extended responsibilities together with contractual partners: collectors, transporters, public waste management service providers, processors, and recyclers.**

In recent years, extended producer responsibility has gained a much broader significance than merely the obligation to manage end-of-life products. Increasingly, focus areas, activities, and business models that extend the lifespan of products, such as the user's right to servicing, refurbishment, reuse, and sharing, have come to the forefront. It encourages the introduction of a digital product passport, which enables traceability and environmental impact assessment of the product, further promotes proper handling of WEEE, and focuses on solutions for the use of secondary raw materials and materials obtained through the proper processing of WEEE, including rare earth elements.

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



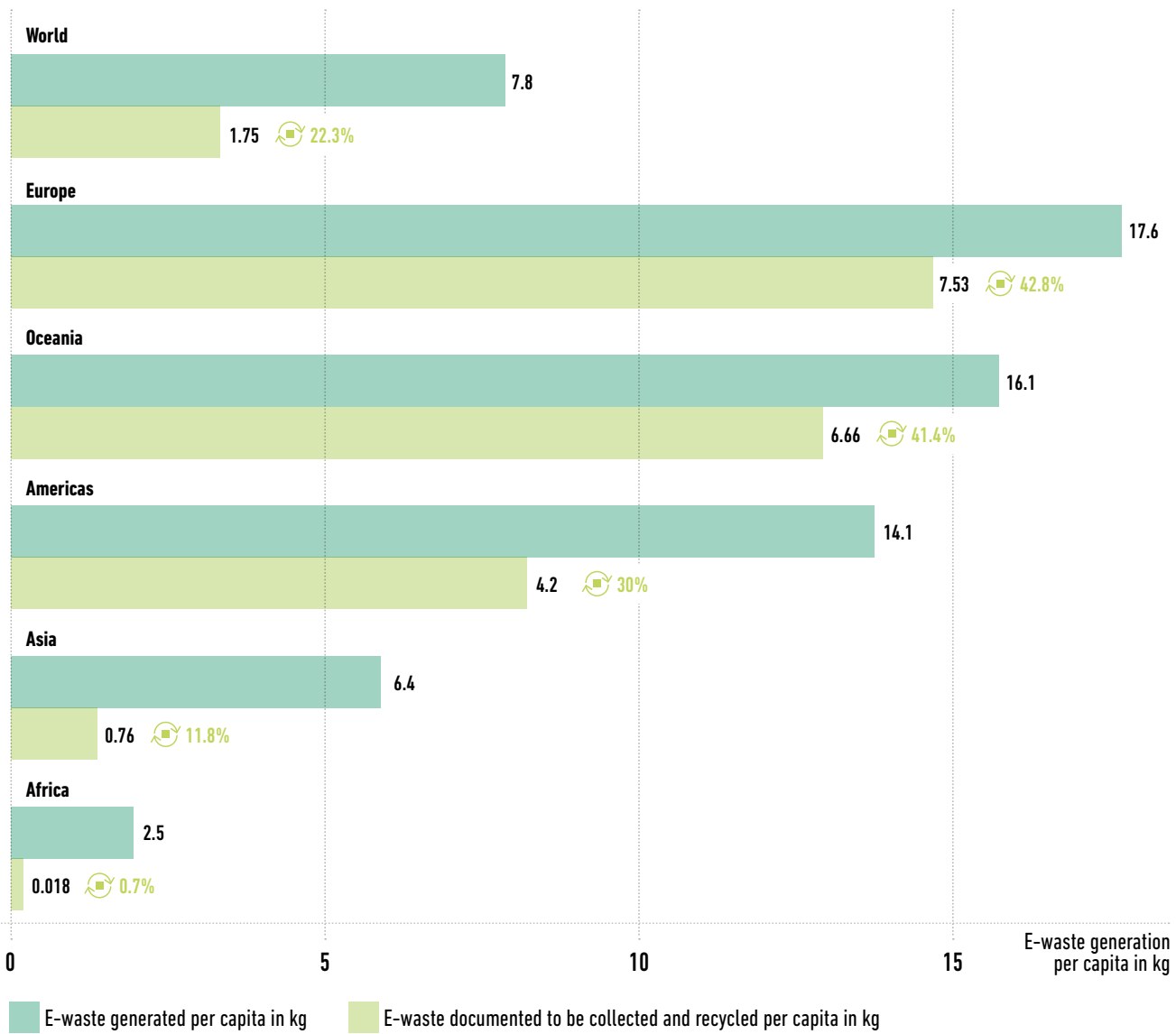
- Directive 2012/19/EU of the European Parliament and of the Council on waste electrical and electronic equipment
- Directive 2006/66/EC of the European Parliament and of the Council on batteries and accumulators and waste batteries and accumulators
- Decree on waste electrical and electronic equipment (Official Gazette of the Republic of Slovenia, no. 55/15, 47/16, 72/18, 84/18 – ZIURKOE, 108/20 and 44/22 – ZVO-2)
- Regulation on the management of batteries and accumulators and waste batteries and accumulators (Official Gazette of the Republic of Slovenia, no. 3/10, 64/12, 93/12, 103/15, 84/18 – ZIURKOE, 101/20 and 44/22 – ZVO-2)
- Decree on waste grave candles (Official Gazette of the Republic of Slovenia, no. 25/19 and 44/22 – ZVO-2)
- Environmental Protection Act (Official Gazette of the Republic of Slovenia, No. 39/06 – officially consolidated text, 49/06 – ZMetD, 66/06 – decision of the Constitutional Court, 33/07 – ZPPlan, 57/08 – ZFO-1A, 70/08, 108/09, 108/09 – ZPPlan-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 Regulation (Official Gazette of the Republic of Slovenia, No. 37/15, 69/15, 129/20, 44/22 – ZVO-2, and 77/22)
- Regulation on Environmental Charges for Environmental Pollution Arising from the Generation of Waste Electrical and Electronic Equipment and Waste Portable Batteries and Accumulators (Official Gazette of the Republic of Slovenia, No. 84/18 and 44/22 – ZVO-2)
- Regulation on Environmental Charges for Environmental Pollution Arising from the Generation of Packaging Waste (Official Gazette of the Republic of Slovenia, No. 32/06, 65/06, 78/08, 19/10, 68/17, 82/18, and 44/22 – ZVO-2)

In 2023, there were no new legislative developments regarding the extended producer responsibility system. The Environmental Protection Act ZVO-2 was adopted, but in 2022, a procedure was initiated to review the constitutionality of some of its provisions. Consequently, the Constitutional Court suspended the implementation of its provisions related to the extended producer responsibility system and ruled that the current legislation should continue to apply until further notice. In July 2023, the EU Council adopted a new regulation, tightening sustainability rules for batteries and waste batteries, which will come into effect in 2024. This new regulation will replace the current Battery Directive from 2006 and complement existing legislation, particularly in the field of waste management. The demand for batteries is expected to increase more than tenfold by 2030, making these changes necessary and extremely important.

E-waste in global and European context

Only one-fifth of the generated e-waste is properly collected and recycled globally.

Amount of E-waste Generated and Collected



Source: The Global E-waste Monitor 2024

Cornelis P. Baldé, Tates Yamamoto, Rosie McDonald, Elena D'Angelo, Shahana Althaf, Garam Bei, Ormar Deubzer, Elena Fernandez-Cubillo, Vanessa Forti, Vanessa Gray, Sunil Herat, Shunichi Honda, Giulia Iattoni, Deepali S. Kherrivali, Vittoria Luda di Cortemiglia, Yuliya Lobutsova, Innocent Nnorom, Noémie Pralat, Michelle Wagner (2024). International Telecom- munication Union (ITU) and United Nations Institute for Training and Research (UNITAR). 2024. Global E-waste Monitor 2024. Geneva/Bonn.

In 2022, Europe generated the highest amount of e-waste (17.6 kg per capita) and recorded the highest documented collection and recycling rate (7.5 kg per capita), with 42.8% of generated e-waste being recycled. Oceania and the Americas followed. These are regions with the most advanced infrastructure for collection and recycling, resulting in the highest collection and recycling rates per capita. Additionally, in countries where legislation includes collection targets, the average collection rate is significantly higher, reaching 35%, while globally, it stands at 22.3%.

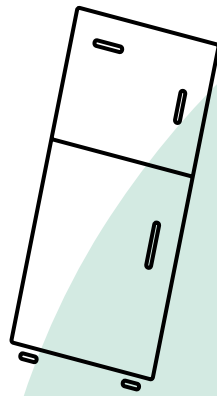
Documented global rates of formal collection and recycling of e-waste by categories (2022)

Appliances with higher weight, such as large household appliances, refrigerators and freezers, and screens and monitors, record the highest rates of collection and recycling. There are various reasons for this phenomenon. One of the more significant ones, cited in The Global E-waste Monitor 2024 report, is that suppliers in some parts of the world are obligated to take back old equipment when new ones are purchased. Due to the weight and size of these appliances, the likelihood of users hoarding them in households after use is lower compared to small appliances. Smaller appliances are either disposed of at designated sites or accumulated at home. They still end up in mixed municipal waste as well.

Photovoltaic panels also fall into the category of large appliances, but they exhibit lower documented rates of collection and recycling compared to other large appliances. The reason for this is that processes for handling them have been established only recently and are not as streamlined as those for other large appliances. Additionally, the recycling technology for panels is still in development, as they pose significant challenges due to the presence of hazardous metals.



Source: The Global E-waste Monitor 2024



cooling and freezing appliances
27%

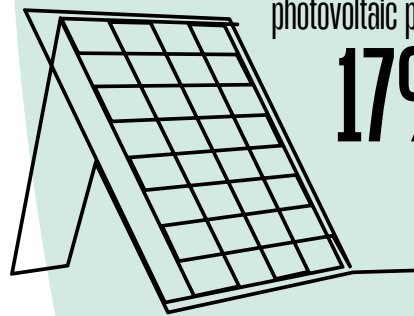


TV sets and monitors
25%

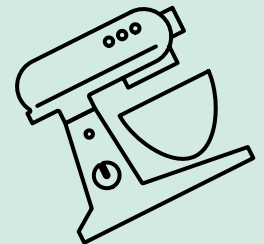
lamps
5%



large household appliances
34%

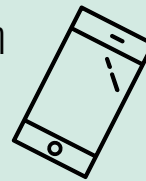


photovoltaic panels
17%



small appliances
12%

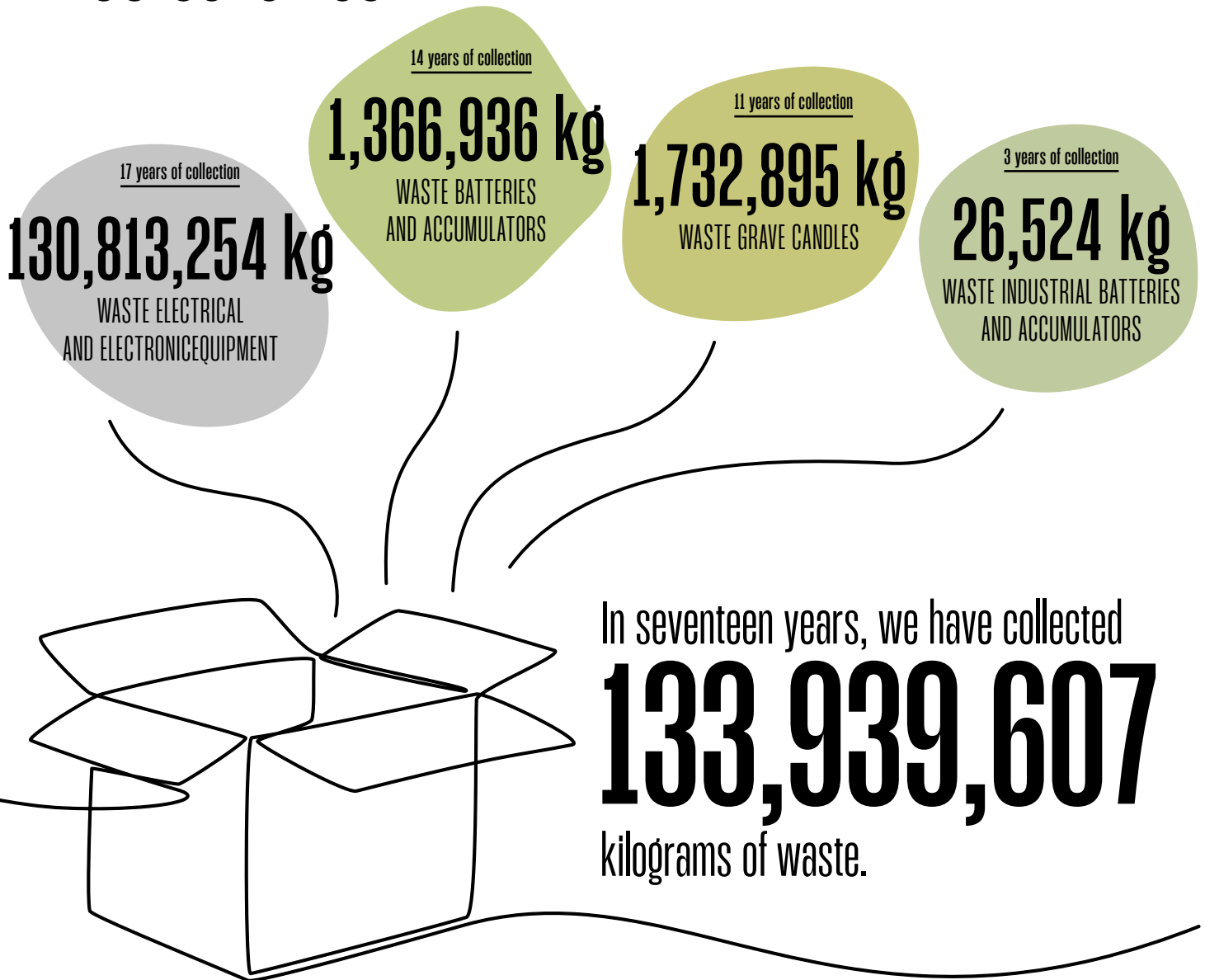
small IT and telecommunication equipment
22%



total
22.3%

The e-waste generated in 2022 contained 31 billion kilograms of metals, 17 billion kilograms of plastic, and 14 billion kilograms of other materials (minerals, glass, etc.).

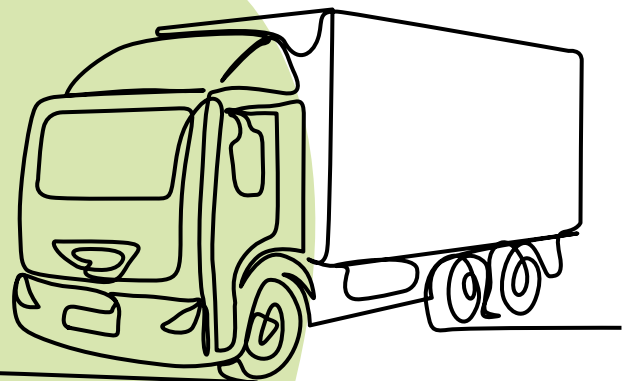
Collected quantities of waste in the ZEOS schemes



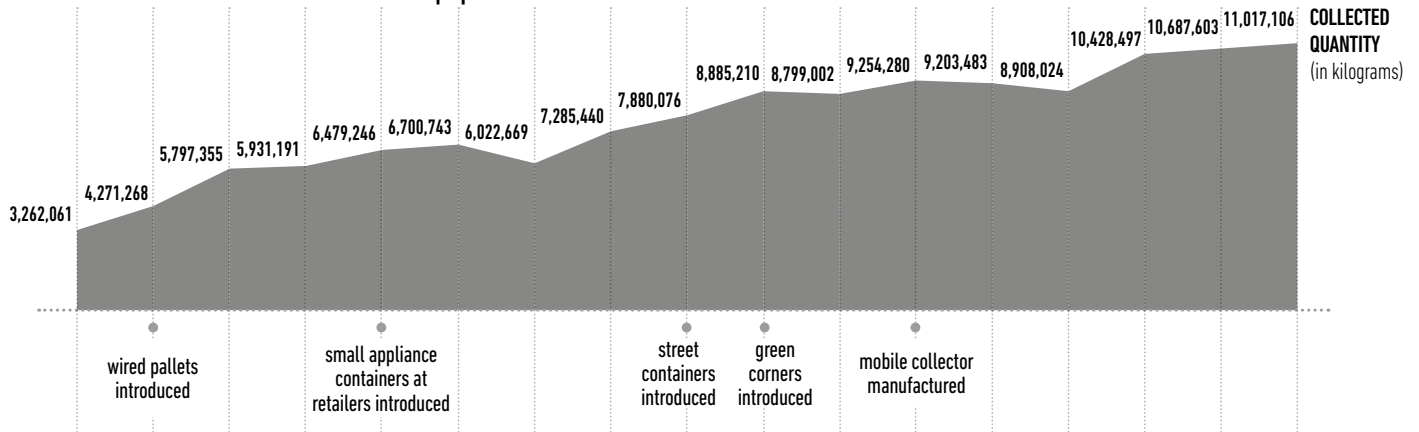
In 17 years, we have conducted over

140,850

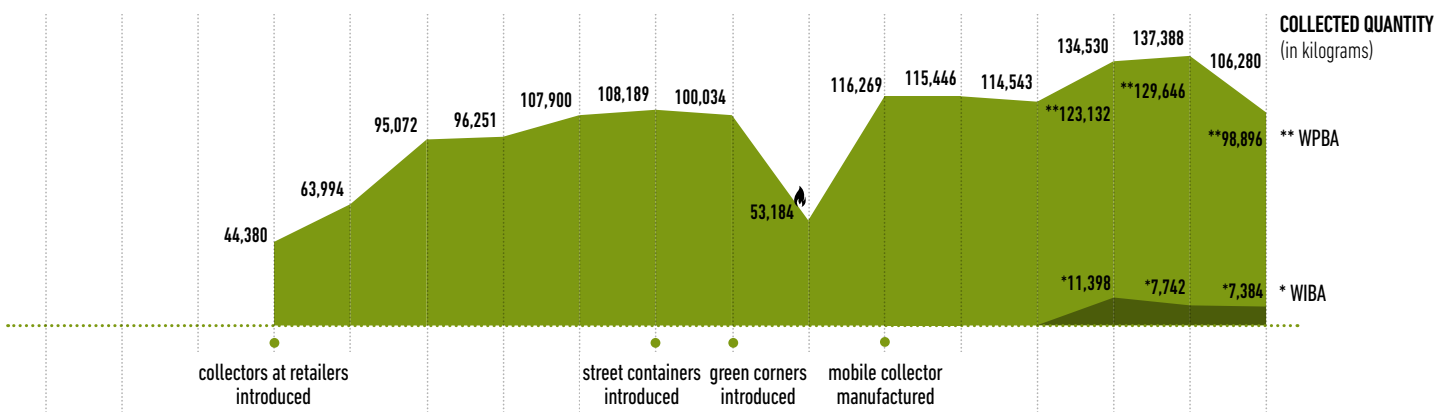
waste collections.



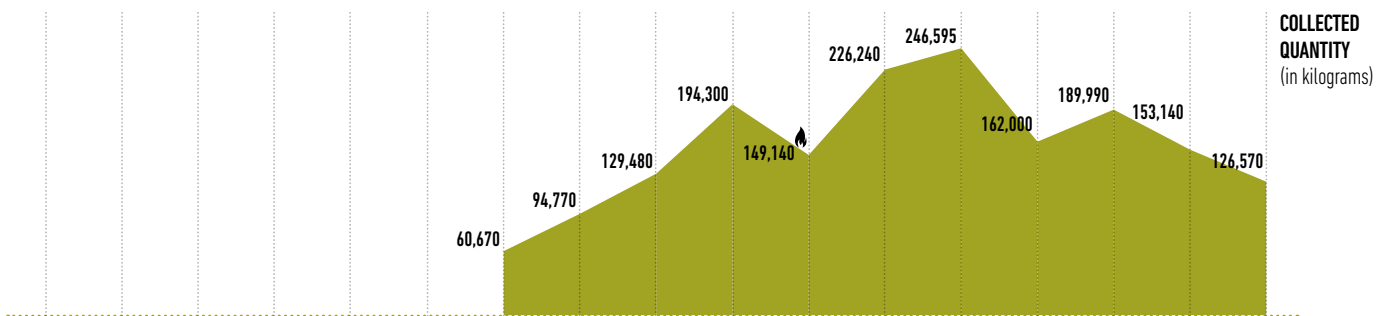
Waste electrical and electronic equipment



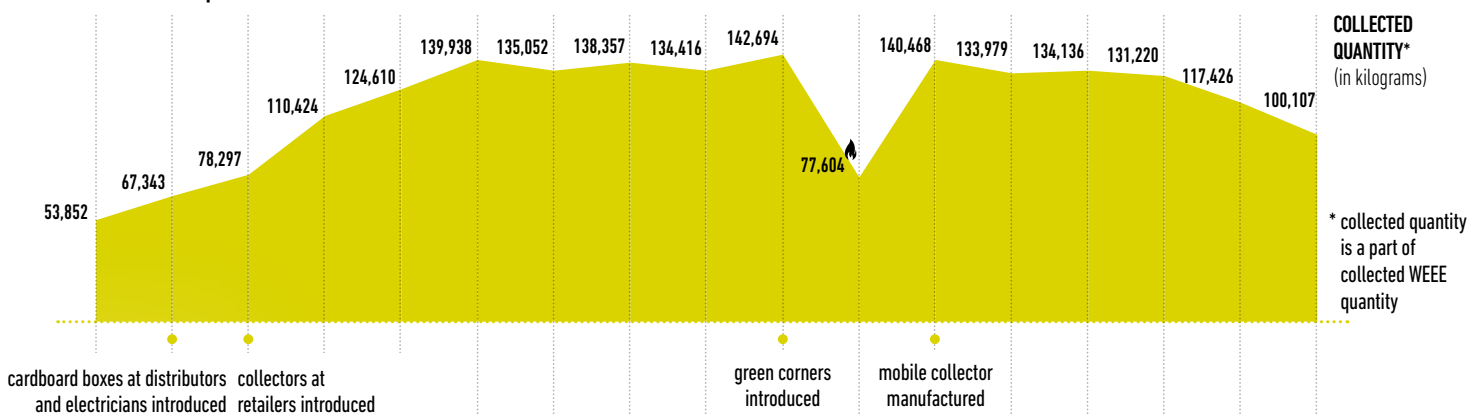
Waste batteries and accumulators



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
35.4% WEEE

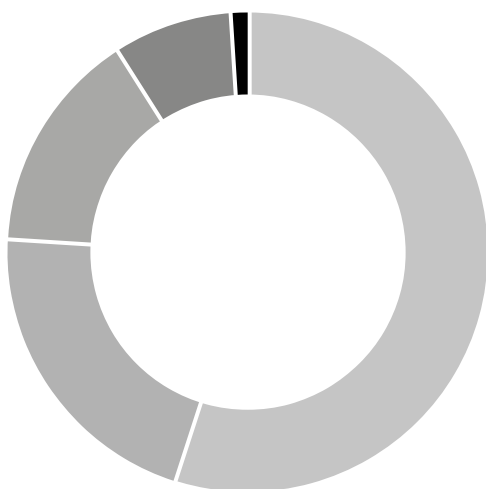
out of the average amount placed on the market in the past three years.

11,017,106 kg

3.1%
more than in 2022

In 2023, the growth in the quantities of collected e-waste continued. We collected 11,017 tons, once again surpassing the threshold of 10,000 tons of e-waste collected in one year. Despite the 3.1% growth, we did not manage to achieve the collection rate of 65%, which was set as our goal by the European Directive in 2021. There are several reasons for this, including the methodology for calculating the e-waste collection rate. This methodology is based on the quantity of e-equipment placed on the market in the past three years, which is constantly increasing, while the waste from it is being generated according to the product's useful life, which is longer than three years for most of the e-equipment. Photovoltaic panels play a particularly important role here, as they are appearing on the market in increasing quantities, but have not yet begun to appear as waste because they haven't been in use long enough. Photovoltaic panels sold today are mostly used to build new solar power plants, not to replace old ones. In 2023, we collected only 53 tons of waste photovoltaic panels, with larger quantities expected only after 2035. This is due to the lifespan of panels, which is approximately 25 years. Therefore, photovoltaic panels currently do not generate much waste, creating an ever increasing and elusive gap between the quantity of e-equipment placed on the market and the quantity of collected e-waste. Additionally, the accumulation of e-equipment in households, illegal and unregistered collection of e-waste, and illegal export of e-waste from the European Union further contribute to this issue.

The proportion of collected e-waste (by weight) by collection and processing groups



We continue to observe a negative trend in the quantities of collected waste televisions and monitors, which decreased by 12.8% compared to 2022. A significant reason for this is the lower weight of today's waste televisions and monitors. LCD, plasma, and other screens, as well as monitors without cathode ray tubes, are considerably lighter than monitors with cathode ray tubes, which used to constitute the majority of the collected weight in the past but are now becoming increasingly rare among collected items. In achieving the total weight of e-waste in the ZEOS scheme, we observe the highest collection rate for large appliances, accounting for 60.6% of the quantities placed on the market. It is understandable that users dispose of large appliances at collection points more quickly after replacing them with new ones, as they take up a lot of space. Small appliances rank second in terms of the weight of collected e-waste, but they only achieve a collection rate of 26.7% relative to the quantities placed on the market. This indicates the accumulation of small appliances in households. Due to the ever faster technological development, users often replace small appliances with new ones and do not dispose of the old ones. The solution to this problem lies in raising awareness among users, where we also highlight the possibility of repair, reuse, and sharing. We intensively raise awareness through various awareness-raising campaigns and events.

Management of waste lamps

Despite their low mercury content, waste lamps pose a threat to the environment. Therefore, we pay special attention to their proper treatment at the end of their useful life. We have established a solid and efficient collection network, through which we collect the largest quantity of waste lamps from lighting equipment distributors and waste management service providers. However, the quantity of collected waste lamps has started to decrease in the last two years. This is because LED modules were included in the category of lamps in 2022, whose lifespan is significantly longer than that of gas discharge lamps. Consequently, the collection rate has also decreased. The average weight of LED modules is more than one kilogram, leading to an increase in the average weight of lamps placed on the market from 0.115 kg to 0.133 kg. The trends affecting the collected quantity of waste lamps are therefore quite unfavourable and challenging. That is why we will strive even harder to achieve better results.

We collected
56.4%
of waste lamps out of the average amount placed
on the market in the past three years.

100,107 kg

We collected
38.8%
of waste batteries out of the average amount placed
on the market in the past three years.

98,896 kg

Management of waste portable batteries and accumulators

In 2023, we successfully collected 98,896 kg of waste batteries, representing 38.8% of the average quantity of waste batteries placed on the market in the past three years. Despite intensive awareness efforts, we experienced a 28% decrease in the managed quantity of waste portable batteries and accumulators (WPBA) compared to the previous year. Nevertheless, we achieved and fulfilled the market share prescribed for the ZEOS scheme, thereby meeting the obligations of all 244 participants who joined the ZEOS collective scheme for managing WPBA. When managing lithium-ion batteries, we face quite a few challenges, as improper sorting can pose a significant risk of fire. We are committed to further improving our management and sorting network, contributing to environmental protection and reducing negative impacts on our living environment.

We collected
5.5%

of waste industrial batteries out of the average amount placed on the market in the past three years.

Management of waste industrial batteries

7,384 kg

In the third year of operation of the collective scheme for managing waste industrial batteries, we successfully collected 7,384 kg of them. With the collected quantity of waste industrial batteries, we maintained almost the same level of collection as in 2022, while witnessing growth in the number of participants in the scheme for waste industrial batteries and accumulators (WIBA). Thus, we successfully fulfilled the obligations for 25 companies that joined the collective scheme for managing waste industrial batteries and accumulators, entrusting us to fulfill their obligations.

Management of waste grave candles

We collected
51.7%

of waste grave candles out of the average amount placed on the market in the previous year.

In 2023, we collected 126,570 kg of waste grave candles within the ZEOS scheme, which is 14.7% less than the previous year. Part of this decrease can be attributed to the larger quantity of grave candles placed on the market by participants in our scheme for managing waste grave candles, where there was also an increased proportion of paraffin candles on the market. Despite the fact that waste grave candles are not classified as hazardous waste, improper disposal negatively impacts the environment, especially considering that Slovenians rank among the top consumers of grave candles per capita in Europe. Due to their high recycling rate, which enables the recovery of secondary raw materials for manufacturing new ones, it is all the more important to handle the waste grave candles properly.

126,570 kg

Waste can be a resource

Changing Perspective

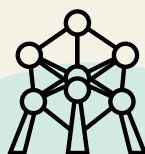


By recycling waste collected in 2023,
**we reduced CO₂ emissions by
68,042 tons.**

E-waste consists of many components made from a variety of materials and substances. Some of these substances are valuable, but there are also some that can pose a threat to human health and the environment if improperly disposed of - by being thrown into mixed waste or the environment. Improper handling hinders the recovery of secondary rare substances - valuable resources that should not be discarded. In nature, the quantities of these substances are limited, and their extraction, due to high energy consumption and greenhouse gas emissions, further burdens the environment. Extracting from e-waste is much less energy-intensive and ensures that hazardous substances do not end up in the environment.



We collected 6,206 tons of iron, which is almost as much as the weight of the Eiffel Tower's structure.



We collected 258 tons of aluminum, enough to cover six spheres of the Atomium.



We collected 255 tons of copper, which is almost three times more than in the Statue of Liberty.

Source: CO₂ calculation, WEEE Forum

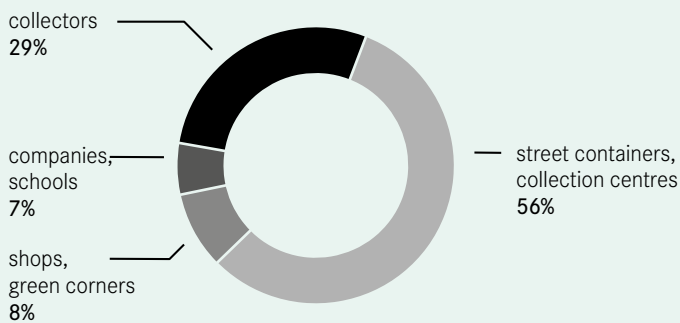
Collection network

We conducted over **8,610** waste collections.

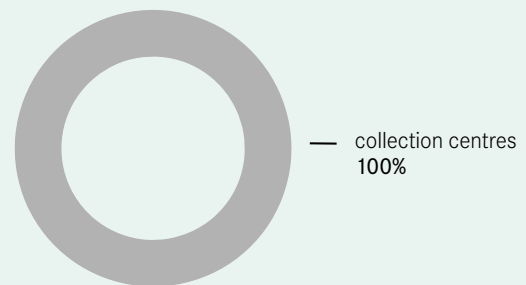
Since the start of operations of ZEOS, we have strived to establish a stable network for the collection and acceptance of WEEE (Waste Electrical and Electronic Equipment), WPBA (Waste Portable Batteries and Accumulators), and WSW (Waste Solar Waste) throughout Slovenia, as this significantly contributes to achieving good collection results and thus has an important impact on the collected quantities of these wastes. Our efforts are aimed at ensuring high-quality services, continuously expanding the network, and increasing its efficiency. Our partners in the collection process of WEEE, WPBA, and WSW, as well as the consumers of this equipment, play a key role in this by contributing to the network's efficiency through proper sorting.

Electronic waste collection ordering and digital record-keeping of waste quantities, which we implemented in the past to optimize the waste collection and acceptance process, have brought numerous positive effects that are still evident today. Although the total amount of collected waste in 2023 was 2.5 percent higher compared to the previous year, the number of actual collections in 2023 decreased by 19.2 percent compared to 2022. Despite this, the average weight of waste per collection increased by 27.5 percent. This change occurred due to a different collection method, where we increased the number of collections with larger containers, especially for VGA and HZA. Thoughtful waste collection contributes to more sustainable management of natural resources and reduces negative environmental impacts.

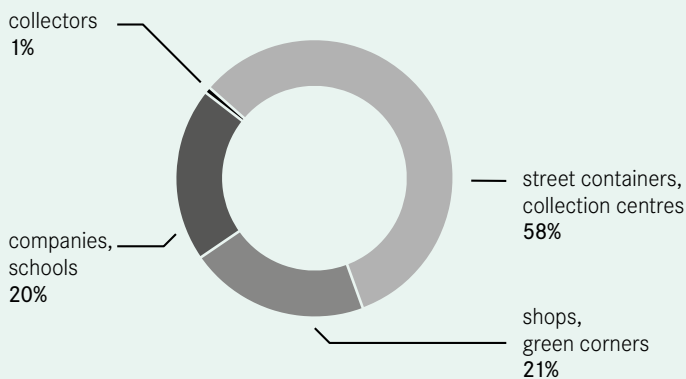
E-waste



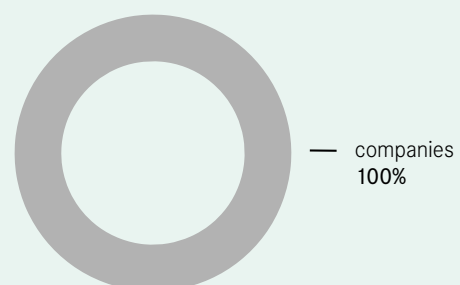
Waste grave candles



Waste batteries and accumulators



Waste industrial batteries



Consumer-friendly collection network

We are upgrading the collection network by collecting still-functional e-equipment, actively following the guidelines of the European Commission on reuse and promoting the principles of the circular economy.



160

locations at contractors public services (collection centres)



772

street containers



956

locations at retailers and distributors (61 green corners)



34

locations at contractual collectors



67

reuse corners



mobile collector (during campaigns)



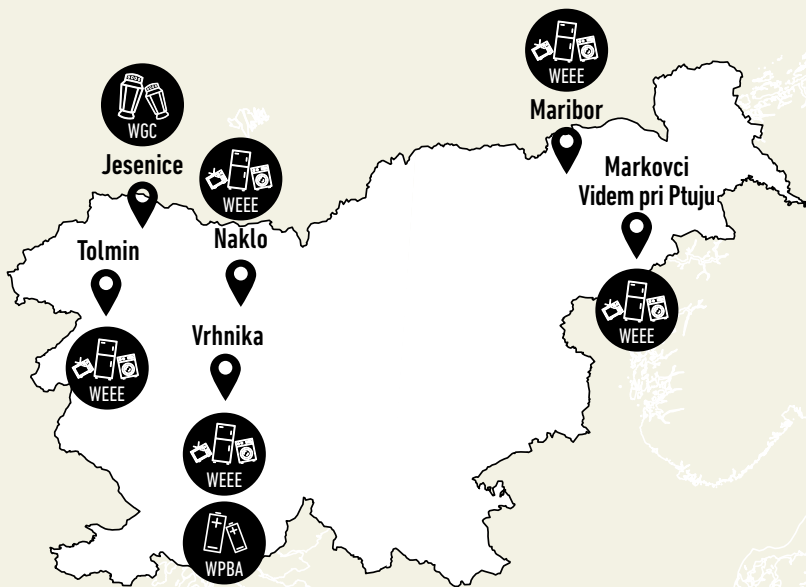
direct pick-up at companies (legal entities)

Users can access the collection network via the website to check the locations of collection points.



Treatment and processing of collected waste

65%
of the collected waste was processed in Slovenia,
35%
was processed in other EU countries.



As part of the ZEOS schemes, we ensure the proper treatment and processing of all e-waste, waste batteries, and waste grave candles that we collect. This process takes place partly in Slovenia and partly abroad. Due to the lack of appropriate technology and capacity in Slovenia, certain groups of collected waste are moved to facilities in other European Union countries. These include mainly waste refrigerators and freezers, cathode ray tubes, lamps, and batteries.

Treatment and processing enable the efficient use of raw materials and reduce negative environmental impacts.



ZEOS eko-sistem, Bosnia and Herzegovina

Transfer of Good Practices to Bosnia and Herzegovina

The year 2012 was marked by the establishment of our branch company ZEOS eco-system in Bosnia and Herzegovina, which represents the first e-waste management scheme in Bosnia and Herzegovina.

Expansion of consumer- friendly collection network in Bosnia and Herzegovina

496

established e-waste collection locations,
which is 9 percent more than in 2022.

133

installed street collection bins.

The year 2023, in brief

243

participants in the joint WEEE management scheme

41.6%

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

3.3%

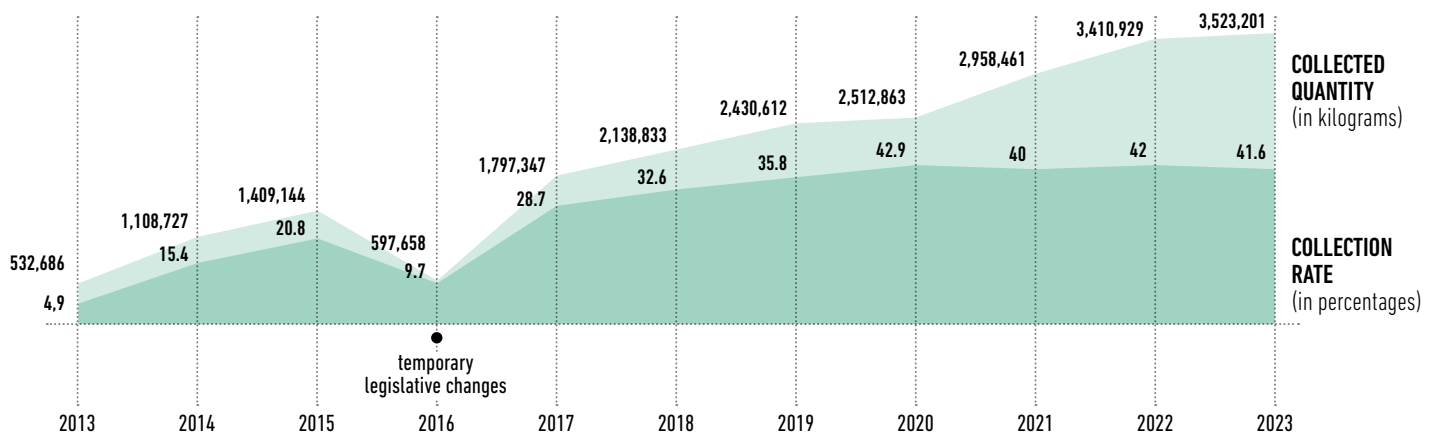
increase in collected e-waste compared to 2022

1.6%

exceeding the legal target for e-waste collection

In 2023, the company ZEOS eco-system d.o.o. successfully achieved the legally defined target for e-waste collection for 243 participants included in its e-waste management scheme. The Regulation on Waste Electrical and Electronic Equipment Management stipulates that 40 percent of the amount of e-waste must be collected in comparison to the amount of e-equipment placed on the market. They continued active consumer awareness campaigns in 2023. Through awareness campaigns, they reached 770,059 participants through 45 different activities and 11 projects. Intensive communication led to a 9 percent increase in infrastructure (collection points). These are located at 496 locations in 74 municipalities, covering 2,219,220 inhabitants.

Collected quantity of WEEE



Active role in the international environment

At ZEOS, we believe that for our successful operation and development, it is crucial to regularly follow new developments at the European level, acquire new knowledge, and actively pursue innovations and new solutions in WEEE management that emerge both domestically and abroad. To stay alongside of developments and meet all challenges, we have established a strong network of international connections. This network enables us to consistently and effectively exchange knowledge and experiences. For many years, ZEOS has successfully operated as a member of international associations such as the WEEE Forum, EucoLight, and EIT RawMaterials. Additionally, we maintain our membership in domestic partnerships, such as the partnerships with SRIP Circular Economy and the Chamber of Public Utilities of Slovenia.

The WEEE Forum is a non-profit association that brings together 52 WEEE management schemes worldwide. It is considered the largest international association of its kind, covering as many as six continents.



Sixth International E-Waste Day

International E-Waste Day (#ewasteday) is an annual awareness-raising initiative organized by the WEEE Forum, taking place on October 14th each year. The main goal of the campaign is to draw attention to the increasing problem of e-waste and to encourage responsible management of electronic waste. In 2023, the campaign focused on the concept of "invisible e-waste." This includes items such as unused cables, e-toys, clothing with LED lights, e-tools, e-cigarettes, smoke detectors, USB drives, toothbrushes, and many other small disposable items that are often overlooked as e-waste. Many users are unaware that these items can be recycled, leading to them being discarded as mixed municipal waste or accumulating in homes unused.

Are consumers aware of invisible waste?

Every year we discard **7,294 million e-toys**, which represent as much as 35 percent of all invisible e-waste.

Every year we discard **844 million e-cigarettes**, weighing as much as 6 Eiffel Towers.

In 2022, **950 million kilograms of cables** were discarded, enough to encircle the Earth 107 times.



Source: C.P. Baldé, T. Yamamoto, V. Forti, United Nations Institute for Training and Research, Statistical Report on Invisible E-Waste for International E-Waste Day 2023, 2023, Bonn.

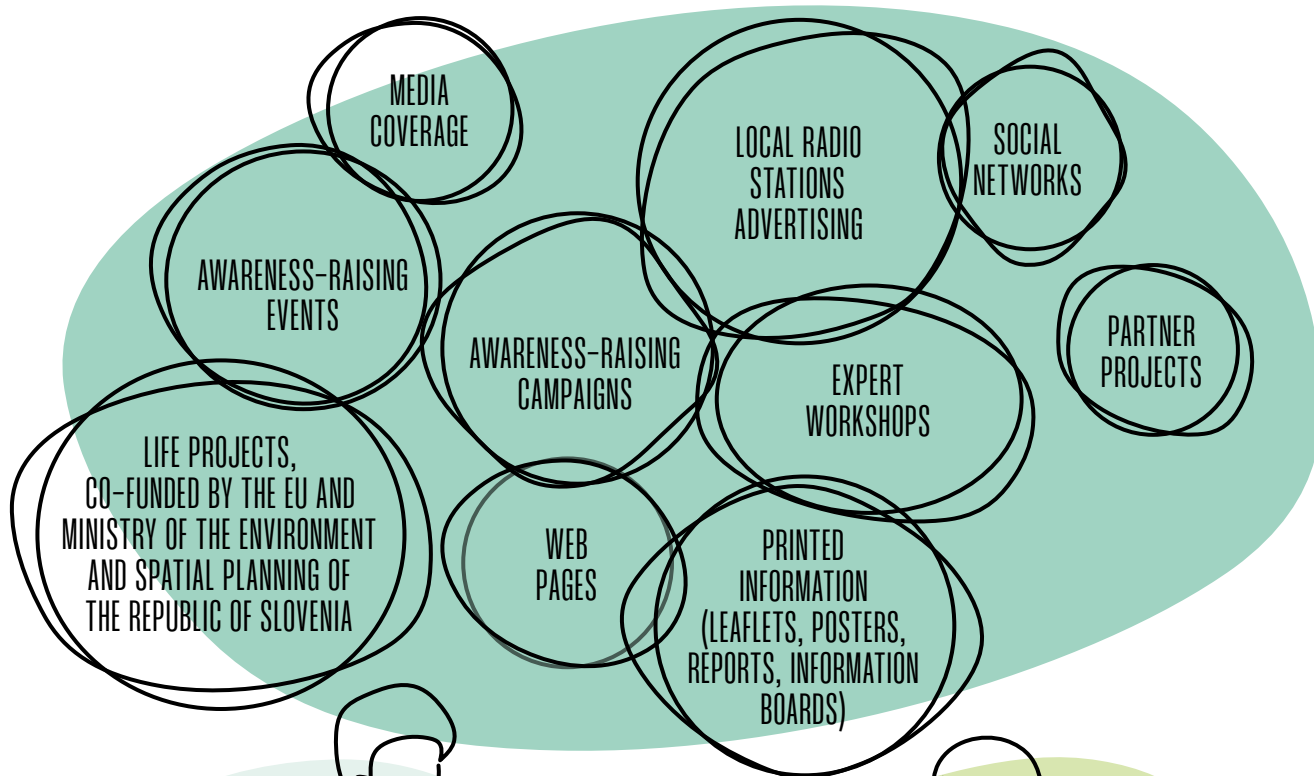


Awareness-raising activities

At ZEOS, we firmly believe that everyone can contribute to environmental conservation and the protection of natural resources. Every good deed counts, no matter how small and insignificant it may seem. Therefore, through our activities aimed at raising awareness about the importance of properly handling e-waste, we strive to reach the broadest possible audience and effectively address and motivate children, adolescents, families, households, local communities... We involve all age groups in our activities, and throughout the year, we organize and implement a wide range of educational and consultative events, workshops, and campaigns. We raise public awareness by providing solid information about the consequences of improper e-waste handling and by offering and promoting appropriate solutions. We aim to change the habits of electrical and electronic equipment users so that they enable the processing, refurbishment, and recycling of electrical equipment and appliances when they are no longer needed.

In recent years, we have actively encouraged users to extend the useful life of equipment and appliances through repairs, reuse, and sharing.

At ZEOS, we recognize that the journey towards waste separation and environmental conservation is a collective effort, a long-term process that requires carefully planned strategies, as well as coordinated action and collaboration among all stakeholders. We take pride in our numerous successful partnerships and collaborations with local communities, interest groups, associations, businesses, and educational institutions. We are delighted to see the ZEOS community constantly growing. Join us. Let's connect in joint efforts for a green future!



Life ECOSWEEE project

The ECOSWEEE project aims to test different methods and initiatives to increase the separate collection of small waste electrical and electronic equipment and waste batteries. Ten pilot actions will be carried out in eight EU member states, and the results will be combined with existing actions by WEEE scheme operators. The findings will be published in a publicly accessible document along with recommendations for the collection of small WEEE and batteries. As part of the project, ZEOS is testing a "buy-back" system for phones and tablets. Users can hand over their old devices to partner companies free of charge. These devices are then inspected, and if they are still usable, users are offered a buy-back option. The bought devices are refurbished and reintroduced into the reuse process. If the devices are too outdated or damaged, free collection and delivery for recycling are arranged to ensure that all usable materials are extracted from the devices and handed over to the secondary raw materials market. In 2023, a survey was conducted in Slovenia, and a pilot action titled "Out with the old" will be implemented in the first half of 2024.



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 Commission under LIFE 2021-2027, project nr. 101104443.

INSPIRES project

The INSPIRES project addresses the topic of permanent magnet recycling, especially the strong neodymium-iron-boron magnets, which contain rare earth elements. The European Union lacks active mines for extracting rare earth elements, making it entirely dependent on imports. In unpredictable times, this poses significant risks, so the EU is developing a sustainable, circular economy through funding projects like INSPIRES. This includes obtaining rare earth elements through recycling waste electrical and electronic equipment. Within the project, ZEOS collaborates with Slovenian and foreign partners to identify suitable sources of NdFeB magnets and optimize industrial methods and processes for efficient collection, extraction, and recycling of NdFeB magnets on a larger scale. This way, we can obtain new recycled magnets from waste magnets that can be reused to produce new electric motors. In 2023, we continued with a refined, focused sorting process of WEEE with the potential for containing permanent magnets, including:

- separation of specific types and brands of WEEE with the potential for permanent magnets
- separation of electric battery tools, motors, e-scooters, air conditioners, e-scooters, and lawnmowers.



Duration of the project:
01. 03. 2021 – 30. 3. 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 project's primary goal is to establish and pilot-test the CircThread platform, serving as the central hub for the digital passport of electrical appliances. This platform facilitates the identification and digital exchange of data throughout each appliance's lifecycle. It aims to assist project partners in enabling the repair, reuse, or environmentally responsible recycling of appliances. The project will undergo testing through three pilot actions in Spain, Italy, and Slovenia. ZEOS is participating in the Slovenian pilot, where we will evaluate the platform's functionality in four usage scenarios within the Slovenian context. These scenarios include digital passport management, functional dismantling of appliances for component extraction, software tool development for redirecting appliances into appropriate streams (reuse, spare parts utilization, recycling), and additional monitoring of chemicals and critical raw materials in appliances. Intensive preparatory activities were conducted in 2023 for the practical implementation of the Slovenian pilot, scheduled for the first half of 2024.



Duration of the project:
1. 6. 2021 – 31. 5. 2025
Coordinator:
ECOWISE EKODENGE LIMITED, United Kingdom
Partners:
31 project partners
The project is co-financed by the European Commission under Horizon 2020, project nr. 958448.

The LIFE Turn to e-circular project

The primary objective of the project is to create awareness among specific groups such as consumers, households, and citizens, as well as stakeholders, regarding the significance of transitioning to a circular economy. This involves changing their behaviours, particularly in relation to the management of used appliances. By fostering collaboration and providing educational materials, we seek to motivate consumers and other stakeholders to responsibly handle e-waste, steer them towards circular economy practices, and familiarize them with methods to prolong the lifespan of appliances.

Project name:
LIFE Turn to e-circular LIFE18 GIE/SI/000008
Duration of the project:
1. 1. 2020 – 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.



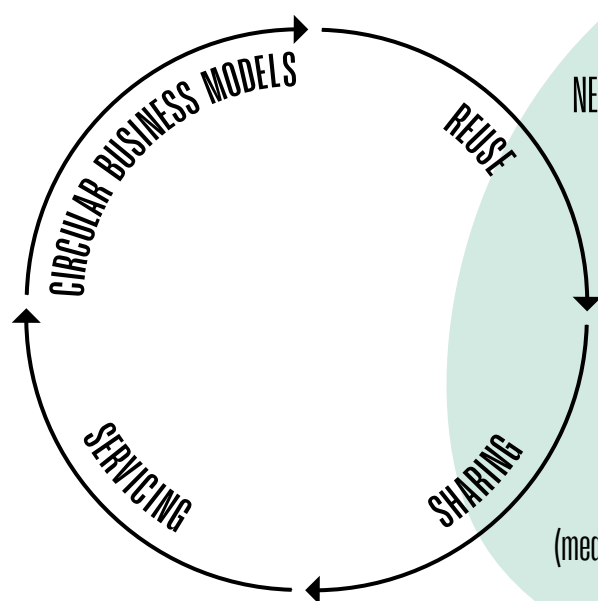
TURN TO
E-CIRCULAR



REPUBLIKA SLOVENIJA
MINISTRSTVO ZA OKOLJE,
PODNEBJE IN ENERGIJO



The project activities include:



NETWORKING AND ENGAGEMENT
OF CIRCULAR ECONOMY
STAKEHOLDERS

TRANSFER OF
GOOD PRACTICES

COMMUNICATION
(media, website, social networks, ...)



Reuse

Reusing appliances is crucial for environmental conservation and represents a significant practice for sustainable development, both economically and socially. However, there are challenges, such as consumer awareness about properly disposing of old appliances and overcoming prejudices about purchasing used appliances. These factors contribute to a lower number of collected appliances that are feasible for reuse. Additionally, we face issues with the quality of collected appliances,

as households tend to hoard functional appliances, believing they may still be used in the future. Consequently, appliances are only disposed of after long periods when they have become obsolete and unsuitable for reuse. Addressing these challenges at the national level requires active participation from all stakeholders – manufacturers, legislators, NGOs, and consumers. We need innovative approaches to promote sustainable reuse of such appliances, which are still useful in the local environment at a given time. In implementing project activities, we closely collaborate with local stakeholders, conduct awareness campaigns, organize collection drives, and host expert meetings.



Join the
“Kam s tatarim?”
Facebook group!

Sharing

As part of the project, we actively encourage citizens to regularly maintain their appliances in order to extend their lifespan. We organize various events, such as awareness and educational events, service workshops, and press conferences. In order to present the possibilities of servicing and extending the lifespan of appliances to the broadest audience, we have also established a Facebook group and prepared an interactive map with the locations of service providers. Additionally, we have produced and published 100 video clips presenting maintenance procedures and simple repairs attractively and understandably for users to undertake themselves.



Servicing

As part of the project, we actively encourage citizens to regularly maintain their appliances, thereby extending their lifespan. We organize various events such as awareness and educational events, service workshops, and press conferences. To present the possibilities of servicing and extending the lifespan of appliances to the widest audience, we have also established a Facebook group and prepared an interactive map with the locations of service providers. Additionally, we have produced and published 100 video clips, presenting maintenance procedures and simple repairs in an attractive and understandable manner for users to undertake themselves.

100 videos about servicing appliances



Scan the code
to view

Circular Business Models

Given the important role that circular business models play in conserving natural resources, we are actively involved in developing them as part of the project. We collaborate with various business incubators and accelerators, providing essential environmental knowledge through workshops and startup weekends.



Project awareness events in 2023

Transfer of good practices abroad: E-transformer visiting Umag



Collection campaign for still functioning appliances for the establishment of a library of things



Professional conference on circular economy



Opening event for setting up a corner for the reuse of EEO



Press conference: presentation of videos on servicing



5 workshops on circular business models



30 service-themed awareness-raising events



Conclusion of the EEO collection campaign in educational institutions



Expert consultation with public waste management service providers



Start-up weekend: promoting the development of circular business models



Expert consultation with reuse centers



32 mobile collection actions of EEO and WEEE



83 visits of the E-transformer 2.0 to schools: interactive education



21 awareness-raising events: activities from collection to servicing



Media publications:
1,279



Financial report

In accordance with good practice of informing the entrants to the scheme of management of e-waste, waste batteries and waste grave candles, suppliers, business partners, state authorities and the interested public, the company ZEOS, d.o.o. Ljubljana publishes a summary of the audited financial statements with an auditor's opinion for the financial year 2023. The financial statements, which are summarized herein, are prepared in accordance with the Slovenian Accounting Standards (2016). The summaries of the financial statements do not include all disclosures required by the Slovenian Accounting Standards (SAS 2016). Therefore, reading the summaries of the financial statements is not a substitute for reading the audited financial statements of the company ZEOS, d.o.o.. A reader who wishes to better understand the financial position and performance of the company must read, along with the summaries of the financial statements, the latest audited financial statements that contain all disclosures required by the relevant accounting reporting framework applicable to ZEOS, d.o.o., specifically the Slovenian Accounting Standards (2016). The complete audited annual report of the company for the financial year 2023, which includes the audited financial statements for that financial year, is available for inspection at the headquarters of ZEOS, d.o.o., by prior arrangement. Due to its size, the company is not required by applicable regulations to submit the annual report with the auditor's opinion to the Agency of the Republic of Slovenia for Public Legal Records and Related Services.

Note 1: Criteria for preparing summaries of financial statements

Given the aforementioned facts, we believe that for the purposes of a consolidated but non-misleading presentation of the financial position and performance of the company, it suffices to present only the balance sheet and the income statement in the summarized financial statements.

Note 2: The net operating results of the company, in accordance with the statute, are transferred to the reserves of the joint scheme or to the undistributed profit from the management of electrical and electronic equipment, which is not distributed among the company's partners.

BALANCE SHEET	31.12.2023	31.12.2022
ASSETS	9,297,803	8,852,270
A. Long-term assets	772,844	744,661
I. Intangible assets and long-term deferred costs	37,081	46,695
II. Tangible fixed assets	298,537	264,829
III. Long-term financial investments	405,433	401,235
IV. Deferred tax assets	31,793	31,902
B. Short-term assets	8,497,810	8,090,977
I. Inventory	13,179	7,920
II. Short-term financial investments	7,555,229	6,952,828
III. Short-term trade receivables	807,124	906,812
IV. Cash and cash equivalents	122,277	223,417
C. Short-term prepaid expenses and accrued income	27,149	16,632

LIABILITIES	9,297,803	8,852,270
A. Equity	5,767,228	5,632,624
I. Share capital	481,724	481,724
II. Capital reserves	4,433	4,433
III. Reserves from profits	5,048,172	4,582,227
IV. Reserves arising from fair value measurement	258	646
V. Retained earnings	97,649	0
VI. Net profit for the financial year	134,992	563,594

B. Provisions and long-term accrued expenses	1,072,345	1,786,594
C. Long-term liabilities	111,044	45,358
I. Long-term financial liabilities	68,880	60,884
Č. Short-term liabilities	1,137,777	1,178,854
I. Short-term financial liabilities	68,880	60,884
III. Short-term trade payables	1,068,897	1,117,970
D. Short-term accrued expenses and deferred income	1,209,408	208,840

A STATEMENT OF PROFIT OR LOSS	2023	2022
1. Net sales revenue	2,839,501	3,518,629
4. Other operating revenues (with revaluation business revenues)	639,443	395,077
5. Cost of goods, materials and services	2,688,663	2,598,285
6. Labor costs	406,269	374,881
7. Depreciation	124,537	132,344
8. Other operating expenses	102,089	100,437
9., 10., 11. Financial income	49,190	34,972
12., 13., 14. Financial expenses	36,314	-46,695
15. Other income	2	1
16. Other expenses	3	6
17. Income tax	35,159	131,615
18. Deferred taxes	109	823
19. Net profit or loss for accounting period	134,992	563,594

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, 2023, 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, 2023.

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 May 10, 2024, 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, 21 May 2024

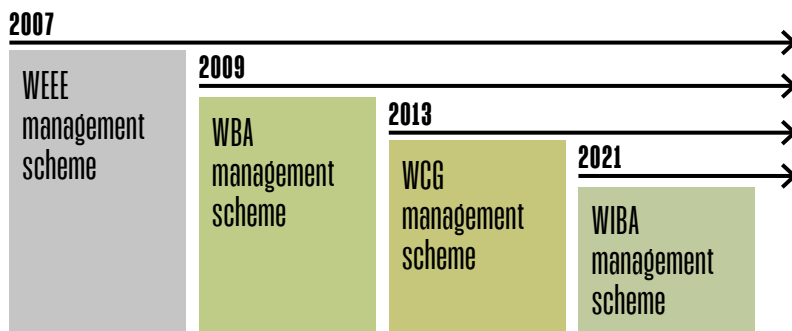
RESNI d.o.o.
Brnčičeva ulica 13
Ljubljana - Črnuče

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

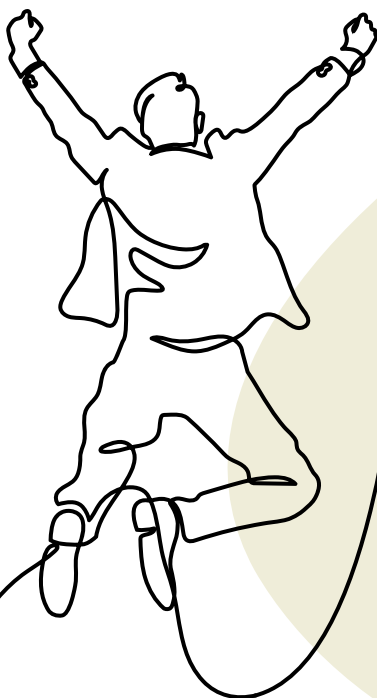
ZEOS schemes

ZEOS manages 4 e-waste management schemes.



The number of participants in ZEOS schemes is constantly increasing.

ZEOS uses various methods and activities to attract new participants and educate obligated parties about their responsibilities. In the future, we will focus on identifying "free riders" - stakeholders who do not follow established legal procedures - and informing them about their obligations. This is essential to establish a fair and unified extended producer responsibility system and to ensure equality among all manufacturers. The number of participants in ZEOS schemes is constantly growing.



Why join the ZEOS scheme?

- User-friendly and transparent system for reporting environmental fees ✓
- Easy ordering of e-waste collection ✓
- Fulfillment of all legal obligations ✓
- Free support in interpreting legal regulations and instructions ✓
- Contribution to raising awareness among individuals about proper handling of WEEE, WPBA, WIBA and WGC ✓
- Reporting on the handling of WEEE, WPBA, WIBA and WGC ✓
- Solid network of stakeholders in the waste management process ✓
- Guaranteed equal conditions for all participants ✓
- High-quality service of collection networks for WEEE, WPBA, WIBA and WGC ✓
- We also take care of the collection and processing of waste photovoltaic panels ✓

Photovoltaic Panels

Since 2019, photovoltaic panels have been classified as e-waste in Slovenia, which means that manufacturers and importers of these panels have certain obligations. The number of participants in the ZEOS scheme is constantly increasing, and there has been a rapid growth in the number and mass of photovoltaic panels being placed on the Slovenian market. As a result, ZEOS, as the operator of the WEEE scheme, has seen an increase in obligations that it fulfils on behalf of electrical equipment manufacturers.



244 participants of the WBA management scheme

240 D.O.O., 3 DIM D.O.O., 3 F FAVORIT ŽGUR D.O.O., **A** ABB INŽENIRING D.O.O., AC CENTER, ALEKSANDER CIGLARIČ s.p., AD VITA D.O.O., ADD PROS D.O.O., ADIDAS D.O.O., ADVANT D.O.O., AGROCENTER D.O.O., AGRODIREKT D.O.O., AKTIVA VAROVANJE D.D., ALARM AUTOMATIKA D.O.O., ALBA, D.O.O., ALTA PC BIRO D.O.O., APOLLONIA D.O.O., ARIS JABOLKO D.O.O., AS DOMŽALE MOTO CENTER D.O.O., AS POWER EQUIPMENT D.O.O., AUDIO BM D.O.O., AVIDA D.O.O., AVTERA D.O.O., **B** BALDER D.O.O., BARTEC VARNOST D.O.O., BATEMIKA D.O.O., BELMET MI D.O.O., BESOLAR D.O.O., BIG BANG, D.O.O., BIG PARTNER D.O.O., BILLY POS d.o.o., BIMAS D.O.O., BIKORP D.O.O., BIRO BIT d.o.o., BIROTEHNA D.O.O., BONAJO D.O.O., BRALKO D.O.O., BRODNIK BR D.O.O., BRUNATA D.O.O., BSH HIŠNI APARATI D.O.O., **C** C & A MODA D.O.O., CARL ZEISS D.O.O., CATENA D.O.O., CIFRA D.O.O., LJUBLJANA, CONMED D.O.O., CPA D.O.O., CS-EUROTRADE, d.o.o., CVETKO ARTNAK S.P., CVS MOBILE D.D., CWS D.O.O., **Č** ČETRTRA POT, D.O.O., **D** DAMIJAN STERLE S.P., DAT - CON D.O.O., DECATHLON LJUBLJANA D.O.O., DIAFIT D.O.O., DIGITECH D.O.O., DIN-DIETMAR NOCKER SICHERHEITSTECHNIK D.O.O., DIPROS D.O.O., DORIMPEX D.O.O., LJUBLJANA, DREVENŠEK & DIFF, D.O.O., DRUŽINA STVARNIK RAUTER D.O.O., DSC D.O.O., DZS D.D., **E** EDICOM, d.o.o., EFEKT Krško, d.o.o., ELBI D.O.O., KRANJ, ELCI D.O.O., ELEKTRO ŠTUMPFL D.O.O., ELEKTROSERVIS POVŠE d.o.o., ELLATRON D.O.O., ELT, d.o.o., ELTUS PLUS D.O.O., E-MISIJA d.o.o., EMMA d.o.o., EMUNDIA d.o.o., ENEL d.o.o., ENERGA SISTEMI D.O.O., ENERGE D.O.O., ERICSSON D.O.O., ETRA D.O.O., ETT LIGHTING D.O.O., EURODISKONT D.O.O., EUROLUX D.O.O., EVENTUS NOVO MESTO, D.O.O., **F** FMC D.O.O., FOKAB D.O.O., FOTO BESENIČAR d.o.o., FRIDRO D.O.O., **G** GA SISTEMI D.O.O., GALUN ELEKTRONIKA, D.O.O., GEDER, D.O.O., GEOIZMERA D.O.O., GEOSERVIS D.O.O., GORENJE GOSPODINJSKI APARATI, D.O.O., GORENJE GTI D.O.O., GRADBENI SERVIS LORENČIČ D.O.O., GRETA AVSEC S.P., **H** HZN D.O.O., HALDER NORM+TECHNIK D.O.O., HEDBOX, D.O.O., HELLA SATURNUS SLOVENIJA d.o.o., HOME MADE D.O.O., HORIZONT CLAIR D.O.O., **I** I.T.C. D.O.O. NOVA GORICA, I-BIN D.O.O., IDENTIKS d.o.o., IFM ELECTRONIC, D.O.O., IMEDIA GROUP D.O.O., IN, D.O.O., INTERMATIC D.O.O., INTERSPORT ISI, D.O.O., INTRA LIGHTING D.O.O., IPLUS d.o.o., ISARIA D.O.O., ISKRA MEHANIZMI, D.O.O., **J** JR PRODUCT D.O.O., JYSK d.o.o., **K** KARL STORZ D.O.O., KEAS STORITVE D.O.O., KEFO D.O.O., KITAJSKI CENTER D.O.O., KLEVI, D.O.O. KRANJ, KOMPAS TELEKOMUNIKACIJE, D.O.O., KON TIKI SOLAR D.O.O., KAMNIK, KONEKT BOJAN SEP S.P., KONTRON, D.O.O., KONUS KONEX D.O.O., KOVINTRADE D.D. CELJE, KRANJEC AUDIO BOŠTJAN KRANJEC S.P., KRKA D.D., NOVO MESTO, **L** LED IT D.O.O., LEK D.D., LES-MMS D.O.O., LESOTEKA TRGOVINE D.O.O., LINCOS D.O.O., LIVE MEHANO, D.O.O., LPKF D.O.O., LUNIX D.O.O., **M** MADD, D.O.O., MAHLE ELECTRIC DRIVES SLOVENIJA D.O.O., MAIS D.D. LJUBLJANA, MAITIM D.O.O., MAKITA D.O.O., LJUBLJANA, MANET D.O.O., MAORI D.O.O., MAPOL D.O.O., MARCHIOL D.O.O., MASTERPLAST D.O.O., MATHITECH D.O.O., MEDICOENGINEERING D.O.O., MEDIKOEL, D.O.O., MEDITRA D.O.O., MEFISTO D.O.O., MEGASPLET D.O.O., MERIDIAN MEDICAL D.O.O., MERKUR TRGOVINA, D.O.O., METAL MIKULIČ D.O.O., METALKA ZASTOPSTVA SERVIS D.O.O., METALOPREMA D.O.O., MG BIRO D.O.O., MICOM ELECTRONICS D.O.O., MIKRO+POLO D.O.O., MIKROPIS HOLDING D.O.O. ŽALEC, MIMOVARSTE D.O.O., MINES TEAM D.O.O., MLADINSKA KNJIGA TRGOVINA D.O.O., MM SURGICAL D.O.O., MOBIL SERVIS D.O.O., MOLEK.SI D.O.O., MOLLIER D.O.O. CELJE, MTD ELECTRONICS D.O.O., MUSIC MAX D.O.O., **N** NAVIUM ELIT, D.O.O., NIKO D.O.O. ŽELEZNICI, NKT D.O.O., NOVARTIS D.O.O., NTT, D.O.O., NUTRAMIND D.O.O., **O** OPTIMA SOLUTIONS, D.O.O., **P** PALOMA D.D., PAYTEN D.O.O., PEC SISTEMI D.O.O., PGC D.O.O., PIGO D.O.O., POSLOVNI SISTEM MERCATOR D.O.O., POSTIM D.O.O., PREALPI D.O.O., PRINTEC S.I. 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LJUBLJANA, VERIZON LJUBLJANA D.O.O., VILLAGER D.O.O., VIPAP VIDEM KRŠKO D.D., VIRS, D.O.O., VISIONECT D.O.O., VTZ D.O.O., **W** WIDEX TRADING D.O.O., WOOK D.O.O., WUERTH, D.O.O., TRZIN, SLOVENIJA, **X** XASTOR D.O.O., KAMNIK, XPAND 3D D.O.O., **Z** ZASLON TELECOM D.O.O., LJUBLJANA, ZAVOD ZA PROMOCIJO ZDRAVJA, **Ž** ŽAK d.o.o.,.

5 participants of the WCG management scheme

E EUROSPIN EKO, 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.

25 participants of the WIBA management scheme

A ADVANT D.O.O., ALMA-ELECTRONIC, d.o.o., Ljubljana, **C** CELADA D.O.O., CS-EUROTRADE, d.o.o., **D** DAT - CON D.O.O., DIN-DIETMAR NOCKER SICHERHEITSTECHNIK D.O.O., **E** ELEKTRO ŠTUMPFL D.O.O., ERICSSON D.O.O., EURODISKONT D.O.O., **F** FIBERNET D.O.O., FURLAN D.O.O., **G** GEN-I SONCE D.O.O., **K** KOLE-SARSKI CENTER BAUER D.O.O., DOMŽALE, KOMPAS TELEKOMUNIKACIJE, D.O.O., KONTRON, D.O.O., **M** M & K SEIBERT D.O.O., MARCHIOL D.O.O., **P** PISOL D.O.O., **R** REXEL, D.O.O., **S** SCHRACK TECHNIK D.O.O., SIPRONIKA D.O.O., **T** TDI D.O.O., **U** URMET D.O.O., URNI d.o.o., **V** VEZAVE D.O.O.,

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A A1 TELEKOM AUSTRIA AG, ADVANTECH EUROPE B.V., ALFEX-CHECKY spol. s.r.o., ALPITRONIK GMBH - SRL, AMANN GIRRBACH AG, ARISTOCRAT TECHNOLOGIES EUROPE LIMITED, ASCI ELEKTRO SERVICE VERTRIEBS GMBH, ASETEK DANMARK AS, ASOS.com Limited, AUDIO-TECHNICA LTD. - DUTCH BRANCH, AVIANO GMBH, **B** BactiQuant A/S, BBC BIRCHER AG, Bender GmbH & Co. KG, BIKE24 GMBH, BOSCH AUTOMOTIVE SERVICE SOLUTIONS GMBH, BURKERT AUSTRIA GMBH, **C** C & A MODE GMBH & CO. KG, CA EUROPE SARL, CapsuleTech SAS, Caterpillar Distribution Services Europe BVBA, CHAR-BROIL EUROPE GMBH, CHERRY GMBH, Covaris Ltd., CSL-COMPUTER GMBH, **D** DEDRA EXIM SP. Z.O.O., DONOCI s.r.o., DURAVIT AG, E. Wiener Bike Parts GmbH, ELCA Srl, **E** ELECTROLUX D.O.O., ELEMENTAL TECHNOLOGIES LLC, Enel X Way Germany GmbH, EUCHNER GMBH + CO. KG, **F** Flir Belgium BVBA, FLIR Integrated Imaging Solutions, Inc, Flir Systems Trading Belgium BVBA, FOCUS BIKES GMBH, FOXWAY OU, FROGLUE TECHNOLOGY GMBH, **G** GEMMA B&D D.O.O., GEMÜ GMBH, Ghost-Bikes GmbH, Giesecke + Devrient Currency Technology GmbH, GO PRO INC., **H** HANSGROHE SE, HARTMANN TRESORE AG, HAWORTH GMBH, **I** IMPOSSIBLE BOND LDA., Infinera Corporation, IPG Laser GmbH, **J** JANSSEN PRESERVATION AND MATERIAL PROTECTION, A DI, John Deere Walldorf GmbH & Co.KG, JOSEF KRANZLE GMBH & CO.KG, Julius Blum GmbH, **K** Kalkhoff Werke GmbH, KAVO DENTAL GMBH, Kornit Digital Ltd, **L** LAP GMBH LASER APPLIKATIONEN, LEGO SYSTEM A/S, Levitronix GmbH, LGC GENOMICS LTD, Lifesize, Inc., LIQUIDTOOL SYSTEMS AG, LumiraDx GmbH, **M** MICROSOFT IRELAND OPERATIONS LIMITED One Microsoft Place, ModusLink B.V., MOELEX GMBH, Murrelektronik GmbH, **N** NINE UNITED SCANDINAVIA A/S, NORGREN GMBH, NUVASIVE NETHERLANDS BV, **P** PENTAGON SALES GMBH, Pepperl+Fuchs GmbH Österreich, PFANNENBERG EUROPE GMBH, PLASTICARD-ZFT GMBH & CO.KG, Porsche eBike Performance d.o.o., Porsche eBike Performance GmbH, POSITEC GERMANY GMBH, Prophete GmbH & Co.KG, PROPHETE IN MOVING GMBH, **Q** Qundis GmbH, **R** RAUCH CROATIA D.O.O., REPLIGEN EUROPE B.V., Rika Innovative Ofentechnik GmbH, Roland Europe Group Limited, ROLAND MEINL MUSIKINSTRUMENTE GMBH & CO. KG, Rothenberger Industrial GmbH, **S** SANDVIK BULGARIA EOOD Europe Trade Center, building 15, SCHMIDT & BENDER GMBH & CO. KG, SENNHEISER ELECTRONIC GMBH & CO KG, SICK GMBH, Skechers S.a.r.l., SONOS EUROPE B.V., SPECIALIZED EUROPE B.V., SPECIALIZED EUROPE GMBH, Spectro Analytical Instruments GmbH, **T** TARGA GMBH, TE Connectivity Solutions GmbH, Texas Instruments EMEA Sales GmbH, Thomann GmbH, TIER MOBILITY SE, Tile Inc., Transfer Multisort Elektronik sp. z.o.o., TRINAMIX GMBH, TTI, INC., **U** UBIQUITI INTERNATIONAL HOLDING B.V., UNILEVER MAGYARORSZAG KFT., **V** VECTOR AUSTRIA GMBH, VICI AG International, Visaris d.o.o., Beograd, VIVRE DECO S.A., **W** WALL BOX CHARGERS SL, WEBER-HYDRAULIK GMBH, Webfleet Solutions Sales B.V., WERMA SIGNATECHNIK GMBH + CO. KG, WIKA ALEXANDER WIEGAND SE & CO., Winora-Staiger GmbH, **X** Xylem Water Solutions UK Ltd, XYLEM WATER SYSTEMS HUNGARY KFT, **Z** ZEG, Zimmer Medizinsysteme GmbH,

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.

Thank you
to everyone who believes in our mission and helps us achieve our goals.

ZEOS company card

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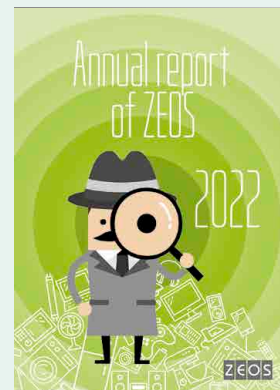
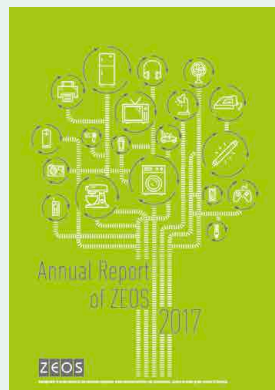
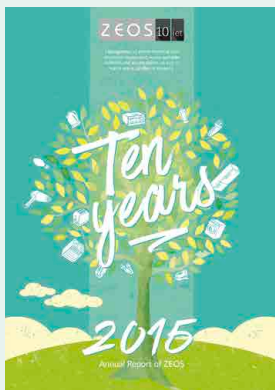
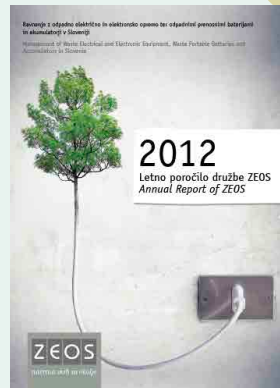
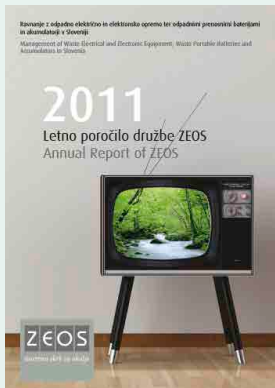
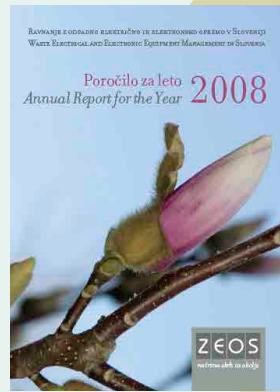
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For more information on our work and growth in the previous years, please see our annual reports for 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021 and 2022.



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