

The Initiative for the **Voluntary
Achievement of Target Gender
Diversity in Leadership and
Supervisory Bodies** of State-Owned
and Listed Companies

40 / 33   2026



ABOUT THE INITIATIVE

The Slovenian Directors' Association presents an initiative to voluntarily achieve gender diversity targets by the end of 2026: **40%** representation for supervisory board members and a combined **33%** representation for supervisory and management board members of the **underrepresented gender in publicly listed companies and state-owned enterprises**. At the company's general meeting, a special supervisory board report will outline the diversity policy for management and supervisory bodies, along with all efforts undertaken by the supervisory body and other stakeholders to achieve this goal.

Through this initiative, **we aim to follow the example of countries that have made progress without legal regulation** in this area and to improve the current situation in Slovenia, where there has been no progress in recent years

Deloitte.

Project partner

In collaboration with our partner, Deloitte Slovenia, we continuously monitor gender representation in the management and supervisory bodies of these companies and report on their progress in this field.

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Progress Report on Achieving Gender Diversity Targets

Reporting Period:
January 1, 2025 – April 30, 2025

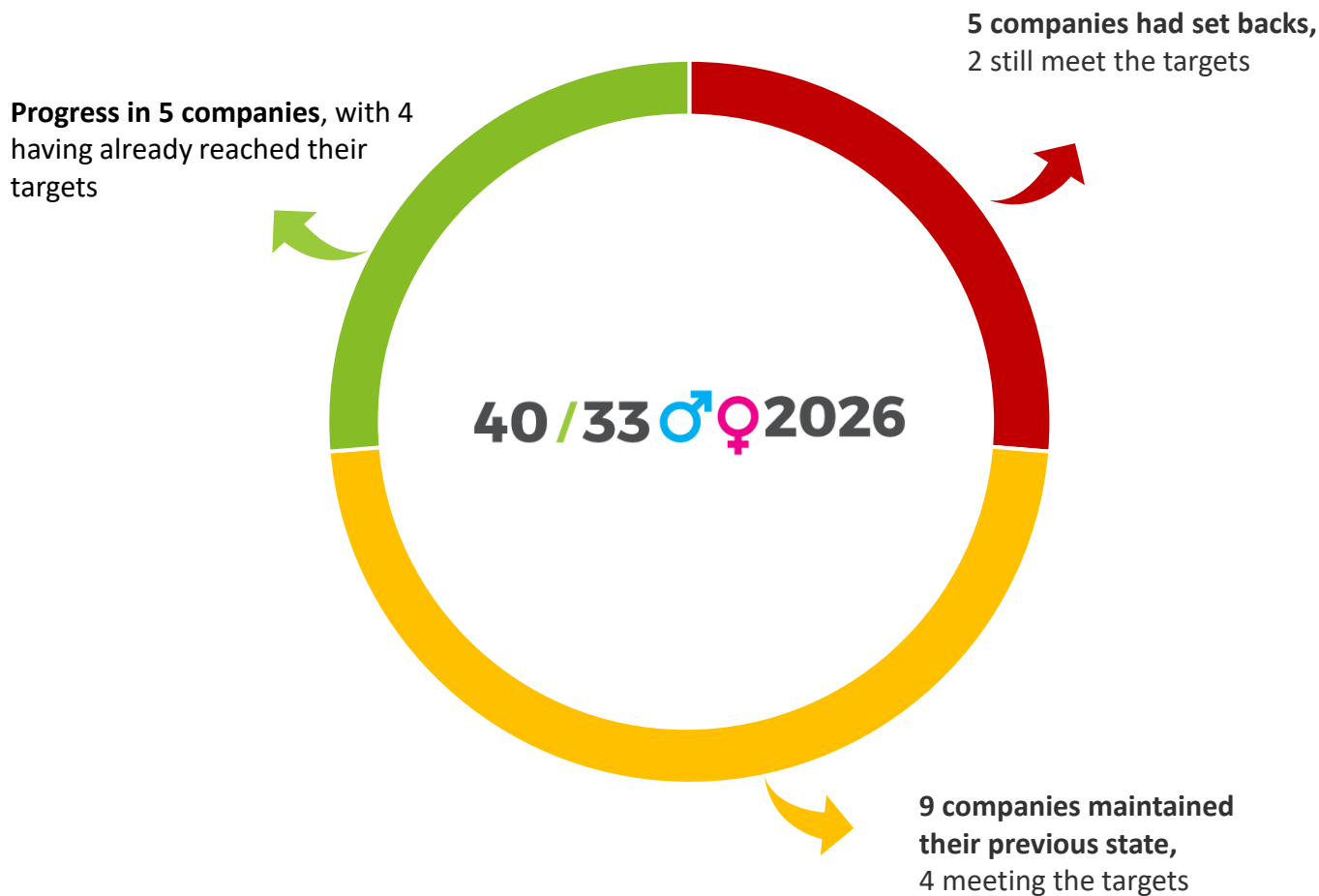
40 / 33   **2026**

Ljubljana, May 2025



Status of 19 companies that **changed the composition of their management and supervisory bodies**

during the period January 1 – April 30, 2025:



Companies that have made **progress**:

1. D.S.U. d.o.o. ✓
2. Elektrooptika, d.d. ✓
3. NLB d.d. ✓
4. Petrol, d.d.
5. Skupina prva d.d. ✓



Companies with **set back**:

6. BODOČNOST MB d.o.o. ✓
7. HSE d.o.o.
8. Kompas Shop d.d. ✓
9. SŽ d.o.o.
10. Zavarovalnica Triglav d.d.



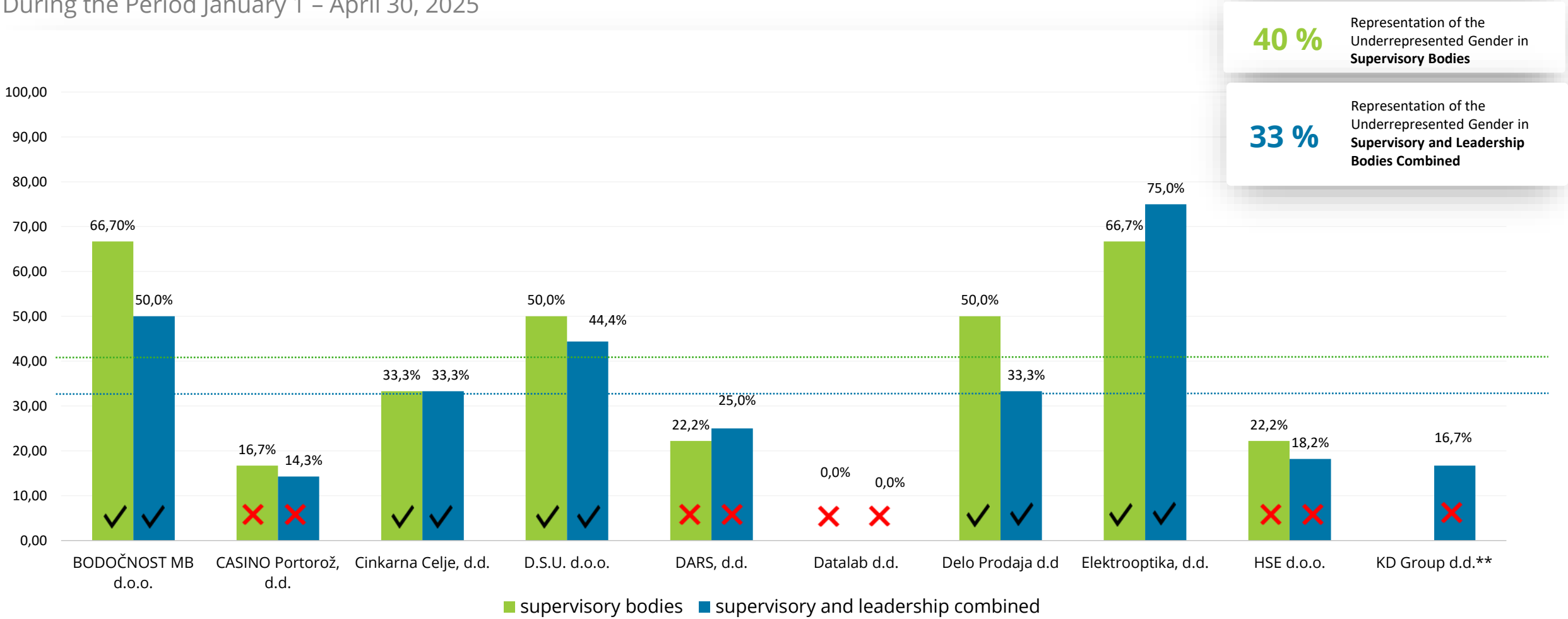
Companies that **maintained their previous state**:

11. CASINO Portorož, d.d.
12. Cinkarna Celje, d.d. ✓
13. DARS, d.d.
14. Datalab d.d.
15. Delo Prodaja d.d. ✓
16. KD Group d.d.
17. KOTO d.o.o. ✓
18. Melamin d.d. ✓
19. Unior d.d.

Trends in Gender Representation (%) in Management and Supervisory Bodies

among Companies that Changed the Composition of Their Leadership and Supervisory Bodies
During the Period January 1 – April 30, 2025

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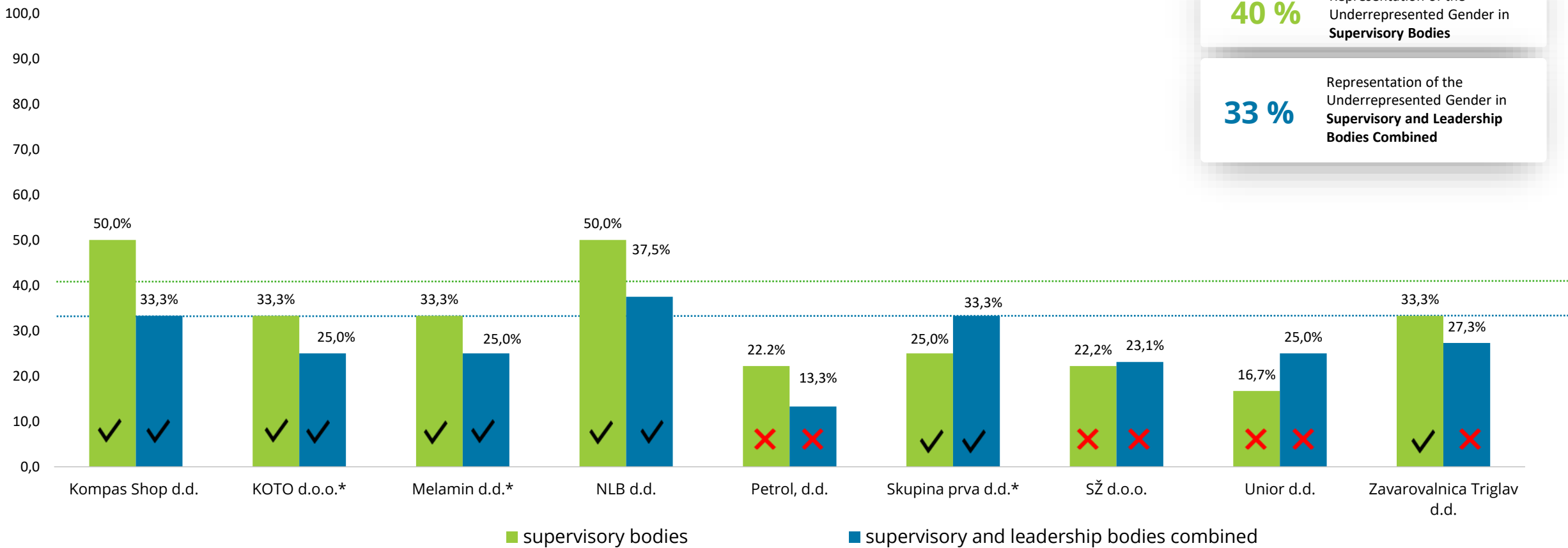
* Achieving the target gender representation of the underrepresented gender in leadership and supervisory bodies varies between companies based on the size of these bodies. As a result, actual representation may deviate upward or downward from the target outlined in the initiative.

**KD Group d.d. is identified as single-tier management system

Trends in Gender Representation (%) in Management and Supervisory Bodies

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among Companies that Changed the Composition of Their Leadership and Supervisory Bodies
During the Period January 1 – April 30, 2025



* Achieving the target gender representation of the underrepresented gender in leadership and supervisory bodies varies between companies based on the size of these bodies. As a result, actual representation may deviate upward or downward from the target outlined in the initiative.

Achievement of Gender Representation Targets Under the Initiative and Companies Lacking Gender Diversity

as of April 30, 2025

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Companies among the 50* that have **already achieved gender diversity** in leadership and supervisory bodies, **according to individual goals** as of April 30, 2025

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40 %

Representation of the Underrepresented Gender in **Supervisory Bodies**

- | | |
|-----------------------------|--|
| 1. A.L.P. PECA d.o.o. | 15. LOTERIJA SLOVENIJE, d.d.* |
| 2. BODOČNOST MB d.o.o. | 16. MELAMIN d.d.* |
| 3. Cinkarna Celje, d.d.* | 17. NLB d.d. |
| 4. D.S.U. d.o.o. | 18. POŠTA SLOVENIJE d.o.o. |
| 5. Delo Prodaja d.d. | 19. <u>Savaprojekt d.d.</u> |
| 6. ELEKTRO PRIMORSKA, d.d.* | 20. Skupina prva d.d.* |
| 7. Elektrooptika, d.d. | 21. TERME OLIMIA d.d. |
| 8. GEN energija d.o.o.* | 22. URADNI LIST d.o.o. |
| 9. HIT d.d. * | 23. <u>Zavarovalnica Triglav d.d.*</u> |
| 10. INFRA d.o.o.* | |
| 11. Kompas Shop d.d. | |
| 12. KOTO d.o.o.* | |
| 13. KRKA, d.d., Novo mesto | |
| 14. KZPS d.o.o.* | |

33 %

Representation of the Underrepresented Gender in **Management and Supervisory Bodies Combined**

- | | |
|----------------------------------|-----------------------------------|
| 1. A.L.P. Peca d.o.o. | 15. KOTO d.o.o. |
| 2. BODOČNOST MB d.o.o. | 16. KRKA, d.d., Novo mesto |
| 3. <u>CASINO BLEED, d.d.*</u> | 17. KZPS d.o.o.* |
| 4. <u>CETIS, d.d.</u> | 18. LOTERIJA SLOVENIJE, d.d. |
| 5. Cinkarna Celje, d.d. | 19. MELAMIN d.d.* |
| 6. D.S.U. d.o.o. | 20. NLB d.d.* |
| 7. Delo Prodaja d.d. | 21. POŠTA SLOVENIJE d.o.o. |
| 8. <u>ELEKTRO MARIBOR d.d. *</u> | 22. Skupina prva d.d. |
| 9. ELEKTRO PRIMORSKA, d.d.* | 23. <u>TELEKOM SLOVENIJE d.d.</u> |
| 10. Elektrooptika, d.d. | 24. TERME OLIMIA d.d. |
| 11. GEN energija d.o.o. | 25. URADNI LIST d.o.o. |
| 12. HIT d.d. * | |
| 13. INFRA d.o.o.* | |
| 14. Kompas Shop d.d.* | |

Companies That Have Not Met Both Goals

* Achieving the target gender representation of the underrepresented gender in leadership and supervisory bodies varies between companies based on the size of these bodies. As a result, actual representation may deviate upward or downward from the target outlined in the initiative.



Companies Meeting **Both** Gender Diversity Targets

as of April 30, 2025

1. A.L.P. PECA d.o.o.
2. BODOČNOST MB d.o.o.*
3. Cinkarna Celje, d.d.*
4. D.S.U. d.o.o.
5. Delo Prodaja d.d.
6. ELEKTRO PRIMORSKA, d.d.*
7. Elektrooptika, d.d.
8. GEN energija d.o.o.*
9. HIT d.d. *
10. INFRA d.o.o.*
11. KOMPAS SHOP, trgovina, d.d.
12. KOTO d.o.o.*
13. KRKA, d.d., Novo mesto
14. KZPS d.o.o.*
15. LOTERIJA SLOVENIJE, d.d.
16. MELAMIN d.d.*
17. NLB d.d.
18. POŠTA SLOVENIJE d.o.o.
19. Skupina prva d.d.
20. TERME OLIMIA d.d.
21. URADNI LIST d.o.o.



Companies Meeting **One** Gender Diversity Target

as of April 30, 2025

1. CASINO BLED, d.d.*
2. CETIS, d.d.
3. ELEKTRO MARIBOR d.d.*
4. SAVAPROJEKT d.d.*
5. TELEKOM SLOVENIJE d.d.
6. Zavarovalnica Triglav d.d.*



Companies **Not Meeting Either** Gender Diversity Target

as of April 30, 2025

- | | |
|-----------------------------------|--------------------------------|
| 1. CASINO Portorož, d.d. | 15. Sava d.d. |
| 2. DARS, d.d. | 16. Sava Re d.d. |
| 3. DATALAB d.d. | 17. SID banka, d.d., Ljubljana |
| 4. Elektro Celje, d.d. | 18. SIJ d.d. |
| 5. Elektro Gorenjska, d.d. | 19. SŽ d.o.o. |
| 6. Elektro Ljubljana, d.d. | 20. Terme Čatež d.d. |
| 7. GEOPLIN d.o.o. | 21. UNIOR d.d. |
| 8. HSE d.o.o. | 22. VGP Kranj d.d. |
| 9. KD d.d. | 23. VGP Novo mesto d.d. |
| 10. KD Group d.d. | |
| 11. Luka Koper d.d. | |
| 12. Petrol d.d. | |
| 13. POMGRAD - VGP d.d. | |
| 14. Salus d.d. | |

Companies with no gender diversity

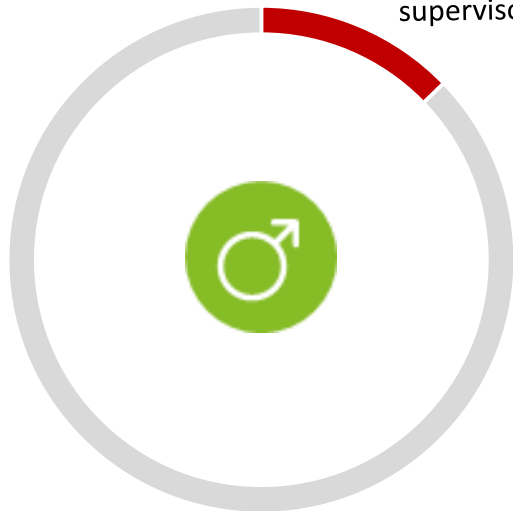
Progress Toward Gender Diversity Goals as of April 20, 2025

40 %

Representation of the Underrepresented Gender in Supervisory Bodies

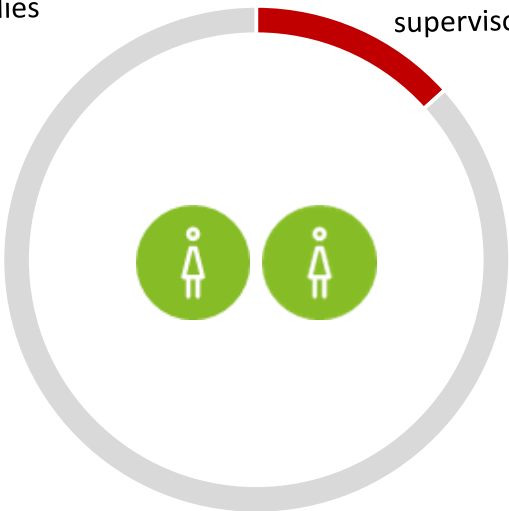
6 (12,7 %) /47*

companies still have no women in supervisory bodies



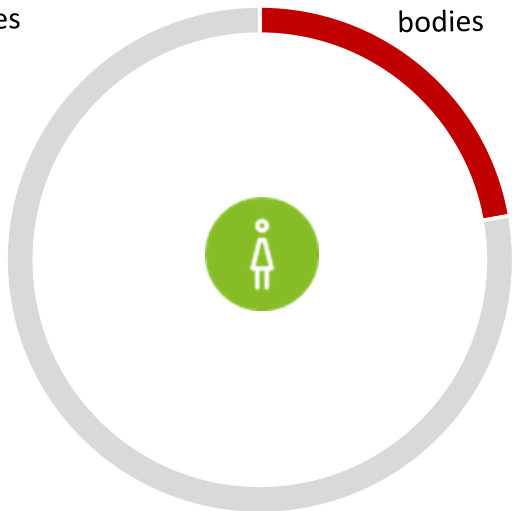
6 (13,3 %) /45*

companies still need at least 2 more female members in supervisory bodies



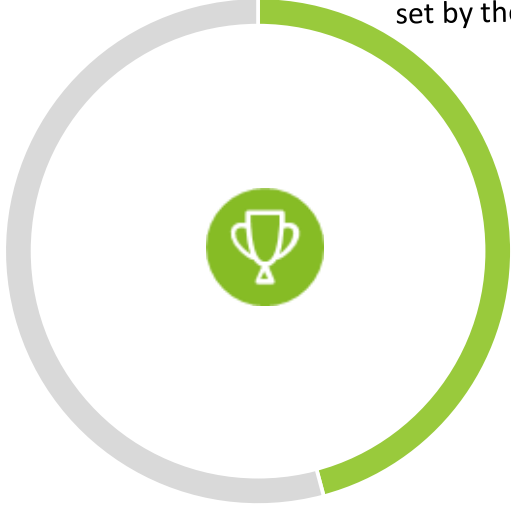
10 (22,2 %) /45*

companies still need at least 1 more female member in supervisory bodies



22 (45,8 %) /48*

companies have already met the gender diversity target set by the initiative

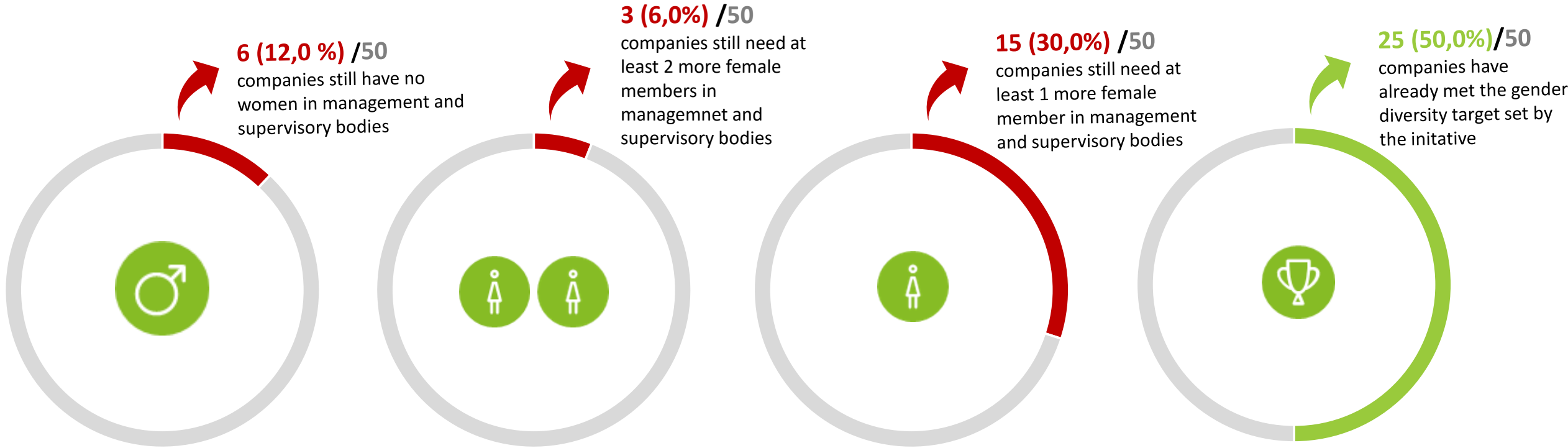


• This analysis does not include companies with a one-tier governance system, such as CETIS d.d., Geoplin d.o.o., KD d.d., and KD Group d.d. Additionally, one company (CASINO Bled d.d.) is not included in the analysis, as its supervisory bodies consist exclusively of female members.

Progress Toward Gender Diversity Goals as of April 30, 2025

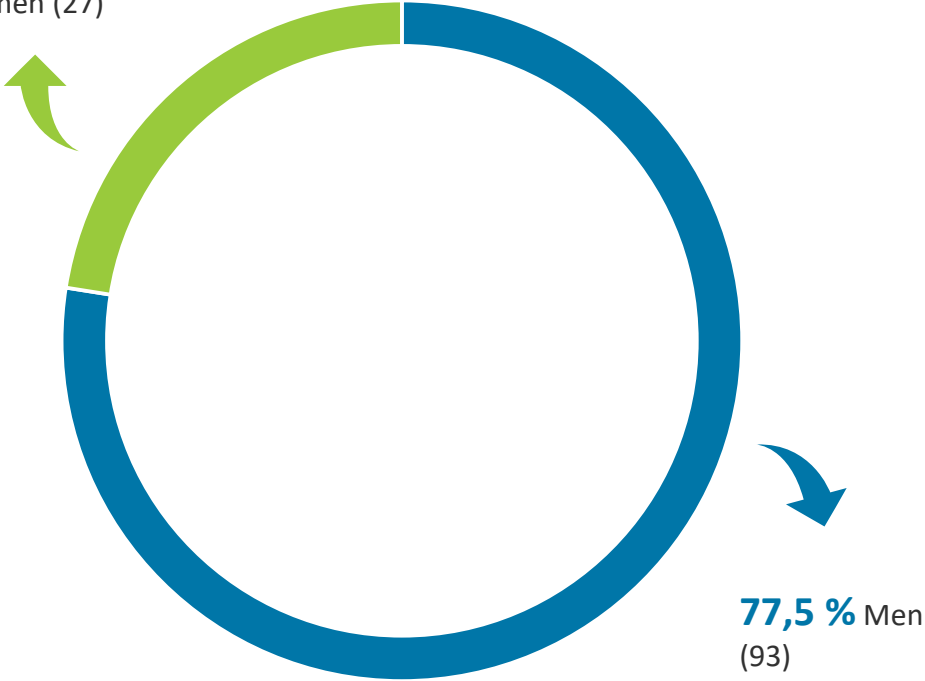
33 %

Representation of the Underrepresented Gender in Management and Supervisory Bodies Combined



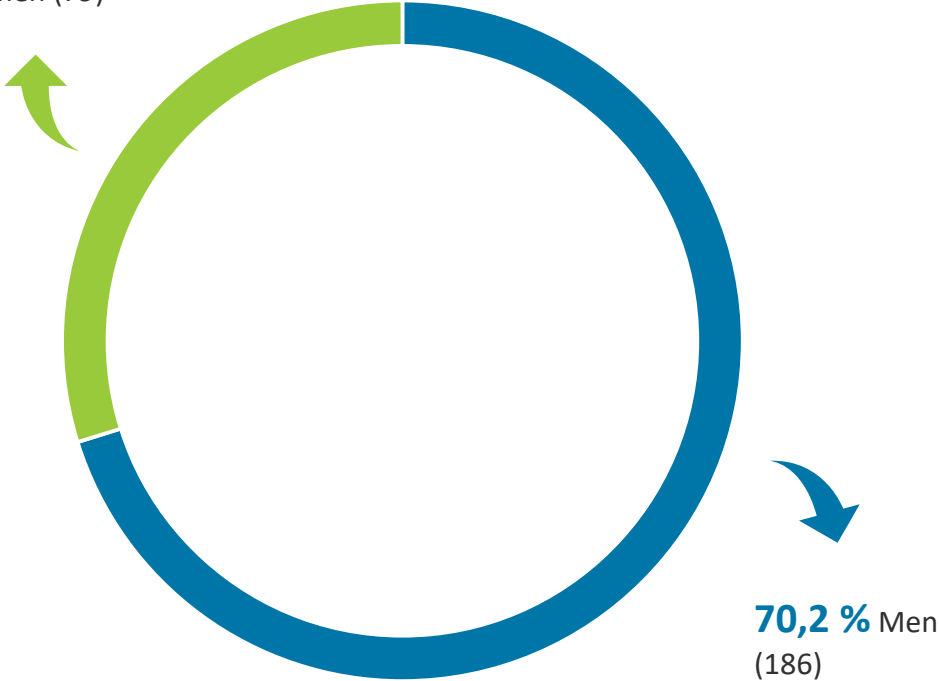
Average Gender Diversity in Management and Supervisory Bodies Across 50 Companies
as of 30 April, 2025

22,5 %
Women (27)



120 Members in Management bodies

29,8 %
Women (79)



265 Members in Supervisory bodies

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