

# Annual report of ZEOS

2022



ZEOS

# Revealing results, discovering new paths, and searching for even better solutions!

Did you know that despite the continuous expansion of ZEOS's consumer-friendly network for disposing of waste electrical appliances and equipment, it seems that Slovenians still have a hard time separating themselves from their old devices? They tend to keep them for quite a long time, even after they have become obsolete and have been replaced with new ones. We have learned this through statistical data and from ZEOS's detective, who tracked the flow of new appliances and discarded e-waste. He discovered that broken or unused old appliances are being put in basements, attics, and garages; the smaller ones can even be found in closets and drawers! Our detective also discovered that despite the increasing awareness of the importance of proper e-waste management, there are still cases of incorrect disposal of WEEE, finding them in mixed municipal waste.

As a reward for the successful completion of his task, we have given the diligent detective a leading role in this year's report, where he will help us uncover everything you need to know about our company's operations in the past year. He diligently weighed and tallied the kilograms and tons of collected WEEE and meticulously recorded financial results and other data relevant to our business operation. He photographed our events and, with our mascot Eci, discovered new paths and solutions for even more effortless and environmentally friendlier e-waste management. Look through his magnifying glass, and you will get a clear picture of everything that has been happening in the past twelve months.

Welcome to the ZEOS Annual Report for the year 2022!

## List of abbreviations

<b>WEEE</b>	– waste electrical and electronic equipment/e-waste
<b>EEE</b>	– electrical and electronic equipment
<b>WPBA</b>	– waste portable batteries and accumulators
<b>WIBA</b>	– waste industrial batteries and accumulators
<b>WGC</b>	– waste grave candles
<b>LHA</b>	– large household appliances
<b>C&amp;F</b>	– cooling and freezing appliances
<b>TV</b>	– TV sets and monitors
<b>SA</b>	– small appliances
<b>WL</b>	– waste lamps
<b>PPS</b>	– providers of public services
<b>PRO</b>	– Extended Producer Responsibility
<b>RS</b>	– Republic of Slovenia

in Ljubljana, May 19th, 2023  
Emil Šehič, M.Sc., CEO



Printed on environmentally friendly paper.



ELEMENTAL  
CHLORINE  
FREE  
GUARANTEED



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## The year 2022, in brief



## Where is e-waste?



## Quantity of WEEE collected through the ZEOS scheme



## Awareness activities



## Financial report



## Benefits for participants in the ZEOS collective schemes



As always, you can check our report online at [www.zeos.si](http://www.zeos.si).



## Dear Sir or Madam

The year 2022 was marked by further growth for ZEOS in terms of key indicators compared to previous years. Manufacturers within the ZEOS collective scheme introduced a record mass of electrical and electronic equipment to the market, totalling 35,591 tons or 10% more than in 2021. The collected and processed waste amounted to 10,687 tons, a 2.5% increase from 2021. We fulfilled the e-waste management obligations for 505 joint scheme participants.

Market data indicates that the quantities of electrical and electronic equipment placed on the market will continue to grow. Consequently, the amount of e-waste will also increase, presenting the most significant environmental challenge for ZEOS, whose mission is to implement extended producer responsibility. The key legal goal is to achieve a collection rate of at least 65% of e-waste in relation to the quantity of electrical and electronic equipment placed on the market in the past three years. Given the exceptional growth of electrical and electronic equipment placed on the market (which has increased by 100% in the last ten years), the longer lifespan of these products (averaging more than three years), and the significant accumulation of electrical and electronic equipment in households, this goal is practically unattainable. In 2022, activities began at the EU level to amend the EU Directive on WEEE, subsequently discussing the redefinition of the environmental target regarding the collection rate of e-waste. To meet our legal objectives, we directed our efforts in 2022 towards expanding and improving the efficiency of our e-waste collection network. Within the entire ZEOS collective collection network, we carried out 10,650 e-waste collections. Of these, 57% were collected from public waste management service providers, 28% from waste collectors, 9% from retailers and distributors, and 6% directly from companies and institutions.

ZEOS successfully complements its core activity as an EPR (extended producer responsibility organization) by implementing and participating in projects that are and will continue to be crucial for the effective implementation of the circular economy concept. In 2022, we carried out activities within the projects LIFE Spodbujamo e-krožno, H2020 Circ-thread, and EIT Inspires. In 2022, 55% of the costs related to ZEOS's operation, including labour and administrative costs, were co-financed by European projects. As part of project implementation, we achieved over a thousand media appearances in 2022. Among others, we have successfully organized a local collection campaign in collaboration with twenty-seven primary schools, nineteen collection-awareness campaigns, sixty-eight local visits by our E-transformer vehicle, nineteen opening events for the establishment of reuse corners, expansion of the network of equipment reuse corners, promotion of the servicing field, and the commemoration of International E-Waste Day, which took place on October 14th in Ljubljana's Congress Square.

Ahead of us is the modification of environmental legislation that defines the scope of extended producer responsibility (EPR). The adopted Environmental Protection Act ZVO-2 (Official Gazette of the Republic of Slovenia No. 44/2022, March 29th, 2022) brings conceptual changes in terms of criteria for ownership of the EPR organization. Among other things, it excludes exclusive ownership by manufacturers and limits the EPR organization's activities to only one type of waste covered by the EPR. It also introduces the principle of non-profit operation for the EPR organizations, and obligated parties will be charged only the actual costs associated with implementing the EPR for that type of waste. In 2022, a process was initiated by certain stakeholders to assess the constitutionality of specific provisions of the adopted Waste Act (ZVO-2). On December 14th, 2022, the Constitutional Court suspended the implementation of the provisions of ZVO-2 relating to the extended producer responsibility (EPR) system and the provision that the existing legislation in this field would continue to apply until further notice. Therefore, we do not expect the implementation of EPR changes in 2023.

In 2022, ZEOS generated surpluses in its operations regarding the management of e-waste. These surpluses resulted from the increase in WEEE (Waste Electrical and Electronic Equipment) placed on the market by participants on the one hand and the significantly high values of secondary raw materials on the other. This influenced lower waste management costs and consequently created surpluses in the e-waste management operations. In ZEOS company, the activity of implementing the joint scheme for managing e-waste is defined as non-profit, both by legislation and the social contract. Therefore, the surpluses from the operations cannot be distributed among the shareholders. As a result, the business council of ZEOS company, represented by the shareholders or producers of EE (Electrical and Electronic) equipment, passed a resolution to refund the surpluses generated in 2022 from this part of ZEOS company's



operations to the participants who fulfilled their e-waste management obligations within the framework of ZEOS company in 2022.

We would like to express our gratitude to all producers, acquirers, and importers of electrical and electronic equipment, lamps, batteries, accumulators, and grave candles for their trust in fulfilling the legal obligations of the extended producer responsibility (EPR) within the framework of ZEOS's joint scheme. Our thanks also go to all waste management operators, all participants in our projects and awareness campaigns, and of course, the employees of ZEOS company for their efforts and hard work. We are confident that together with you, all the goals and obligations of the producer's extended responsibility (EPR) imposed by environmental legislation will be effectively fulfilled in the coming year as well.



Emil Šehič, M.Sc, CEO



# The year 2022, in brief

4

joint schemes for e-waste management

10,687,603 kg

collected and accepted e-waste

129,646 kg

collected and accepted waste portable batteries and accumulators

153,140 kg

collected and accepted waste grave candles

7,742 kg

collected and accepted waste industrial batteries and accumulators

42

successfully acquired new companies participating in ZEOS schemes

7.2%

growth in acquiring new companies participating in ZEOS schemes

155

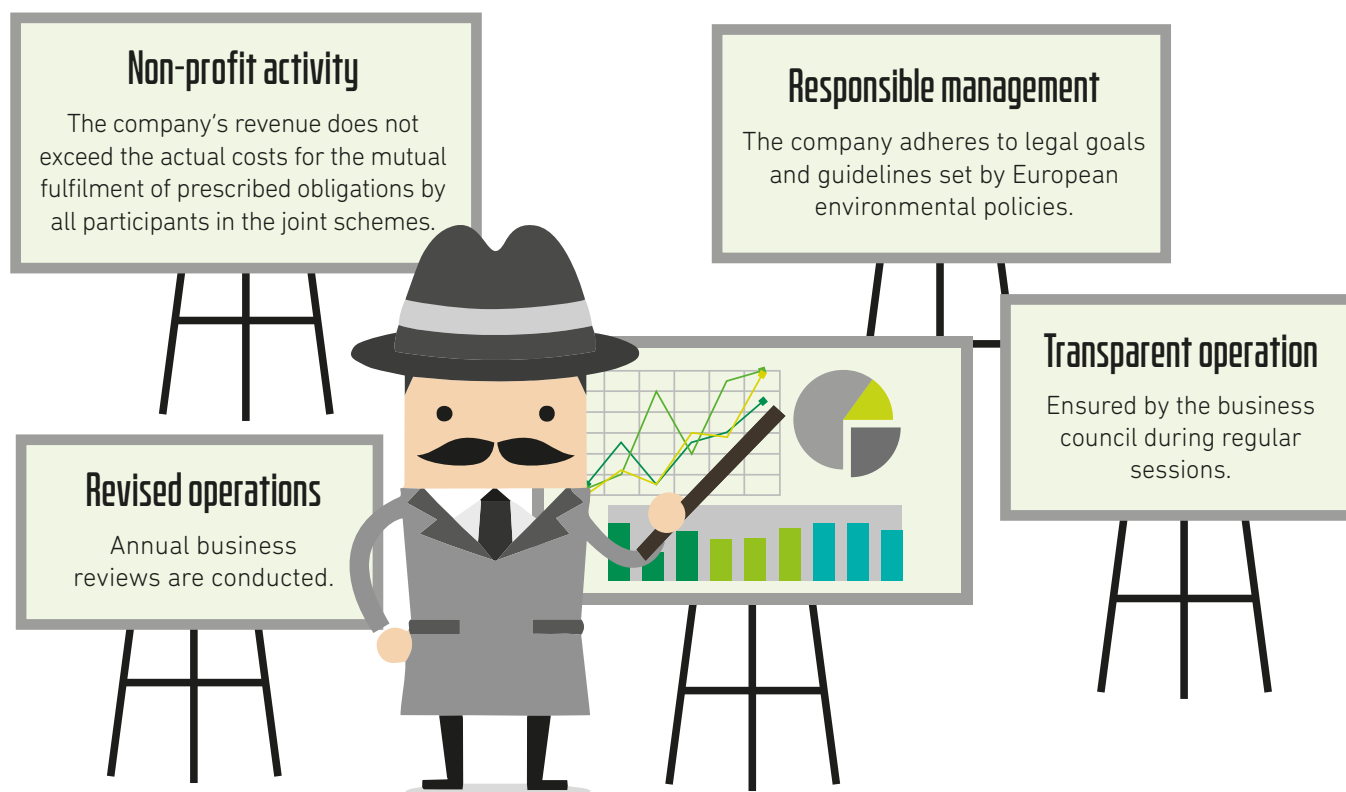
awareness activities

1000

or more media appearances

# Management of ZEOS company

16 YEARS OF OPERATION AS THE LARGEST E-WASTE MANAGEMENT SCHEME IN SLOVENIA



The activity of implementing the joint scheme for managing e-waste is defined as non-profit both by legislation and by the corporate agreement of ZEOS company. Therefore, the surpluses from the operations are not distributed among the shareholders. In 2022, ZEOS company generated surpluses in its operations regarding the management of WEEE (Waste Electrical and Electronic Equipment). These surpluses resulted from the increase in the quantities of EE equipment put on the market by participants and the significantly high values of secondary raw materials. This led to lower waste management costs and consequently created surpluses in the e-waste management operations. Therefore, the business council of ZEOS company decided to refund the surpluses from 2022 in the form of credits to the participants who fulfilled their e-waste management obligations within the framework of ZEOS company in 2022.



The business council, which represents the supervisory body of the company, is composed of representatives of electrical and electronic equipment manufacturers.

**Avtera, d. o. o.**

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

**BSH Hišni aparati, d. o. o. Nazarje**

member: Tomaž Mihelič  
deputy: Damjan Zbačnik

**Ekosij, d. o. o.**

member: Mihael Garibaldi  
deputy: Gregor Kosec

**Electrolux, d. o. o. Zagreb**

member: Slaven Matijevič  
deputy: Damir Bencek

**Gorenje, d. o. o.**

member: Stanka Pejanović  
deputy: Dejan Debevec

**Mercator, d. d.**

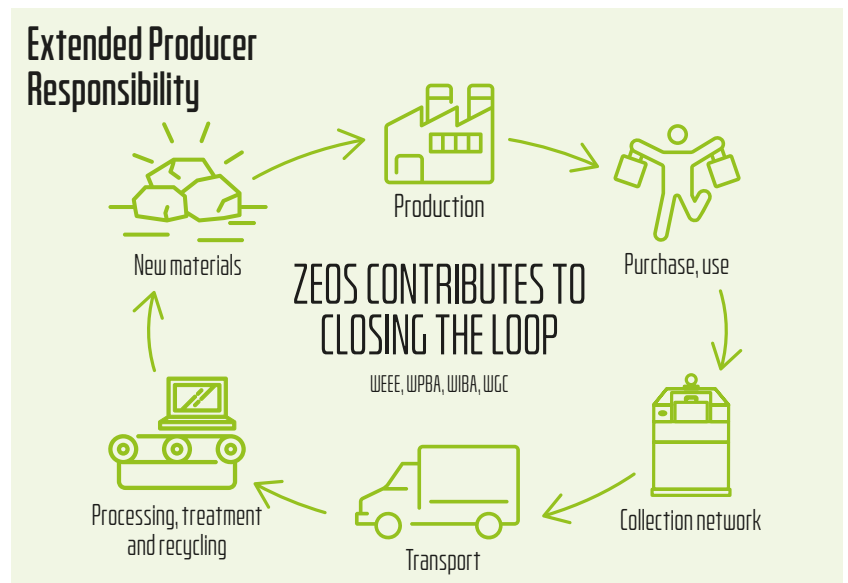
member: Božo Virant  
deputy: /

**Mikropis holding, d. o. o. Žalec**

member: Janez Uplaznik  
deputy: Maja Uplaznik Pantar

# The Role of ZEOS company

Extended Producer Responsibility (EPR) was conceptualized by Thomas Lindqvist in 1990. It represents an environmental strategy aimed at reducing the impact of a product on the environment, whereby the producer is responsible for the product throughout its entire lifecycle, particularly in terms of take-back, recycling, and disposal of end-of-life products. The concept of extended producer responsibility is most commonly implemented through delegation or transfer of responsibility to organizations specializing in extended producer responsibility, such as ZEOS company, which ensures proper management of products at the end of their useful life on behalf of the producer.



## 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)

## The Environmental Protection Act

We are facing a modification of environmental legislation that defines the field of the extended producer responsibility (EPR). The newly adopted Environmental Protection Act ZVO-2 (Official Gazette of the Republic of Slovenia, No. 44/2022, dated 29 March 2022) brings conceptual changes focused on criteria regarding the ownership of the PRO organization. It also introduces a limitation on the activities of the PRO organization exclusively to one type of waste to which PRO applies. It also introduces the principle of non-profit operation of the PRO organization, and the obligated parties will be charged only the actual costs associated with implementing PRO for that type of waste.

In 2022, a process was initiated to assess the constitutionality of specific provisions of the adopted ZVO-2. On 14 December 2022, the Constitutional Court decided to suspend the implementation of its requirements related to the PRO system. It stipulated that the existing legislation shall continue to be applied until further notice.

# Where is e-waste?

A recent study, which included 8,775 households in five European Union countries (representing European diversity: Portugal, the Netherlands, Italy, Romania, and Slovenia) and the United Kingdom, shows that the average household uses 74 electrical and electronic products (excluding light bulbs). As the development of these products is much faster than before, they become outdated more quickly, resulting in a shorter lifespan. This means that many appliances and devices are replaced with new ones, while the old ones are not disposed of or offered for reuse. Non-functional appliances also accumulate in households, and many of them are "lost" in undocumented streams of electronic waste, ending up in municipal waste or black dumps, as well as in less developed countries to which they are illegally exported. The ever growing gap between the amounts of equipment put on the market and the amounts of collected WEEE presents a huge challenge for our country and the European Union. It is also one of the main obstacles to achieving the set goals.



**52,144 tons**

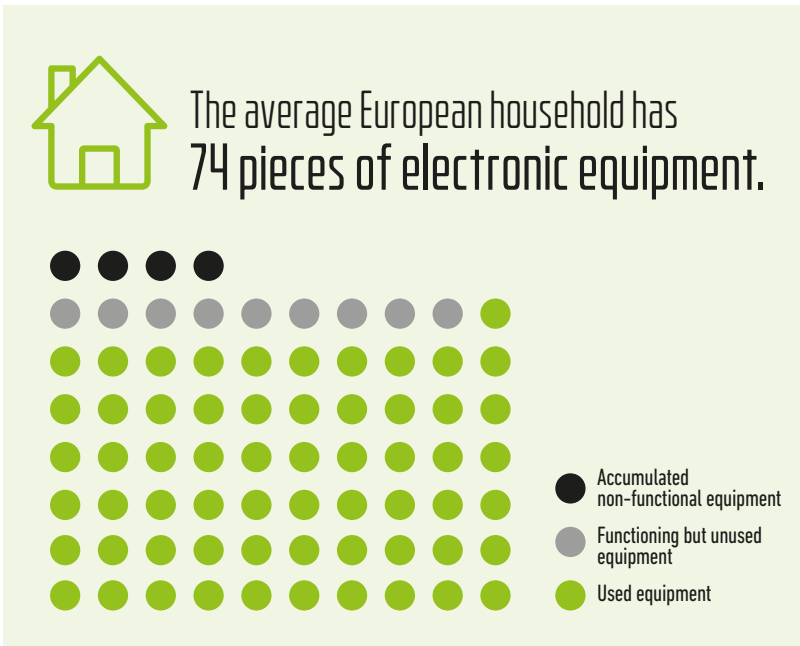
of e-waste was put on the market in Slovenia in 2021.

The 24% increase can be partly attributed to the amount of photovoltaic panels put on the market.

**15,545 tons**

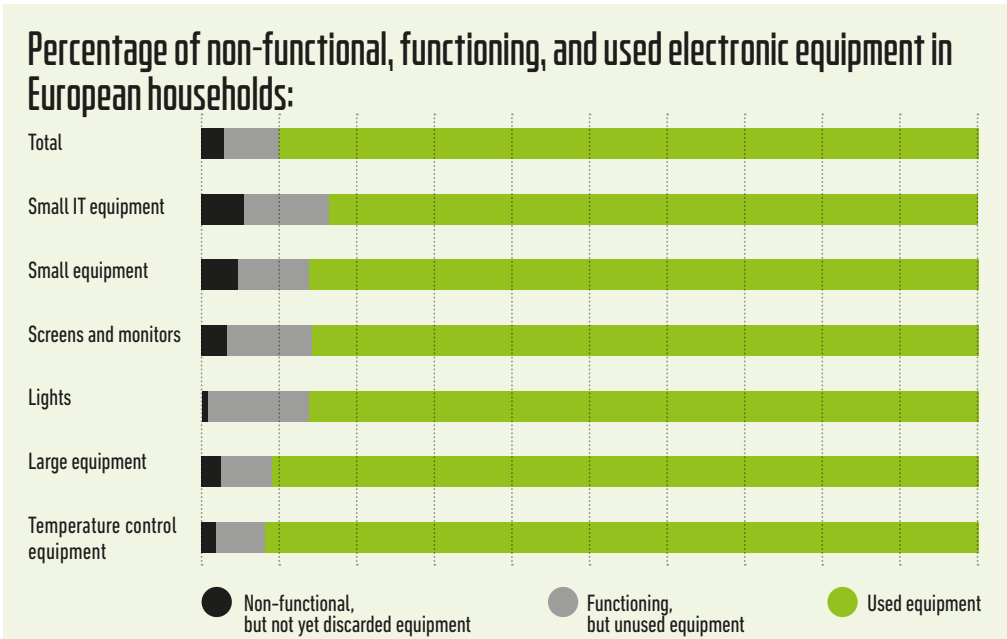
of e-waste was collected in Slovenia in 2021, representing a 7.9% increase compared to 2020.

**17.6%**  
of the total amount of  
electronic equipment in  
European households  
accumulates.



In households, smaller items are most commonly accumulated: small IT equipment (14%), such as smartphones, tablets, laptops, speakers, cameras, and other small equipment (14%), such as small household appliances, personal care devices, tools, as well as televisions, screens, and monitors. Among the latter are also outdated cathode-ray tube monitors and flat panel monitors, as they are increasingly being replaced by laptops. There is less large equipment (9%), which includes stoves, cooktops, electric ovens, and radiators, temperature control equipment (8%), such as refrigerators, freezers, electric water heaters, heaters, and radiators, air conditioning units, etc. These are discarded more quickly which is understandable, as they take up too much space. The study has shown a trend of greater accumulation of e-waste in developed countries such as the Netherlands and the United Kingdom, while accumulation in less developed countries is lower.

Based on data on the quantities of e-equipment put on the market and collected e-waste, it is estimated that Slovenian households have accumulated **345 kg of e-waste** in the last fourteen years.



Source: C.P. Baldé, G. Iattoni, C. Xu, T. Yamamoto, Update of WEEE Collection Rates, Targets, Flows, and Hoarding – 2021 in the EU-27, United Kingdom, Norway, Switzerland, and Iceland, 2022, SCYCLE Programme, United Nations Institute for Training and Research (UNITAR), Bonn, Germany



# Collected quantities of waste in the ZEOS schemes



During our operation, we conducted **over 132,240** waste pickups.

IN 16. YEARS WE COLLECTED

# 122,689,651

KILOGRAMS OF WASTE.



16 years of collection



13 years of collection

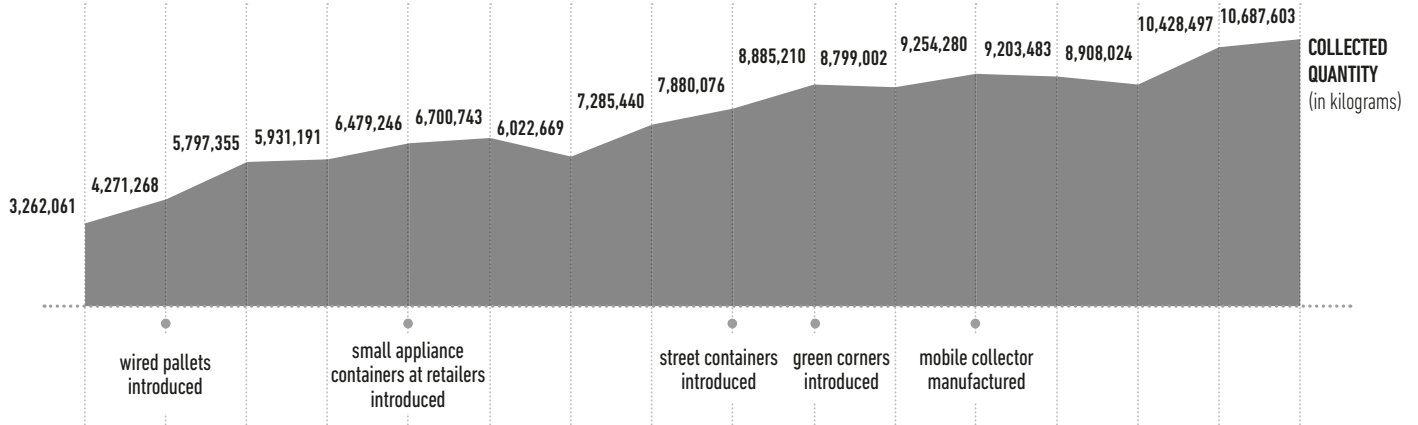


10 years of collection

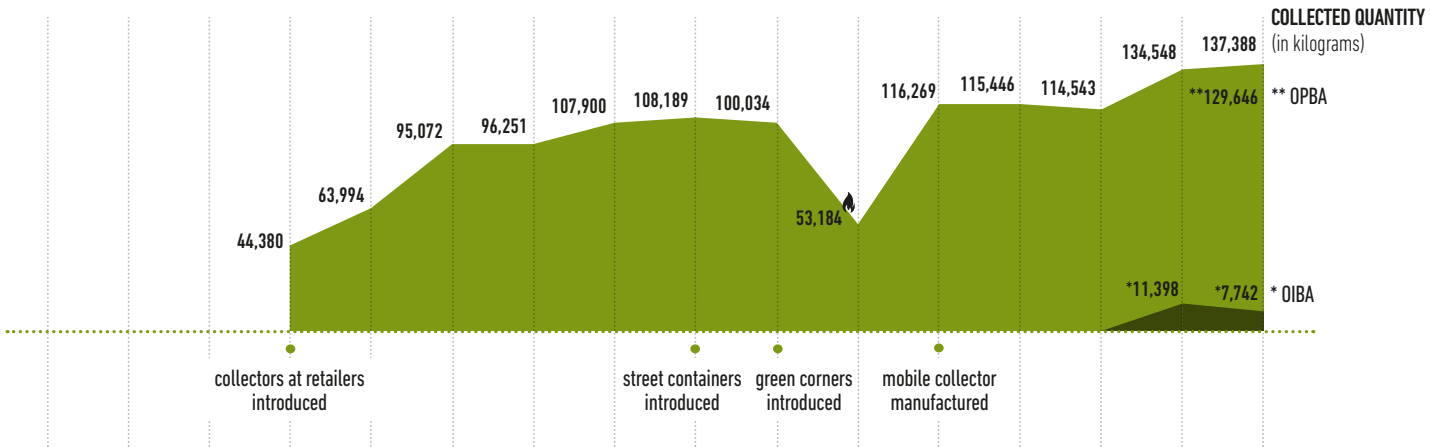


2 years of collection

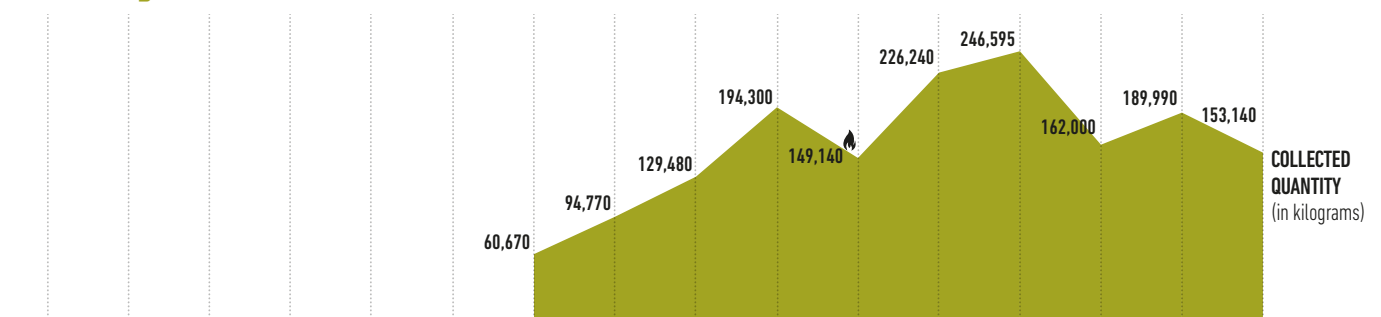
## Waste electrical and electronic equipment



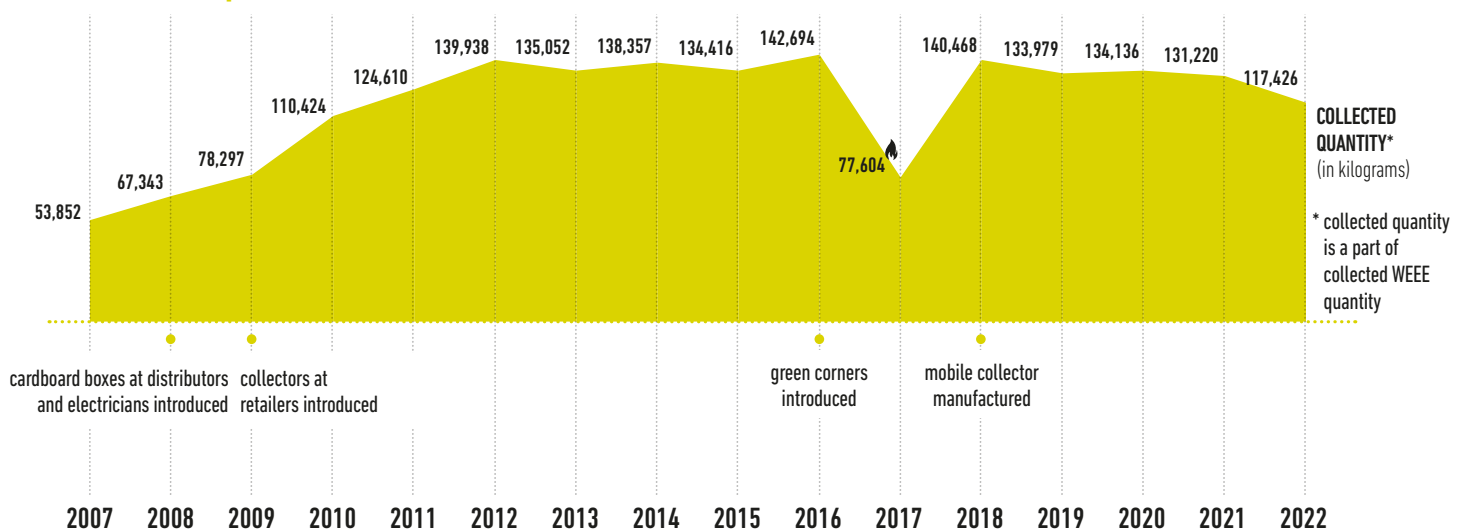
## Waste batteries and accumulators



## Waste grave candles



## Waste lamps



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

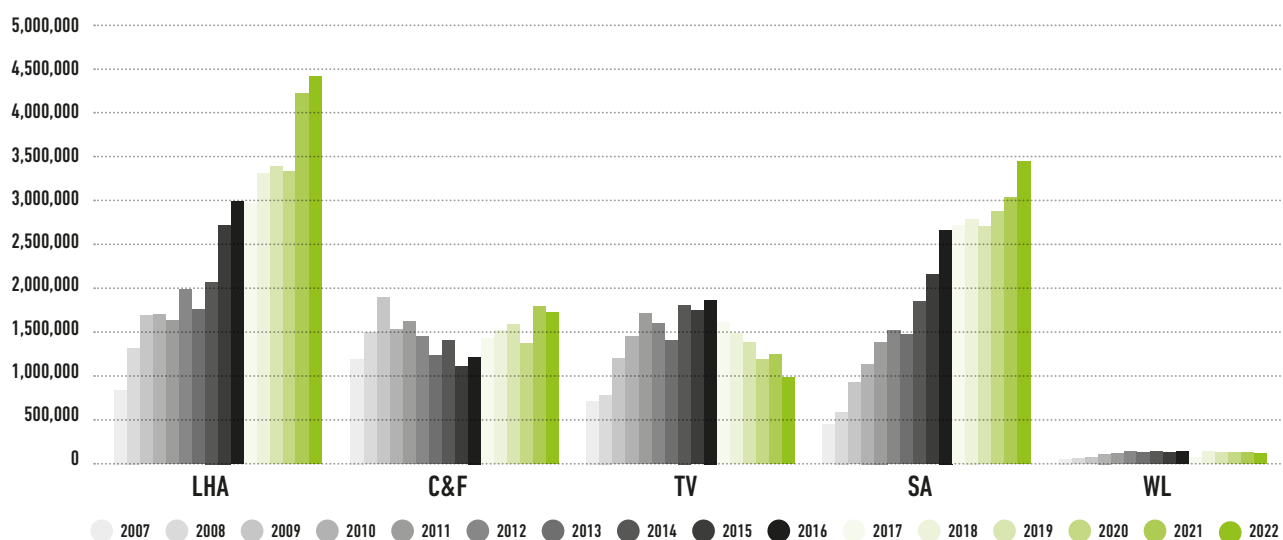
# E-waste management

We collected 41.6% of WEEE from the average amount of EEE put on the market in the past three years.

In 2022, we maintained the growth of collected WEEE quantities and achieved a 41.6% share of collected WEEE compared to the amount of EEE placed on the market in Slovenia in the past three years. With the collected quantities, we once again exceeded the threshold of 10,000 tons of collected e-waste in one year.

The legislative target for 2022 - to collect 65% of WEEE, based on the average quantity of EEE placed on the market in the Republic of Slovenia in the past three years - was not achieved. Despite the fact that the mass of collected WEEE quantities is higher than in 2021, reaching the legislative target collection rate is challenging due to the calculation methodology. It takes into account the amount of EEE placed on the market in the past three years, which is constantly and rapidly increasing, while WEEE is generated in accordance with the equipment's lifespan, which is longer than three years. Therefore, our focus remains on constant and systematic work with collectors, public service providers, and effective awareness-raising and collection campaigns throughout the year and across the entire territory of Slovenia is crucial.

## Collected amount of e-waste by collection processing groups



We are recording an increase in collected quantities of large household appliances and small appliances. This is attributed to the influence of a consumer-friendly collection network for small appliances and constant efforts to educate and inform the end consumers. On the other hand, we are experiencing a decline in collected quantities of TV sets and monitors, with a significant drop of 20.8%. The reason for this is the continued trend of a decrease in the mass of collected TVs and monitors, which is an expected consequence of a higher proportion of LCD, plasma, and other screens and monitors without cathode-ray tubes. These newer types of screens are considerably lighter than the old cathode-ray tube screens.

# Management of waste lamps

We have collected  
**117,426 kg**  
waste lamps

We have collected 66.1% of waste lamps from the average amount placed on the market in the past three years.

Gas discharge lamps, which require a small amount of mercury, accounted for only 21% of the total mass of lights put on the market through the participants of the ZEOS scheme in 2022. The majority consisted of LED bulbs and modules, which do not contain mercury. In the future, this proportion will be drastically reduced as the ban on the sale of fluorescent lamps throughout the European Union comes into effect on August 25<sup>th</sup>, 2023, following the RoHS directive. Consequently, almost exclusively mercury-free bulbs lights enter the market. However, our mission does not end there, as lights containing mercury will remain in use for at least the next fifteen years. They will need to be collected and disposed of in accordance with applicable standards.

# Management of waste portable batteries and accumulators

We have collected  
**129,646 kg**  
waste batteries

We have collected 51.2% of waste batteries from the average amount placed on the market in the past three years.

In 2022, within the framework of our joint plan, we fulfilled all obligations arising from the Regulation on the Management of Batteries and Accumulators and Waste Batteries and Accumulators for 226 participants who joined our joint scheme for the management of waste portable batteries and accumulators (WPBA). The collected quantities of WPBA exceed the target that requires collecting 45% of PBA put on the market in the last three years. The collection rate we achieved is 51.2% of PBA put on the market by the participants in our scheme. We exceeded the target by 6.2% and are rightfully proud of this accom-



# Management of waste industrial batteries

We have collected  
**7,742 kg**  
waste industrial batteries

We have  
collected 10,5% waste  
industrial batteries  
from the average amount placed  
on the market in the past  
three years.

In the second year of operation under the new joint plan for the management of waste industrial batteries, which we submitted to the Slovenian Environment Agency in 2021, we collected and processed 7,742 kilograms of waste industrial batteries. This fulfilled the obligations for 19 companies that entrusted us with fulfilling their legal obligations by joining the new joint scheme for managing waste industrial batteries and accumulators.

# Management of waste grave candles

We have collected  
**153,140 kg**  
of waste grave candles

We have  
collected 37% of  
waste grave candles  
from the average amount  
placed on the market in  
the past three years.

In the tenth year of the established joint scheme for the management of waste grave candles, ZEOS company collected 153,140 kilograms of ONS (waste grave candles). The collected quantity is lower than in the previous years. The reason for this is mainly attributed to the increase in the amounts of grave candles put on the market by the participants in our joint scheme. The quantities exceeded the planned amounts, indicating that they also exceeded the planned collection quantities. Over the past four years the amount of paraffin candles put on the market in the Republic of Slovenia has decreased by 24%, while the number of electronic candles has increased by 31%.



# European goal eludes most EU member states

Data shows that the collected quantity of waste electrical and electronic equipment (WEEE) in Slovenia is growing linearly, while the quantity of new equipment put on the market is growing exponentially. The latter has doubled since 2012. Despite ever-emerging solutions, increasing public awareness, and our expanding and more efficient collection network, it is impossible to ensure a collection increase capable of keeping up with such intensive growth in the quantities of new appliances and equipment entering the market. Waste is generated according to the period of use, which is mostly three years, leading to an unattainable gap. This gap is also influenced by photovoltaic panels, classified as WEEE, where we record significantly increased quantities put on the market, while their lifespan is extremely long. Additionally, challenges arise from the accumulation of WEEE in households, illegal and unregistered collection of e-waste, illegal removal of valuable components and materials from e-waste, and illegal export of e-waste from the European Union.

Despite the growing quantities of collected waste, we have not yet achieved the European goal, which defines a collection target of 65% of WEEE in relation of the average quantity of EEE put on the market in Slovenia in the past three years.

Similar challenges are not unique to Slovenia, as the gap between equipment put on the market and the collected quantity of waste equipment is also widening in other European countries. Only three of the European Union member states have achieved the goal, while twenty-four countries have not. Poland, Bulgaria, and Croatia have been successful, and Estonia, Austria, Sweden, Finland, Ireland, and Slovakia are close to the goal. Slovenia is comparable to Denmark, while Germany, Cyprus, Italy, Portugal, and others lag. In 2022, activities were initiated at the EU level to amend the EU directive on waste electrical and electronic equipment, leading to discussions on redefining the environmental goal related to the target collection rate of e-waste.

At ZEOS, we will continue to strive for goal fulfilment. We will expand the collection network more intensively, making it even more accessible and user-friendly. We will also increase our efforts in successful public awareness campaigns on handling e-waste and the importance of its collection and recycling.

# Active and influential beyond Slovenian borders

At ZEOS, we recognize that successful operation and progress of our company require keeping pace with European countries, acquiring new knowledge, actively monitoring innovations and new solutions in WEEE management, and implementing best practices from abroad. Over the years, we have established an extensive and efficient network of international connections. These connections serve to enhance the recognition of our company worldwide, expand its influence beyond Slovenian borders, and facilitate regular and effective exchange of experiences. ZEOS has been an active member of international associations such as the WEEE Forum and EucoLight for many years. In 2021, we have also joined the EIT RawMaterials association, through which we successfully execute the Inspires project. In Slovenia, the company maintains its membership in the Circular Economy Partnership and the Chamber of Public Utilities.

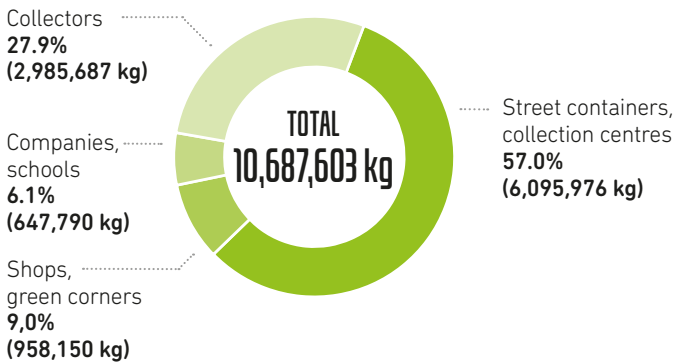


# Collection network

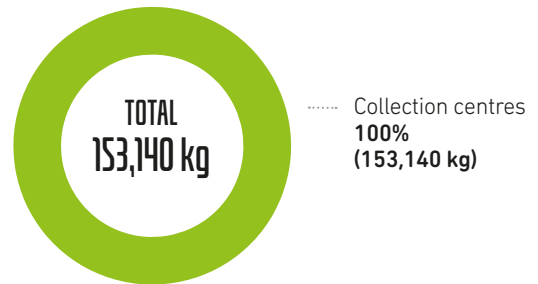
To achieve the legal collection goals, we have focused our efforts on expanding and enhancing the efficiency of the collection network with the help of our trusted partners in the process of collecting e-waste, waste batteries, and waste grave candles. By implementing electronic ordering of pickups and electronic record-keeping, we have optimized the process, resulting in more efficient collection. In 2022, we conducted 10,650 waste pickups, which represents a 5.4% decrease compared to the previous year. However, the average weight per pickup increased by 5.7% and now stands at 1,004 kilograms per pickup. By carefully planning transport routes for waste pickups, we also contribute to reducing the environmental impact caused by transportation.



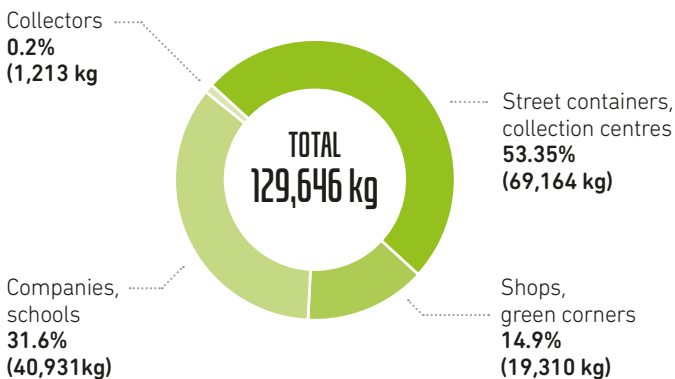
## E-waste



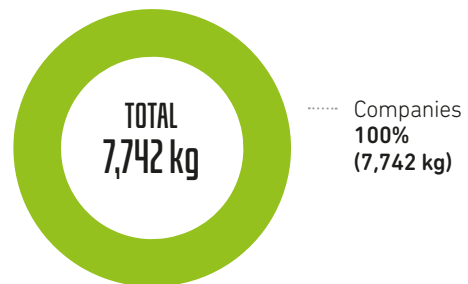
## Waste grave candles



## Waste batteries and accumulators



## Waste industrial batteries



# Consumer-friendly collection network



794 STREET CONTAINERS



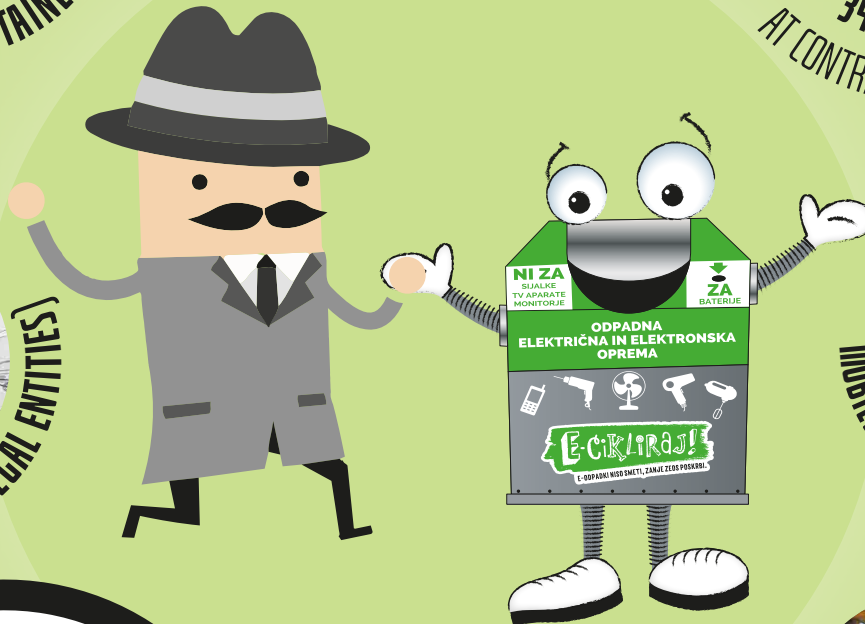
961 LOCATIONS AT RETAILERS AND DISTRIBUTORS (61 GREEN CORNERS)



34 LOCATIONS AT CONTRACTUAL COLLECTORS



DIRECT PICK-UP AT COMPANIES (LEGAL ENTITIES)



MOBILE COLLECTOR DURING CAMPAIGNS



160 LOCATIONS AT CONTRACTORS PUBLIC SERVICES (COLLECTION CENTRES)



64 CORNERS FOR RE-USE

We continuously expand and improve the network for collecting e-waste and waste batteries.

We take pride in our solid collection network, which we constantly expand and improve to make it as accessible and user-friendly as possible. We also expand the collection network for functional electronic equipment, effectively aligning with the guidelines of the European Commission on reuse and actively promote the circular economy. The entire network is available on our online map.



# Treatment and processing of collected waste



We ensure proper further treatment and processing for all the e-waste, waste batteries, and waste grave candles collected through ZEOS schemes. This processing takes place partly in Slovenia and partly abroad.

Certain groups of collected waste, for which proper processing and treatment cannot be provided in Slovenia due to the lack of suitable technologies and capacities, are transferred to facilities in other European Union countries. These mainly include refrigerators, freezers, cathode ray tubes, lamps, and waste batteries.

**66%**  
of the collected waste  
was processed in Slovenia,  
**34%**  
was processed in other  
EU countries.



# ZEOS eko-sistem, Bosnia and Herzegovina

In 2012, we established the subsidiary company ZEOS Eco-System, the first waste electrical and electronic equipment (WEEE) management scheme in Bosnia and Herzegovina. Importers, distributors, and manufacturers transferred their obligations of reporting, managing, and disposing of waste electrical and electronic equipment to this scheme. ZEOS Eco-System d.o.o. conducted numerous awareness activities in 2022, indirectly involving 1.6 million stakeholders. The website [www.zeos.ba](http://www.zeos.ba) received 39,555 visits, and two co-funded projects were implemented.

## New appliance disposal option: door-to-door collection

In 2022, the company introduced a new service. Any resident with at least five kilograms of waste can fill out an order form on the website [www.zeos.ba](http://www.zeos.ba), and have his e-waste collected by the company. The logistics are handled by express delivery services and carriers cooperating with the company. The entire project is based on sustainability principles. The project has generated enthusiastic response among the population, and the constant growth in the number of orders demonstrates its effectiveness.

## THE YEAR 2022, IN BRIEF

277

participants in the joint WEEE management scheme

8.2%

increase in participants compared to 2021

42%

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

15%

increase in collected e-waste compared to 2019

5%

exceeding the legal target for e-waste collection

53

awareness campaigns conducted

## EXPANSION OF CONSUMER-FRIENDLY COLLECTION NETWORK IN BOSNIA AND HERZEGOVINA

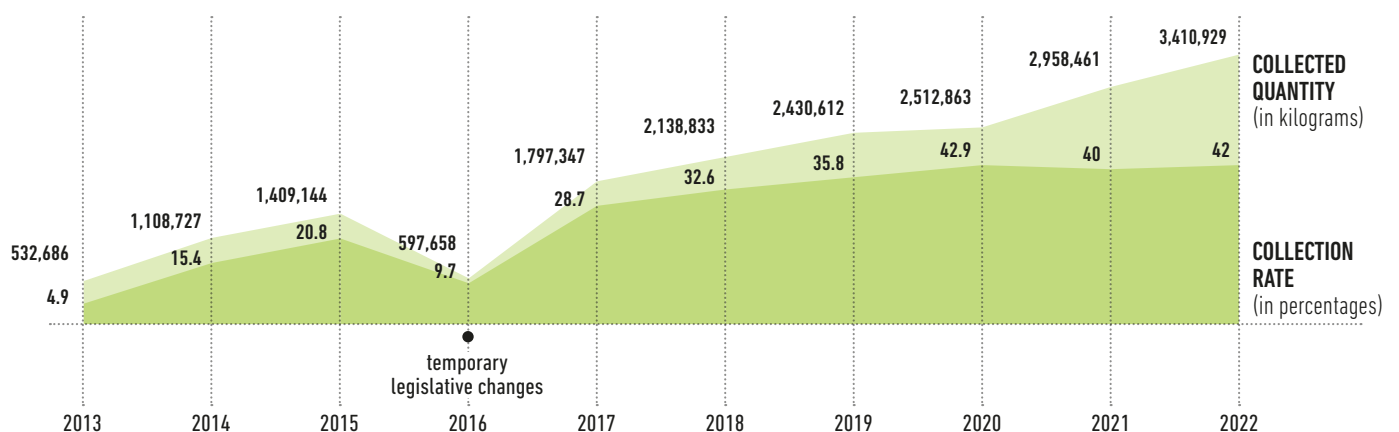
432

established e-waste collection locations

137

installed street collection bins

## Collected quantity of WEEE





# Waste can be a resource

By recycling the waste collected in 2022, we reduced CO<sub>2</sub> emissions by **62,720 tons.**

E-waste contains a variety of materials and compounds that can pose a danger to both human health and the environment when improperly disposed of as mixed or communal waste or when released into nature. Improper handling also means losing the opportunity to obtain rare substances that are present in these products. By continuously raising awareness about this issue, we aim to achieve the highest possible level of recycling and obtaining secondary raw materials. In doing so, from the collected quantities of WEEE that we gathered and recycled in 2022, we obtained valuable materials that would otherwise have been sourced from raw materials, resulting in increased energy consumption and higher carbon dioxide emissions.



We collected **5,631 tons of iron**, almost the weight of the Eiffel Tower's structure!



We collected **267 tons of aluminium**, enough to cover six Atomium spheres.



We collected **241 tons of copper**, more than what is present in the Statue of Liberty!

Source: Weee Forum

## Fifth International E-Waste Day - October 14<sup>th</sup>, 2022

The WEEE Forum organizes International E-Waste Day worldwide every year on October 14<sup>th</sup>. The event's purpose is to promote proper management of electrical and electronic equipment, and each year they highlight a specific topic of particular importance. This year, the focus was on reusing, repairing, and recycling small e-waste under the slogan "Recycle all e-waste; size doesn't matter!" A total of 194 organizations from seventy-two countries around the world participated in the campaign.

The United Nations estimates that 24.5 million tons of small e-waste were generated worldwide in the past year. That's four times the weight of the Great Pyramids of Giza! We have observed that smaller devices like mobile phones, electric toothbrushes, toasters, and cameras are often accumulated at home, preventing recycling. These devices are also frequently improperly disposed of as municipal waste. In Europe alone, 1.4 kilograms of e-waste per capita end up in mixed waste each year. Consequently, instead of being recycled, these devices end up in landfills, causing the valuable materials they contain to be permanently lost, as it becomes impossible to recover them.

To address this issue, ZEOS organized a collection campaign for both working and non-working small appliances, computers, computer equipment, and TVs/monitors in the City Municipality of Ljubljana. Functional devices can be offered for immediate reuse, and non-functional ones are often given extended usage through simple repairs, preventing waste generation, and reducing the need to produce new devices. Since the carbon footprint of appliances is highest during the production and transportation phases, this approach contributes effectively to environmental preservation.



Welcome to visit!



# Awareness activities

At ZEOS, we are aware that we can only achieve our collection goals if all stakeholders, especially citizens - consumers of electrical and electronic equipment, assist us. Proper separation and disposal or return for reuse of such equipment after use can only be expected if people are well informed about the benefits and advantages of correct management of discarded appliances, both for themselves and the environment.

Therefore, we carefully plan and implement activities each year that serve to raise public awareness. Our awareness campaigns and events, conducted throughout Slovenia, have proven to be the most effective way to reach the public, providing them with relevant, understandable, and easily accessible information about proper ways of sorting and collecting old electrical and electronic equipment, as well as informing them about collection points and the benefits of reuse. These campaigns are implemented in the broadest possible environment and adapted to local communities. Therefore, we participate in local public events and fairs, forging connections with local waste management service providers and other stakeholders.

We are pleased to say that years of dedicated work in the field of education and awareness are already yielding results. Our analysis shows that waste separation is increasingly being perceived by citizens not as a chore, which some may have seen as annoying in the past, but as an integral part of a modern, environmentally friendly lifestyle that they are proud of. In recent years, there has also been growing awareness of the necessity to extend the useful life of electrical appliances through proper maintenance and repairs and the importance of recycling the valuable materials hidden in discarded electrical and electronic equipment.

We can proudly say that our campaigns are well-attended and have a significant impact. Our mascot, Eci, always attracts attention, especially from the youngest audience. The response from the media is also improving. In the past year, we had over 1,000 appearances in print and online media, as well as on national and local radio and television stations!



# ZEOS company projects

## INSPIRES project

The project aims to capture permanent magnets, primarily neodymium magnets (NdFeB), from electronic waste, recycle them, and reuse them to produce new permanent magnets. The project strives to optimize methods and procedures that will successfully enable sustainable dismantling, extraction, and recycling of NdFeB magnets on an industrial scale. This will improve the quality of the obtained base powder for producing and using recycled magnets in new electric motors for appliances. The project focuses on achieving larger quantities and higher quality of permanent magnets obtained from electronic waste. This aims to ensure the circulation of rare earth elements in the production cycle of the entire appliance.

The INSPIRES Project is an international project with partners from 6 EU countries. In addition to ZEOS company, the project partners from Slovenia include the Jožef Stefan Institute, Gorenje, Kolektor, Domel, and Surovina.

In 2022, within the project, we have:

- conducted 6 sorted analyses, focusing on the extraction of appliances with the highest potential for containing permanent magnets;
- separated 5,700 kilograms of large appliances, 2,650 small appliances, and 8,680 LCD TVs/monitors;
- carried out 5 waste transportation operations to our partner, Surovina, suitable for the process of extracting electromotors and magnets from appliances;
- separated 40.8 kilograms of magnets and handed them over to the Jožef Stefan Institute for further analysis;
- conducted a test sorting procedure.

## CIRCTHREAD project

The project aims to influence the decision-making of appliance users and encourage them to extend the lifespan of appliances through proper use, maintenance, and repair and to recycle them at the end of their use.

To make information about this more accessible, the project participants will develop, test, and share an open-source software platform over the next four years. This platform will enable digital data exchange at all stages of the product's life cycle. The easily requestable and exchangeable information will cover all aspects of the extended product life cycle (circularity, economic, environmental, and social factors).

As a project partner, ZEOS company is involved in:

- preparing the product's life cycle status, a so-called digital product passport, where we will contribute data on the age of the collected appliance, type of malfunction, possibilities for further use (refurbishment, reuse, spare parts, recycling), and the recycling rate;
- monitoring the product through the information platform from development, production, use, and service to the end of its life cycle;
- using spare parts from appliances damaged during transport;
- making decisions about the treatment of appliances at the end of their life cycle (refurbishment, reuse, spare parts, recycling);
- evaluating critical materials and chemicals, which will make the decision-making process regarding the most suitable recycling method simpler and more competent.



Duration of the project:

**01. 03. 2021 – 30. 3. 2024**

Coordinator:

**EIT Raw materials**

Partners:

**11 project partners from 6 different countries**

The project is co-financed by the European Commission within the EIT Raw Materials pro-gramme (2021 – 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.

# The Life Turn to e-circular project

This five-year project aims to inform and raise public awareness about the concept of circular economy, its benefits, and the necessity of transitioning from a linear to a circular mode of operation. We aim to change the habits of consumers and stakeholders regarding the handling of still-functioning appliances. Through innovative tools and easily accessible information about locations for depositing still-functioning appliances, we want to encourage their reuse, servicing, and sharing while developing circular business models to extend the useful life of appliances.

Duration of the project:  
**1. 1. 2020 – 30. 12. 2024**  
 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:  
**The Chamber of Public Utilities is a section of the 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**



zbornica komunalnega gospodarstva



## Pilot implementation of the preparation process for the reusability of WEEE

Reusing old electrical appliances and equipment is one of the most effective ways to reduce waste and preserve natural resources. Instead of discarding old devices, we can extend their useful life through proper maintenance and repair them when they malfunction, enabling their reuse. By reusing appliances, we effectively contribute to environmental conservation because we preserve valuable resources and materials contained in these products, the extraction of which imposes a significant burden on the environment.



## Appliances collected for reuse under the Life project Turn to e-circular in 2022

(in units)



It is not surprising, therefore, that promoting reuse was one of our priorities in the past year. Along with raising awareness, one of the essential steps in this regard is the establishment of reuse corners - collection points where citizens can dispose of functional appliances free of charge.





## What about sharing?

As part of the project, we actively promote sharing of electrical and electronic equipment. This mainly refers to appliances and tools that serve specific purposes and are not needed every day. Instead of buying such appliances or tools when needed and then letting them lie unused and eventually discarded, we share them within the community. For this purpose, we have prepared a manual for establishing a sharing community, we collaborate with stakeholders, conduct various activities, and establish equipment exchange centers.



Manual for establishing a sharing community



## Active involvement in developing circular business models

Since circular business models have an impact on preserving natural resources, we are also actively involved in the development of circular business models within the project. We collaborate with entrepreneurial incubators and accelerators, provide the necessary environmental content, and conduct numerous workshops.

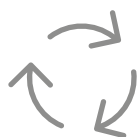


## We also promote appliance servicing

Within the project, we actively encourage citizens to service their appliances and extend their useful life. For this purpose, we organize awareness events, service workshops, and meetings with service technicians. To better connect the latter with citizens, we have established a Facebook group and prepared an online map of service locations.



Facebook group Kam s tastarim?



**Reuse: less waste, more benefits for all**

One of the best ways to reduce waste is through the reuse of products. What we no longer need (especially if it still works) is not necessarily waste. It can be an opportunity for someone else to use the product as it is or with some repairs.



**Let's not discard what is still useful!**

Each individual disposes of up to five kilograms of still usable products, including electrical appliances, which have so far ended up in landfills. We estimate that even among the waste collected for recycling, 1-2% are items that still function. These unnecessarily end up in the processing intended for material recovery, while they could still serve their purpose.



**Appliances suitable for reuse:**

washing machines, refrigerators, freezers, desktop and laptop computers, entertainment electronics, small household appliances, toys, mobile phones, speakers, flat-screen TVs with remotes, LCD monitors, circular saws, drills, music systems, vacuum cleaners, and other suitable electric or battery-powered appliances...



# Project awareness events in 2022



**68 E-transformer visits** of educational institutions, where we conducted 311 eco workshops.



**19 collection campaigns** in collaboration with educational institutions.



**18 awareness events,** including appliance exchanges and service workshops.



**19 opening events** for the installation of reuse corners for e-equipment.



**Local collection campaign** in collaboration with 27 primary schools.



**11 workshops** on circular business model development.



**2 meetings** with service technicians.



**Mobile collections:** 34 events.

**MORE AT:**  
[www.zeds.si](http://www.zeds.si)



# 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 2022.

The financial statements, in respect of which summaries are prepared, are prepared in accordance with International Financial Reporting Standards adopted by the EU. Summaries of financial statements do not include all disclosures required by International Financial Reporting Standards adopted by the EU. Therefore, reading the summaries of the financial statements is not a substitute for reading the audited financial statements of ZEOS d.o.o. A reader who wants to understand better the financial situation of the company and the results of its operations, together with the financial statements summaries, must also read the most recent audited financial statements, which contain all the disclosures required by the relevant financial reporting framework in the case of ZEOS, d.o.o., namely International Financial Reporting Standards adopted by the EU.

## Insight into the audited financial statements

The entire audited annual report of the company for the financial year 2022, which also includes the audited financial statements for that financial year, is available at the headquarters of ZEOS, d.o.o., based on prior agreement. Due to its size, the company is not obliged to submit the annual report of the company with the auditor's opinion to the Agency of the Republic of Slovenia for Public Legal Records and Related Services in accordance with the applicable regulations.

**Note 1:** Criteria for the preparation of summaries of financial statements

In view of the above facts, we believe that for the purposes of the combined but not misleading presentation of the financial situation and operating result of the company in the presented summary of financial statements, it is sufficient to present the statement of financial position and the statement of operating result of the company.

**Note 2:** the net operating result related to the WEEE activity is transferred to the reserves of the joint scheme in accordance with the Statute.

A STATEMENT OF FINANCIAL POSITION		
	31, 12, 2022	31, 12, 2021
<b>ASSETS</b>	<b>8,852,270</b>	<b>9,815,905</b>
<b>A. Long-term assets</b>	<b>744,661</b>	<b>794,643</b>
I. Intang. assets and longt. def. costs and acc. income	46,695	35,100
II. Tangible assets	264,829	325,584
III. Investment property		0
IV. Investments in subsidiaries		0
V. Investments in ownership	401,235	401,235
VI. Other long-term investments		0
VII. Deferred tax assets	31,903	32,725
<b>B. Short-term assets</b>	<b>8,107,609</b>	<b>9,021,261</b>
I. Long-term marketable assets		0
II. Inventories	7,920	2,670
III. Short-term investments	6,952,828	7,238,562
IV. Short-term accounts receivables	447,833	766,881
V. Other short-term receivables	475,611	110,579
VI. Cash and cash equivalents	223,417	902,569

EQUITY AND LIABILITIES		
	8,852,270	9,815,905
<b>A. Shareholder's equity</b>	<b>5,632,625</b>	<b>6,114,193</b>
I. Called-in equity capital	481,724	481,724
II. Capital surplus	4,433	4,433
III. Reserves	4,582,227	3,153,523
IV. Retained earnings	563,594	2,471,616
V. Surplus from revaluation	647	2,897
<b>B. Long-term liabilities</b>	<b>1,831,952</b>	<b>1,946,877</b>
I. Provisions and long-term deferred revenue	1,437,911	1,749,238
II. Deferred tax liabilities	348,683	103,186
III. Non-current financial liabilities	0	0
IV. Long-term financial liabilities	45,358	94,453
<b>C. Short-term liabilities</b>	<b>1,387,693</b>	<b>1,754,835</b>
I. Short-term financial obligations	60,884	946,876
II. Short-term operating liabilities	389,406	420,597
III. Other short-term liabilities	909,533	242,770
IV. Tax liabilities	27,870	144,592

A STATEMENT OF PROFIT OR LOSS		
	2022	2021 (adapted)
<b>1. Net sales</b>	<b>3,518,629</b>	<b>4,624,039</b>
2. In-/decrease fin. products and work in prog.		
3. Other operating income	395,078	298,986
<b>4. Gross profit</b>	<b>3,913,707</b>	<b>4,923,024</b>
5. Costs of raw materials, supplies, etc.	-2,598,285	-2,591,800
6. Personnel expenses	-374,881	-325,407
7. Write-offs	-132,344	-168,701
8. Other operating expenses	-100,442	-65,026
<b>9. Operating result</b>	<b>707,755</b>	<b>1,772,090</b>
10. Income from financial activities	34,972	41,269
11. Expenses from financial activities	-46,695	-44,089
<b>12. Total profit or loss before taxes</b>	<b>696,032</b>	<b>1,769,270</b>
13. Taxes on current and deferred income	-132,438	-334,940
<b>14. Net profit or loss for accounting period</b>	<b>563,594</b>	<b>1,434,329</b>

# Auditor's report



Brnčičeva ulica 13  
1231 Ljubljana – Črnuče  
[info@resni.si](mailto:info@resni.si)

## **Independent Auditor's Report on Summaries of Financial Statements of ZEOS d.o.o., Intended for Public Disclosure**

**To the Shareholders of ZEOS Ltd.**

### **Opinion**

The summaries of the financial statements, which include the summary of the statement of financial position as of December 31, 2022, and the summary of the statement of comprehensive income for the year then ended, are derived from the audited financial statements of ZEOS d.o.o. for the year ended December 31, 2022.

In our opinion, the summaries of the financial statements are, in all material respects, consistent with the audited financial statements and compliant with the Companies Act and the criteria of materiality and nature of the purpose of the summaries of the financial statements.

### **Summaries of the Financial Statements**

The summaries of the financial statements do not contain all the disclosures required by International Financial Reporting Standards as adopted by the EU. Reading the summaries of the financial statements and the auditor's report on the summaries of the financial statements does not substitute for reading the audited financial statements of the company and the auditor's 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 9, 2023, we expressed an unmodified audit opinion.

### **Management's Responsibility for the Summaries of the Financial Statements**

The management is responsible for the preparation of the summaries of the financial statements in accordance with the Companies Act and the criteria of materiality and nature of the purpose of the summaries of the financial statements.

### **Auditor's Responsibility**

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

Vid Plohl  
Certified Auditor

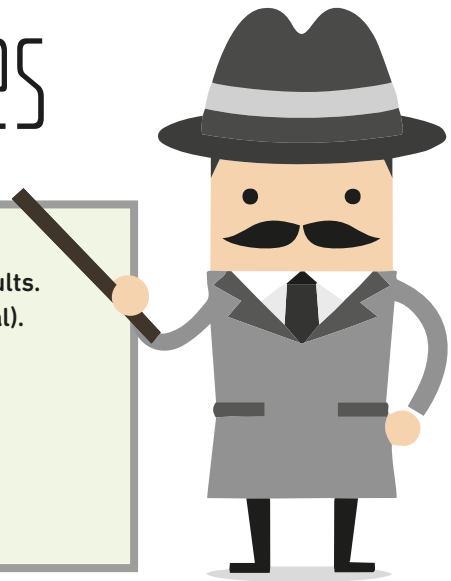
Ljubljana, 19 May 2023

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 financial statements and the notes thereto in Slovene. This translation is provided for reference purposes only and is not to be signed.

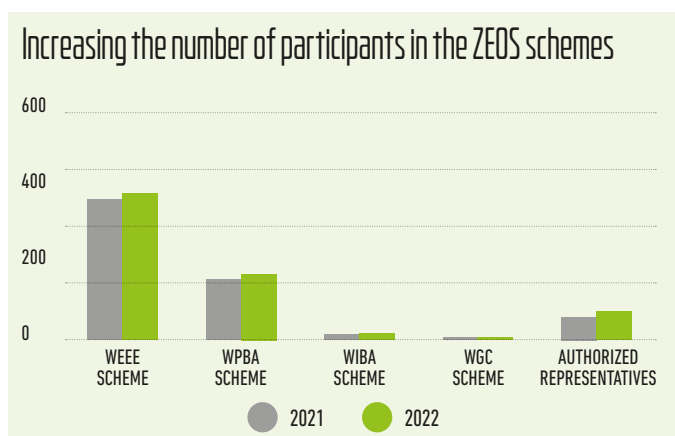
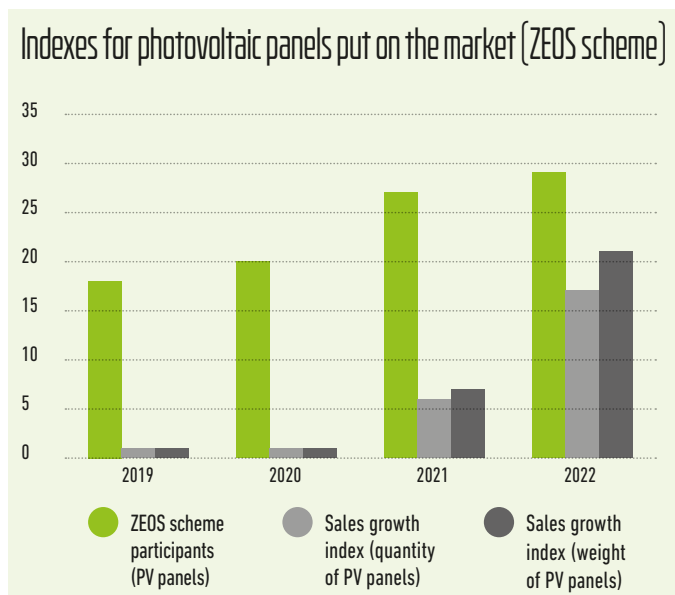
# Benefits for participants in the ZEOS collective schemes

- ✓ We fulfil legal obligations for all participants in the ZEOS schemes.
- ✓ We provide reporting on the collection, treatment, and processing results.
- ✓ We facilitate reporting of environmental fees (through the online portal).
- ✓ We enable easy ordering of waste pickups (through the online portal).
- ✓ We provide up-to-date information on proper waste management.
- ✓ We offer a consumer-friendly network for collecting WEEE and WBA.
- ✓ We connect and build partnerships with stakeholders in the waste management process.
- ✓ We ensure equal conditions for all participants.



## We also take care of the collection and treatment of waste photovoltaic panels.

Since 2019, photovoltaic panels have been classified as electrical and electronic equipment in Slovenia, which imposes obligations on manufacturers and importers. The graph shows the growth in the number of entities in the ZEOS scheme that import or produce photovoltaic panels and are the first to introduce them to the Slovenian market. In addition to the increase in entities selling photovoltaic panels and participating in the ZEOS scheme, there is a noticeable rise in the index, indicating the growth in the number and weight of PV panels introduced to the Slovenian market since 2019. In 2022, the sales of photovoltaic panels in Slovenia almost tripled in quantity and weight, thus increasing the obligations that ZEOS fulfils on behalf of e-equipment producers as the WEEE scheme operator. As part of meeting these obligations, we have committed to taking over and treating all quantities of waste photovoltaic panels that the entities have introduced to the Slovenian market since joining the ZEOS scheme.



The number of participants grows constantly!



# Participants in the ZEOS schemes

We are trusted by  
**622**  
companies in 4 schemes  
which is 7.2% more  
than in 2021.

## 505 participants of the WEEE management scheme

240 D.O.O., 3 DIM D.O.O., 3 F FAVORIT ŽGUR D.O.O., A2S, D.O.O., ABASTORE, D.O.O., ABB INŽENIRING D.O.O., AC CENTER, ALEKSANDER CIGLARIČ s.p., ADD PROS D.O.O., ADIDAS D.O.O., ADRIA DOM D.O.O., ADVANT D.O.O., AGRO LINDAU D.O.O., AGROCENTER D.O.O., AHATSERVIS, D.O.O., AKTIVA VAROVANJE D.D., ALARM AUTOMATIKA D.O.O., ALBA, D.O.O., ALBRACO 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., ARMSTRONG-KOBILŠEK 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 ARMIC D.O.O., AVTOTEHNA OPREMA D.O.O., BALDER D.O.O., BAMA, D.O.O., Litija, BARTEC VARNOST 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., BIODOM 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., BREDED D.O.O., BRODNIK BR D.O.O., BRUNATA D.O.O., BSH HIŠNI APARATI D.O.O., BUDSEASON, ROK BUDIŠELIČ s.p., 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., COALA D.O.O., COMTRADE 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., ČETRTRA POT, D.O.O., DAMIJAN STERLE s.p., DARKO JELIČIČ s.p., DAT - CON D.O.O., DAVID SERVIS, DAVID SAVIČ s.p., 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 SICHERHEIT-STECHNIK D.O.O., DIPROS D.O.O., DOBRA ZNAMKA D.O.O., doNET D.O.O., DORIMPEX D.O.O., LJUBLJANA, DREVENŠEK & DREVENŠEK D.O.O., DRUŽINA STVARNIK RAUTER D.O.O., DS SVETILA, DOMEN SAJE s.p., DSC D.O.O., DZS D.D., 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, ELCl, Predvdor, d.o.o. /v prevodu/ ELCl, Predvdor, ELEKTRO ŠTUMPF D.O.O., ELEKTROSERVIS POVŠE D.O.O., ELLATRON D.O.O., ELPRO KRIŽNIČ D.O.O., ELSAT D.O.O., ELSIS D.O.O., ELSTIK 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., EMMA D.O.O., EMPOR D.O.O., EMUNDIA 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., ENTECH, D.O.O., EOGEN D.O.O., ERICSSON D.O.O., ERZETICH D.O.O., ESSILOR D.O.O., ETI ELEKTROELEMENT, D.O.O., ETRA D.O.O., ETT LIGHTING D.O.O., EURAN D.O.O., EURODISKONT D.O.O., EVENTUS NOVO MESTO, D.O.O., EXPERTO INTERNATIONAL D.O.O., EXTREME 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., GALUN ELEKTRONIKA, D.O.O., GASPERO, D.O.O., GASTRO, 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., GEOIZMERA D.O.O., GEOSERVIS D.O.O., GIA - S D.O.O., GLEDRING d.o.o., LJUBLJANA, 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., 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., HYCU D.O.O., HYPEX, D.O.O., I-BIN D.O.O., IBLO D.O.O., ICEMAG D.O.O., IDENTIKS 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., 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., ISYSTEM LABS D.O.O., IVEC D.O.O., IXTEH D.O.O., JABADABADU, SUZI MRAVLEK s.p., JEZ D.O.O., JOŽEF SEVER s.p., JR PRODUCT D.O.O., JYSK D.O.O., KAMBIČ D.O.O., KARL STORZ ENDOSKOPIJA D.O.O., KEAS STORITVE D.O.O., KEFO 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., KONTAKT P 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., KWON D.O.O., LABOHEM D.O.O., 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, SPLETNA TRGOVINA 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., LINUX D.O.O., M & K SEIBERT D.O.O., M&G D.O.O., MAB EXPORT 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., MARKO PAPLER s.p., MASTERPLAST D.O.O., MB FRIGO D.O.O., MECOM ELEMENTI D.O.O., LJUBLJANA, MEDICOENGINEERING D.O.O., MEDIKOEL, 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 TRGOVINA, D.O.O., METAL MIKULIČ D.O.O., METALKA ZASTOPSTVA SENKANAR D.O.O., METALKA ZASTOPSTVA SERVIS D.O.O., METALOPREMA D.O.O., 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, MIKTRUT D.O.O., MIMOVRSKE D.O.O., MINES TEAM D.O.O., MLACOM D.O.O., LJUBLJANA, MLADINSKA KNJIGA TRGOVINA D.O.O., MLEKARNA CELEIA 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., 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., NOVATECH HEALTHCARE D.O.O., NOVATEL D.O.O., NTR INŽENIRING D.O.O., NTT, D.O.O., NUKLEARNA ELEKTRARNA KRŠKO D.O.O., NUTRAMIND D.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., PALOMA, HIGIENSKI PAPIRJI, D.D., PAYTEN D.O.O., PEC SISTEMI D.O.O., PETROL D.D., LJUBLJANA, PGC D.O.O., PIGO D.O.O., PIKTRONIK D.O.O., PIPISTREL 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., BREZOVICA, PRINTEC S.I. D.O.O., PROCON D.O.O., PRODENT INTERNATIONAL, D.O.O., PRODUCTA D.O.O., PROJEKT GT D.O.O., PROJEST D.O.O., PROLAT TREBNJE D.O.O., PROSIGMA PLUS, D.O.O., PROSTT D.O.O., Q-FREE TRAFFIC DESIGN D.O.O., RAGA D.O.O., REAM D.O.O., REEF D.O.O., REFLECTA SOLUTIONS D.O.O., REMEPA D.O.O., RENOVU D.O.O., RESALTA D.O.O., REVOZ D.D., REXEL, D.O.O., RIBS COM D.O.O., RITTAL D.O.O., RO PROJEKT D.O.O., ROBEKS D.O.O., LJUBLJANA, ROBERT KUJAVEC s.p., ROBINI LINE D.O.O., RONA TRGOVINA D.O.O., RT - TRI D.O.O., S&T ISKRATEL D.O.O., 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, SCHRACK TECHNIK D.O.O., SEKORTEL D.O.O., SEMENARNA LJUBLJANA, D.O.O., SEMLAB D.O.O., SENČILA MEDLE D.O.O., SENSO4S 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., SLUŠNI APARATI-WIDEX, 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., SOLVERA LYNX D.O.O., SONAR, 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., SUNCONTRACT D.O.O., SWARCO LEA D.O.O., ŠKRLEJ D.O.O., ŠPAN D.O.O., ŠTULAR D.O.O., TAB D.D., TARK TRADE D.O.O., TAVIJA D.O.O., TDI D.O.O., TDR TRADING D.O.O., TEAM TRADE D.O.O., TEHMAR 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., TERMOELEKTRARNA ŠOŠTANJ D.O.O., TERSUS D.O.O., THESAJRUS D.O.O., TIKI HVAC D.O.O., TILT D.O.O., TIMMLUX D.O.O., TIMOTEJ RAKUŠA s.p., TINKI, TILLEN ŠENK s.p., TMW PRO D.O.O., TOBOJ'S D.O.O., TOR - FM D.O.O., TRATNJUK D.O.O., TRELLEBORG SLOVENIJA, D.O.O., TRIVAL ANTENE D.O.O., TSP ELEKTRONIKA D.O.O., LJUBLJANA POLJE, UNIDIS TRGOVINA D.O.O., UNIKAT, D.O.O., UNINET D.O.O., URMAT D.O.O., URMET D.O.O., URNI D.O.O., UROŠ GAJŠEK s.p., VAGA D.O.O., VALMOR D.O.O., VARIKON D.O.O., VARTA TRGOVINA D.O.O., VBH TRGOVINA D.O.O., VELOG VELETRGOVINA, D.O.O., VERIZON LJUBLJANA D.O.O., VEZAVE D.O.O., VIBOR D.O.O. 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## 226 participants of the WBA management scheme

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## 7 participants of the WCG management scheme

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## 19 participants of the WBA management scheme

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## ZEOS d. o. o. is an authorised representative of 104 companies from abroad

ADVANTECH EUROPE B.V., ALPITRONIK GMBH - SRL, AMANN GIRRBACH AG, ARISTOCRAT TECHNOLOGIES EUROPE LIMITED, ASOS.com Limited, AVIANO GMBH, BBC BIRCHER AG, Bender GmbH & Co. KG, BIKE24 GMBH, BOSCH AUTOMOTIVE SERVICE SOLUTIONS GMBH, BURKERT AUSTRIA GMBH, C & A MODE GMBH & CO. KG, CA EUROPE SARL, CapsuleTech SAS, Caterpillar Distribution Services Europe BVBA, CHAR-BROIL EUROPE GMBH, CHERRY GMBH, Covaris Ltd., DEDRA EXIM SP. Z.O.O., DONOCI s.r.o., DURAVIT AG, E. Wiener Bike Parts GmbH, ELCA Srl, ELECTROLUX D.O.O., ELEMENTAL TECHNOLOGIES LLC, Enel X Way Germany GmbH, Flir Belgium BVBA, FLIR Integrated Imaging Solutions, Inc, Flir Systems Trading Belgium BVBA, FROGLUE TECHNOLOGY GMBH, GEMMA B&D D.O.O., GEMÜ GMBH, Ghost-Bikes GmbH, Giesecke + Devrient Currency Tehnology GmbH, HANSGRÖHE SE, HARTMANN TRESORE AG, HAWORTH GMBH, IMPOSSIBLE BOND LDA., Infinera Corporation, IPG Laser GmbH, JANSSEN PRESERVATION AND MATERIAL PROTECTION, John Deere Walldorf GmbH & Co.KG, JOSEF KRANZLE GMBH & CO.KG, Julius Blum GmbH, Kalkhoff Werke GmbH, KAVO DENTAL GMBH, Kornit Digital Ltd, LAP GMBH LASER APPLIKATIONEN, LEGO SYSTEM A/S, Levitronix GmbH, LGC GENOMICS LTD, Lifesize, Inc., LIQUIDTOOL SYSTEMS AG, LumiraDx GmbH, MICROSOFT IRELAND OPERATIONS LIMITED One Microsoft Place, ModusLink B.V., MOELEX GMBH, Murrelektronik GmbH, NEXTBIKE GMBH, NINE UNITED SCANDINAVIA A/S, NORNGREN GMBH, PENTAGON SALES GMBH, Pepperl+Fuchs GmbH Österreich, PLASTICARD-ZFT GMBH & CO.KG, Porsche eBike Performance d.o.o., Porsche eBike Performance GmbH, POSITEC GERMANY GMBH, Propete GmbH & Co.KG, Qundis GmbH, 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, Rothenberger Werkzeuge GmbH, SANDVIK BULGARIA EOOD Europe Trade Center, SICK GMBH, Skechers S.a.r.l., SPECIALIZED EUROPE B.V., SPECIALIZED EUROPE GMBH, Spectro Analytical Instruments GmbH, TARGA GMBH, TE Connectivity Solutions GmbH, Texas Instruments EMEA Sales GmbH, Thomann GmbH, Tile Inc., Transfer Multisort Elektronik sp. z.o.o., TTI, INC., UBIQUITI INTERNATIONAL HOLDING B.V., UNILEVER MAGYARORSZAG KFT., VECTOR AUSTRIA GMBH, VICI AG International, Visaris d.o.o., Beograd, VIVRE DECO S.A., 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, XYLEM WATER SYSTEMS HUNGARY KFT, 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.

Another successful year full of positive energy and excellent cooperation is behind us. To all who believe in our mission and help us achieve our goals, we sincerely say **THANK YOU!**





# ZEOS company card

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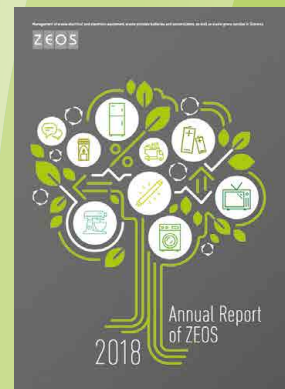
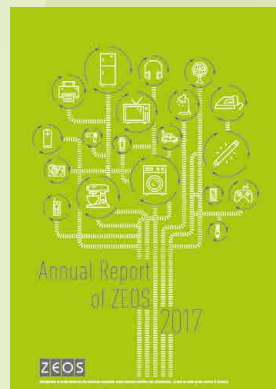
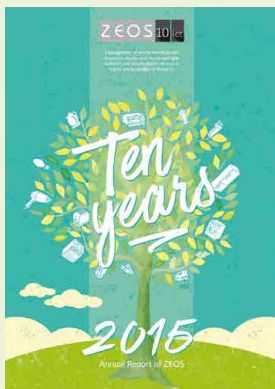
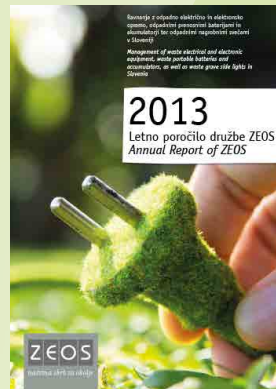
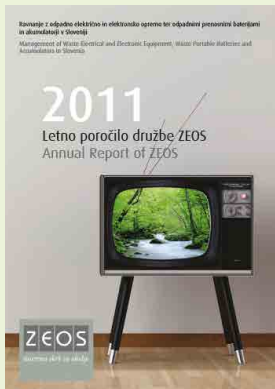
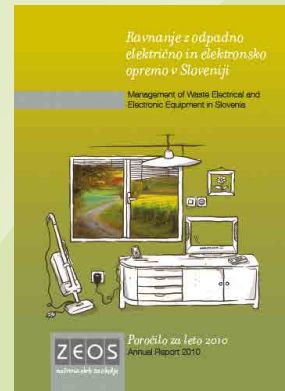
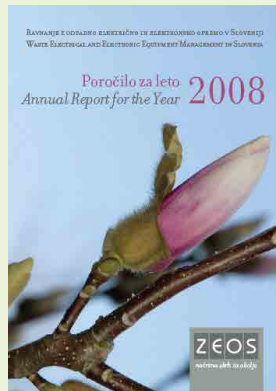
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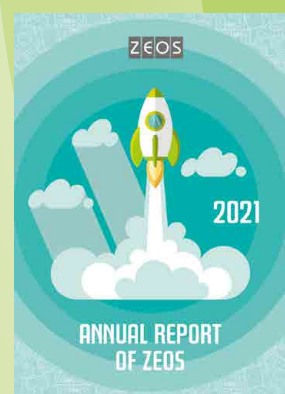
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For more information on our work and growth in the previous years, please see our annual reports for 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020 and 2021.



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