

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

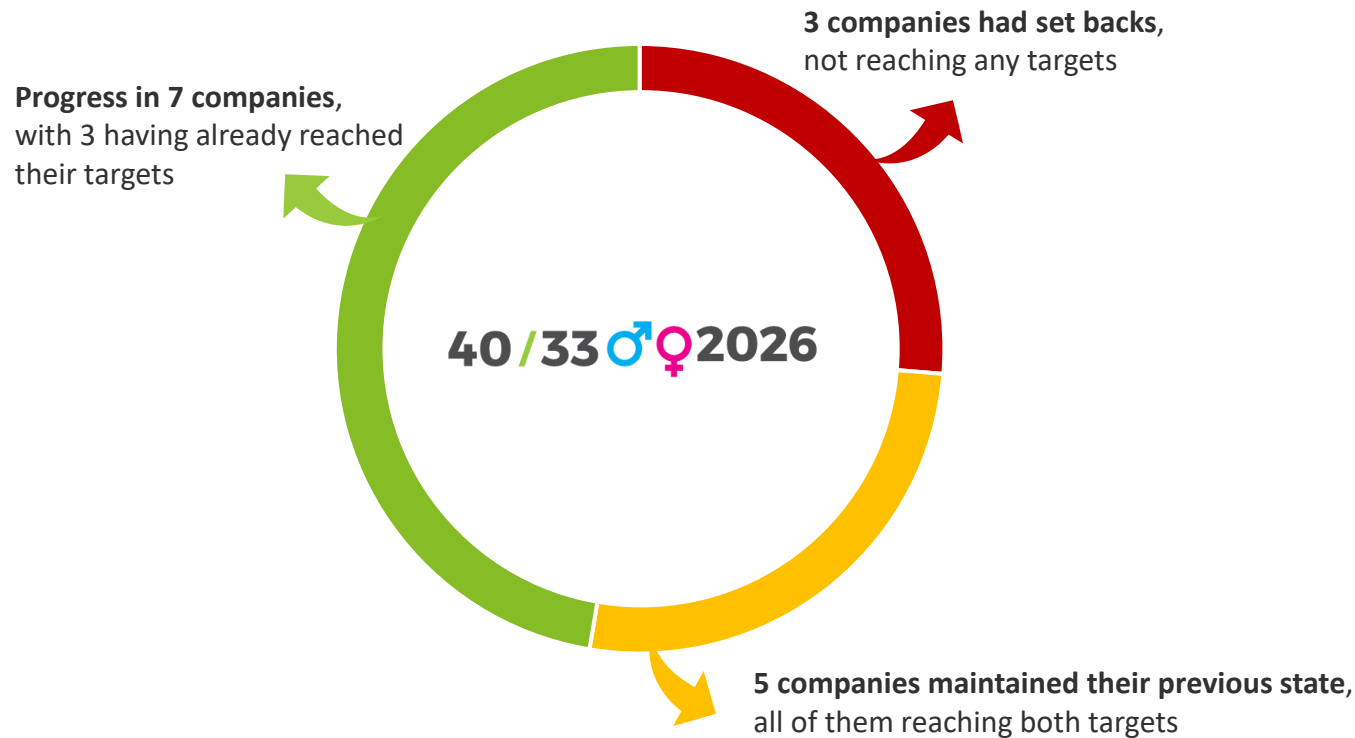
Reporting Period:
May 1, 2025 – August 31, 2025

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Ljubljana, September 2025



Status of 19 companies that **changed the composition of their management and supervisory bodies** during the period May 1 – August 31, 2025:



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Companies that have made **progress**:

1. DARS, d.d.
2. Elektro Gorenjska, d.d.
3. KRKA, d.d., Novo mesto
4. Luka Koper d.d.
5. Sava Re d. d.
6. SID banka, d. d., Ljubljana
7. Zavarovalnica Triglav d.d.



Companies that **maintained their previous state**:

8. CETIS, d.d.
9. Cinkarna Celje, d.d.
10. Delo Prodaja d.d.
11. KZPS d.o.o.
12. POŠTA SLOVENIJE d.o.o.



Companies with **set back**:

13. BODOČNOST MB d.o.o.
14. NLB d.d.
15. SIJ d.d.

Companies that reach both targets

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

among Companies that Changed the Composition of Their Leadership and Supervisory Bodies

During the Period May 1 – August 31, 2025

40 / 33 ♂ ♀ 2026



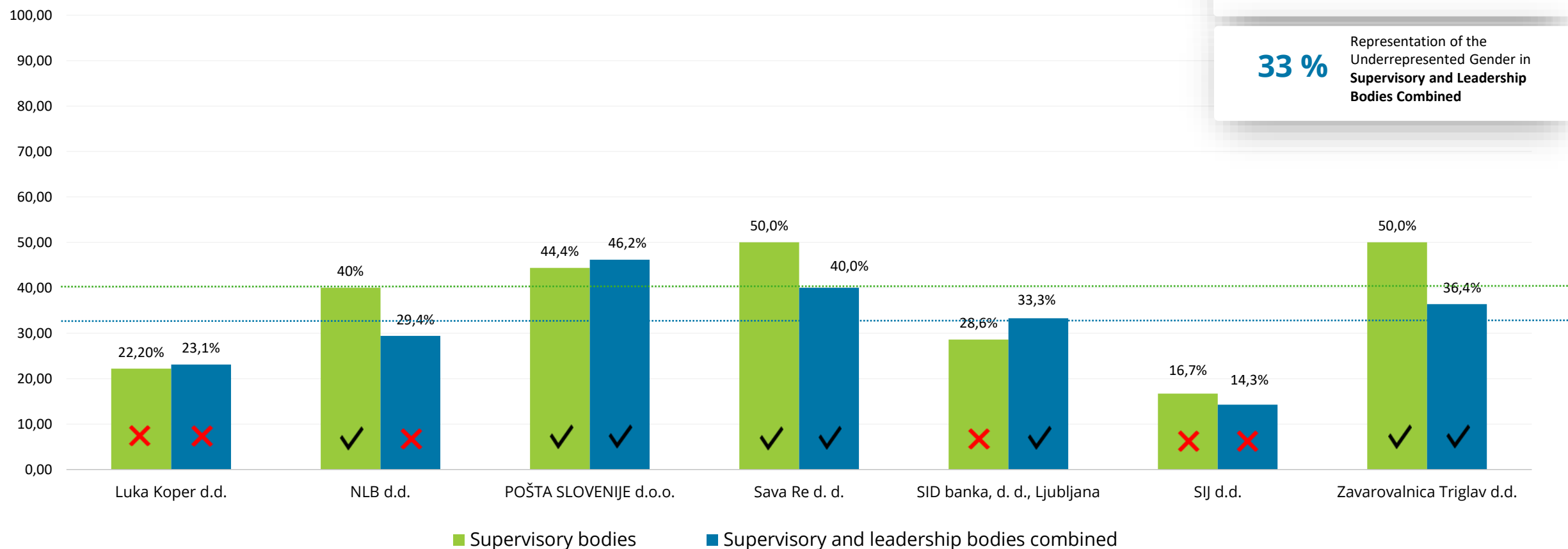
*Achieving the target gender representation of the underrepresented gender in leadership and supervisory bodies varies between companies based on the size of these bodies. As a result, actual representation may deviate upward or downward from the target outlined in the initiative.

**CETIS, d.d. id identified as single-tier management system.

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

among Companies that Changed the Composition of Their Leadership and Supervisory Bodies
During the Period May 1 – August 31, 2025

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

as of August 31, 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 August 31, 2025

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. Sava Re d.d. |
| 6. ELEKTRO PRIMORSKA, d.d.* | 20. Savaprojekt d.d.* |
| 7. Elektrooptika, d.d. | 21. Skupina prva d.d.* |
| 8. GEN energija d.o.o.* | 22. Terme Olimia d.d. |
| 9. HIT d.d. * | 23. Uradni list RS, d.o.o. |
| 10. INFRA d.o.o.* | 24. Zavarovalnica Triglav d.d. |
| 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. CASINO BLED, d.d.* | 16. KRKA, d.d., Novo mesto |
| 3. CETIS, d.d. | 17. KZPS d.o.o.* |
| 4. Cinkarna Celje, d.d. | 18. LOTERIJA SLOVENIJE, d.d. |
| 5. D.S.U. d.o.o. | 19. MELAMIN d.d.* |
| 6. DARS, d.d.* | 20. POŠTA SLOVENIJE d.o.o. |
| 7. Delo Prodaja d.d. | 21. Sava Re, d.d. |
| 8. ELEKTRO MARIBOR d.d. * | 22. SID banka, d. d., Ljubljana |
| 9. ELEKTRO PRIMORSKA, d.d.* | 23. Skupina prva d.d. |
| 10. Elektrooptika, d.d. | 24. Telekom Slovenije d.d. |
| 11. GEN energija d.o.o. | 25. Terme Olimia d.d. |
| 12. HIT d.d. * | 26. Uradni list RS, d.o.o. |
| 13. INFRA d.o.o.* | 27. Zavarovalnica Triglav d.d. |
| 14. Kompas Shop d.d.* | |

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Companies Meeting **Both
Gender Diversity Targets**

as of August 31, 2025



1. A.L.P. PECA d.o.o.
2. Cinkarna Celje, d.d.
3. D.S.U. d.o.o.
4. Delo Prodaja d.d.
5. Elektro Primorska, d.d.
6. Elektrootika, d.d.
7. GEN energija d.o.o.
8. HIT d.d. Nova Gorica
9. INFRA d.o.o.
10. Kompas Shop d.d.
11. KOTO d.o.o.
12. KRKA, d.d., Novo mesto
13. KZPS d.o.o.
14. LOTERIJA SLOVENIJE, d.d.
15. Melamin d.d.
16. POŠTA SLOVENIJE d.o.o.
17. Sava Re d. d.
18. Skupina prva d.d.
19. Terme Olimia d.d.
20. Uradni list RS, d.o.o.
21. Zavarovalnica Triglav d.d.

Companies Meeting **One
Gender Diversity Target**

as of August 31, 2025



1. CASINO Bled, d.d.
2. CETIS, d.d.
3. DARS, d.d.
4. Elektro Maribor, d.d.
5. SID banka, d. d., Ljubljana
6. Telekom Slovenije d.d.
7. BODOČNOST MB d.o.o.
8. NLB d.d.
9. Savaprojekt d.d.

Companies **Not Meeting Either
Gender Diversity Target**

as of August 31, 2025



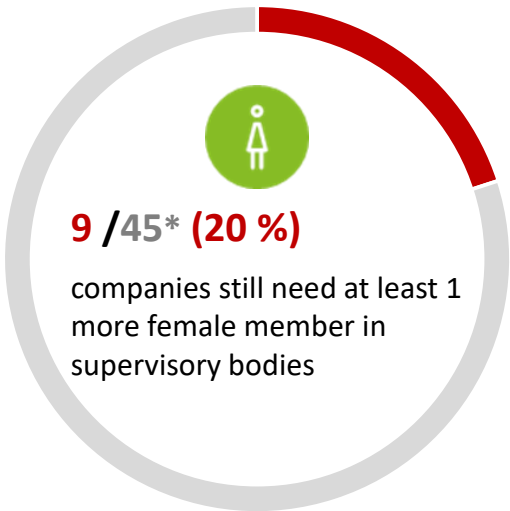
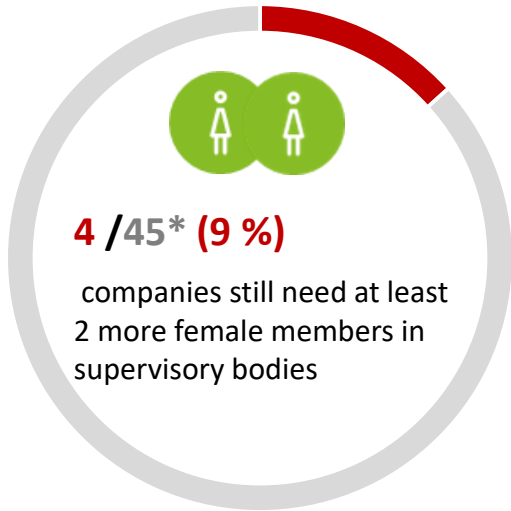
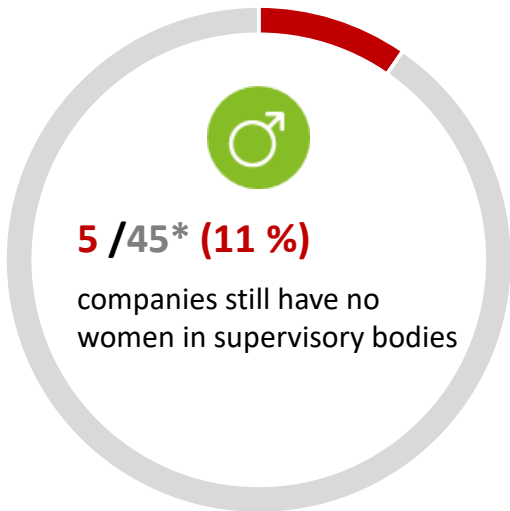
1. CASINO Portorož, d.d.
2. Datalab d.d.
3. Elektro Celje, d.d.
4. Elektro Gorenjska, d.d.
5. Elektro Ljubljana, d.d.
6. GEOPLIN d.o.o.
7. HSE d.o.o.
8. KD d.d.
9. KD Group d.d.
10. Luka Koper d.d.
11. Petrol, d.d.
12. POMGRAD - VGP d.d.
13. Salus d.d.
14. Sava d. d.
15. SIJ d.d.
16. SŽ d.o.o.
17. Terme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

Companies with no gender diversity

* 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.

Progress Toward Gender Diversity Goals as of August 31, 2025

40 % Representation of the Underrepresented Gender in Supervisory Bodies



* This analysis does not include companies with a unitary management system.: CETIS d.d., Geoplin d.o.o., KD d.d. in KD Group d.d. Also it does not include 1 company (CASINO Bled, d.d.), as it has fully female supervisory body.

Progress Toward Gender Diversity Goals as of August 31, 2025

33 % Representation of the Underrepresented Gender in **Management and Supervisory Bodies Combined**



5 / 50 (10 %)
companies still have
no women in
management and
supervisory bodies



3 / 50 (6 %) companies
still need at least 2 more
female members in
management and
supervisory bodies



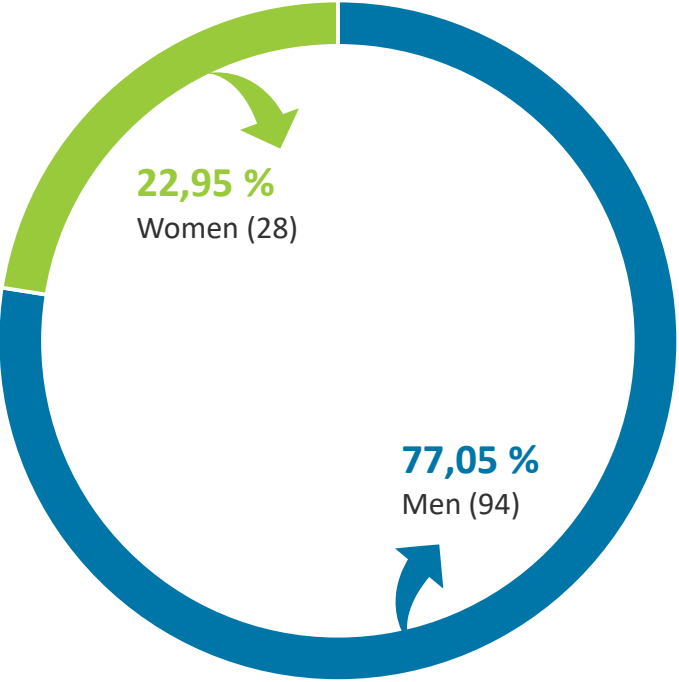
12 / 50 (24 %)
companies still need at
least 1 more female
member in management
and supervisory bodies



27 / 50 (54 %)
companies have
already met the
gender diversity target
set by the initiative

Average Gender Diversity in Management and Supervisory Bodies Across 50 Companies

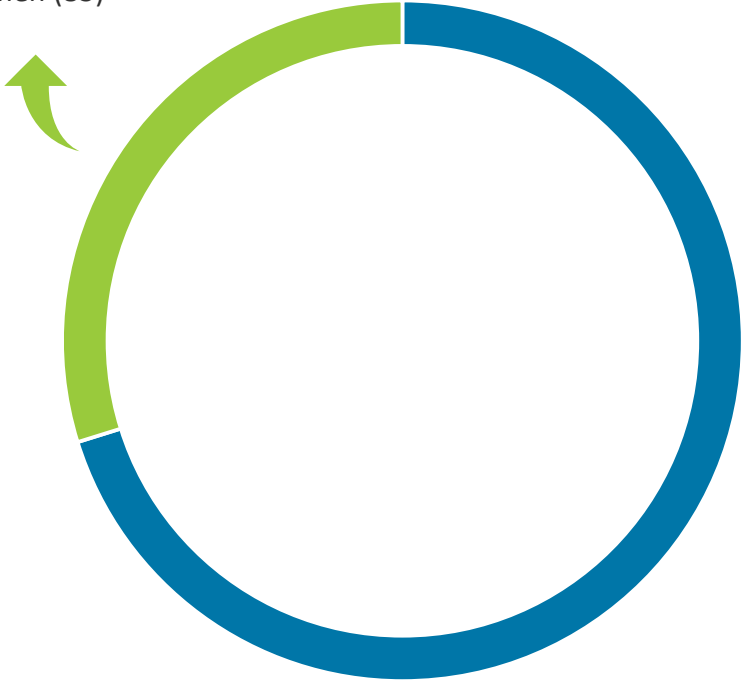
as of August 31, 2025



122 Members in Management
bodies

31,3 %

Women (83)



68,7 % Men
(182)

265 Members in Supervisory bodies

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