

Company: **Bulgarian Stock Exchange**

NACE code: **6611**

Type of company: **Publicly-traded company**

Website:

<https://www.bse-sofia.bg/en/>



Environment



Social issues and employment



Human rights protection



Anti-corruption

	Environment	Social issues and employment	Human rights protection	Anti-corruption
The company has a policy in the respective field	✗	✓	✗	✓
The company assigned the respective field to an employee	✗	✗	✗	✗
The company participates/supports initiatives in the respective field	✓	✗	✗	✗
The company reports risks in the respective field	✗	✓	✗	✓
The company applies measures to control the respective field	✗	✓	✗	✓
The managing bodies take part in the policy assessment and implementation	✗	✓	✗	✓

Grounds for preparing a non-financial declaration.

Voluntary information disclosure

Main information

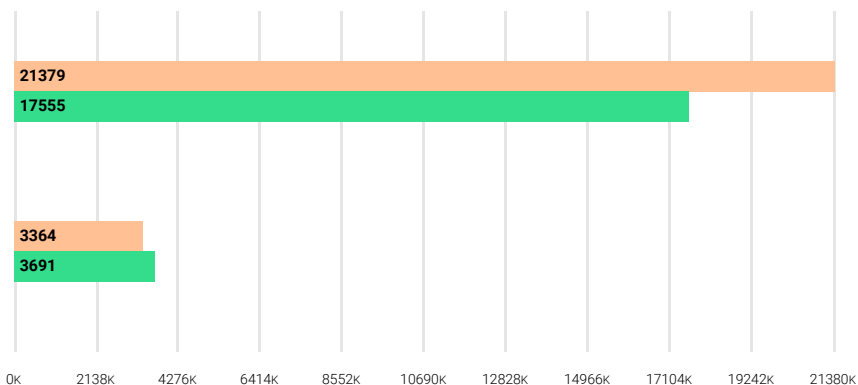


Total value of assets (thsnd BGN)



Net turnover (thsnd BGN)

2022 2023



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Sustainable development issues of importance for the company

The Bulgarian Stock Exchange has defined the sustainability themes and assessed the themes relevant to the Exchange as follows:

Reliable markets;

Corporate Governance and Business Ethics;

Human Capital Development;

Risk Management;

Sustainable Behaviour;

Community Relations;

Sustainable Products;

Product Responsibility;

Privacy.

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Corporate management

Investor Relations Officer

Nadia Koltchakova-Lazarova

<https://www.bse-sofia.bg/en/issuer-profile/BSE/>

Business model description

The Bulgarian Stock Exchange is the only licensed operator of a regulated market of financial instruments in Bulgaria within the meaning of Article 152 of the Markets in Financial Instruments Act (MiFIA).

BSE AD is a public company within the meaning of Art. 110(1) of Public Offering of Securities Act.

BSE AD is an organiser of:

- Multilateral Trading Facility (MTF) BEAM SME Growth Market, which provides financing for the activities of small and medium-sized companies in Bulgaria;
- Multilateral Trading Facility (MTF) BSE International - a marketplace that provides local investors with the opportunity to diversify their portfolios with financial instruments issued by some of the world's most well-known and liquid companies.

In addition, the Bulgarian Stock Exchange AD is a provider of data reporting services - operator of a publication mechanism within the meaning of Article 205(2) of MiFID, as well as the only licensed administrator of benchmarks in the country within the meaning of Regulation (EU) 2016/1011.

The main mission of the Bulgarian Stock Exchange AD is to contribute to the creation of conditions for the existence and establishment of the Bulgarian capital market as a well-developed, liquid, reliable and efficient market, which is stable, enjoys public confidence and at the same time ensures the protection of investors in financial instruments, as well as increases their awareness.

Any changes to the business model occurred

No changes in the company's business model in the reporting period

Interested parties interaction

The Bulgarian Stock Exchange has identified all major stakeholder groups - issuers, investors, regulators. Regular meetings are organised with all stakeholders at the time of publication of the company's quarterly and annual reports, where the former can put their questions related to the activities of the Exchange to the corporate management.

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International standards

Bulgarian Stock Exchange AD is ISO 9001/27001 certified.

Risk policy

https://download.bse-sofia.bg/BSE-Rules/Part_VI-Risk%20Management%20Rules.pdf

Approval Authority: The risk management policy was adopted by the Board of Directors of BSE.

Sanctions imposed by regulatory, supervisory, or state authorities during the reporting period if any

No sanctions

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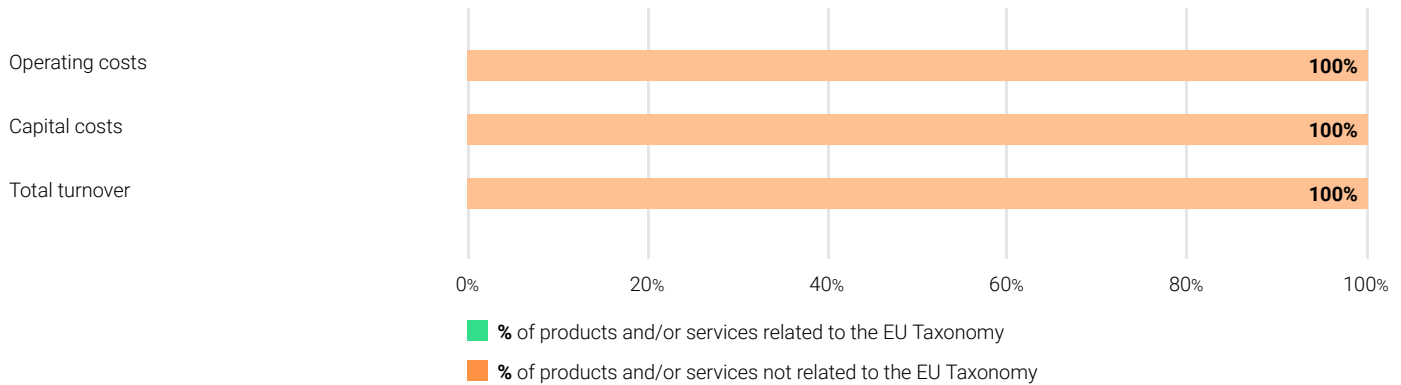
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Environment

Key Result Indicators



How did your company determine what portion of your turnover, capital expenditure and operating expenditure is associated with economic activities eligible under the EU Taxonomy?

All indicators - turnover, capital and operating costs of the Bulgarian Stock Exchange AD are from services that are not related to EU taxonomy compliant economic activities.

(Explanation of the) Basis of the key result indicators calculation

All indicators - turnover, capital and operating costs of the Bulgarian Stock Exchange AD are from services that are not related to EU taxonomy compliant economic activities.

Policies connected to the climate and environment, which the company applies

The Bulgarian Stock Exchange is preparing a comprehensive climate and environment strategy, which is expected to be finalised and approved by mid-2024.

Climate and environmental initiatives in which the company participates or initiates

The Bulgarian Stock Exchange, following the mission to promote responsible investments in sustainable development and to improve environmental, social and good corporate governance performance in Bulgaria, together with the Bulgarian Independent Energy Exchange are the initiators of the establishment of the Green Finance & Energy Centre (the Green Centre) to concentrate the efforts of business, government and other stakeholders towards the transformation of the economy and sustainable development of our country.

In August 2022 the Board of Directors of the Bulgarian Stock Exchange also agreed to follow the ESG Reporting Guidelines. Bulgarian Stock Exchange AD believes that ESG practices are fundamental for both individual companies and investors, and that a focus on ESG can lead to improved and harmonised corporate governance and hence help achieve the 2050 decarbonisation goals.

In August 2022 the Bulgarian Stock Exchange announced its partnership with one of the world's leading providers of data and infrastructure for financial markets - LSEG Data & Analytics (formerly Refinitiv), part of the London Stock Exchange Group. LSEG Data & Analytics will manage and provide data on the sustainable performance of Bulgarian public companies. This data in the form of ratings will be used to select the companies that will be included in the future ESG index of the Bulgarian Stock Exchange.

Environmentally sustainable activities

The company does not carry out environmentally sustainable activities contributing to the fulfillment of environmental goals, according to Article 9 of Regulation 2020/852

Environmentally sustainable objectives

n/a

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Environment

Environmentally sustainable activities

The company does not carry out environmentally sustainable activities contributing to the fulfillment of environmental goals, according to Article 9 of Regulation 2020/852

Environmentally friendly products and/or services

The company does not develop green products and/or services.

Waste management plan

The company has implemented a waste management plan

Bulgarian Stock Exchange generates household waste in the administrative building where its main activity is carried out.

Undertaken activities to reduce the environmental impact

The company has not taken active measures to mitigate its impact on the environment

Travel: A green travel policy has been introduced. BSE encourages the use of public transport by employees by providing them with free cards for the entire city network. Other : The company has also taken measures to reduce plastic waste generated by replacing the use of mineral water supplied to employees in plastic bottles with the use for drinking purposes of water from the building plumbing system filtered through a reverse osmosis system. Additional measures to mitigate the environmental impact of the activities of the Bulgarian Stock Exchange will be introduced after the adoption of the BSE's overall strategy in 2024.

Environmental impact

The use of products or services of the company

The company does not measure the environmental impact of produced and offered products and services.

The pollution control

The company's activity does not imply significant pollution of the environment.

The generated waste

Bulgarian Stock Exchange generates household waste in the administrative building where its main activity is carried out.

The water quantity used by the company for production and supply of products and services (in m³)

483.57

The area used by the company for production and supply of products and services (in m²)

1138

The quantity of rare earth elements the company uses (in kg)

Company does not use "Rare Earth Elements".

Other natural resources relevant to the company's activities

There are no other natural resources relevant to the operations of the Bulgarian Stock Exchange.

Active measures taken by the company to mitigate the impact on the environment

The company has not taken active measures to mitigate its impact on the environment

Travel: A green travel policy has been introduced.

BSE encourages the use of public transport by employees by providing them with free cards for the entire city network.

Other : The company has also taken measures to reduce plastic waste generated by replacing the use of mineral water supplied to employees in plastic bottles with the use for drinking purposes of water from the building plumbing system filtered through a reverse osmosis system.

Additional measures to mitigate the environmental impact of the activities of the Bulgarian Stock Exchange will be introduced after the adoption of the BSE's overall strategy in 2024.

Total amount of energy consumed within the organisation (MWh)

105.20

including from renewable sources (MWh)

0

Greenhouse Gas Emissions (GHG) - in Carbon Dioxide Equivalents (kg CO2e)

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Greenhouse Gas Emissions (GHG) - Scope 1 and Scope 2

GHG emissions from Scope 1: Direct emissions (kg CO₂e) - **17900**

GHG emissions from Scope 2: Indirect emissions (kg CO₂e) - **61300**

Greenhouse Gas Emissions (GHG) - Scope 3

It is stated that the company does not calculate GHG emissions from Scope 3

Environmental risks

The company does not consider risks arising from climate change and environmental degradation.

Objectives and tasks

Bulgarian Stock Exchange AD is in the process of developing a comprehensive environmental impact strategy, which includes the definition of goals and objectives.

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Social issues and employment

Policies connected to social issues and employment

- Diversity Policy
- Anti-discrimination Policy
- Data Security Policy
- Communications and Disclosure Policy
- Security Policy
- Physical Security Policy

Number of persons employed by the company - **28**

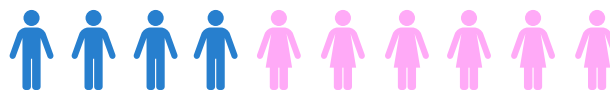
Employment diversity

Members of managing bodies



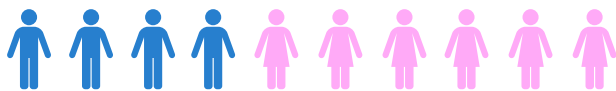
■ 60% Man ■ 40% Women ■ 0% Others

Senior management



■ 43% Man ■ 57% Women ■ 0% Others

Employees



■ 40% Man ■ 60% Women ■ 0% Others

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Average employment tenure in the company

15

Employees left during the reporting period

3

Accidents at work

0

Cases of occupational diseases

0

Average number of hours employees participated in career development training during the reporting period

45

Unregulated access to data of customers or users during the reporting period

No

Cases of leakage, theft or loss of customer or user data in the company during the reporting period

No

Gender pay gap

The company ensures equal starting pay for both men and women, eliminating any gender pay gap at the entry level

Measures to support work-life balance for employees

- Encouragement of taking breaks
- Encouragement of taking vacation days
- Reimbursement of extra hours
- Regular team outings
- Offer flexible and remote working

Measures to ensure the health and safety of employees at work

- We take measures to prevent accidents on building sites, in plants and in projects.
- We eliminate unsafe and dangerous conditions immediately.
- We control hazards and take the best possible precautionary measures against accidents and occupational diseases.
- We regularly develop minimum requirements further internally and keep our suppliers informed about them.
- We follow applicable environmental, health and safety policies, guidelines and laws.
- We have a person who is responsible for occupational health and safety matters and who trains and educates our employees.
- Other. Please specify
- The policy of the Bulgarian Stock Exchange is oriented towards the continuous improvement of the organization for the management of the activity in terms of ensuring healthy and safe working conditions. The following periodic briefings were conducted in 2023:
 - Health and safety briefing - February
 - Fire safety and fire evacuation briefing - May

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Social issues and employment

Discrimination

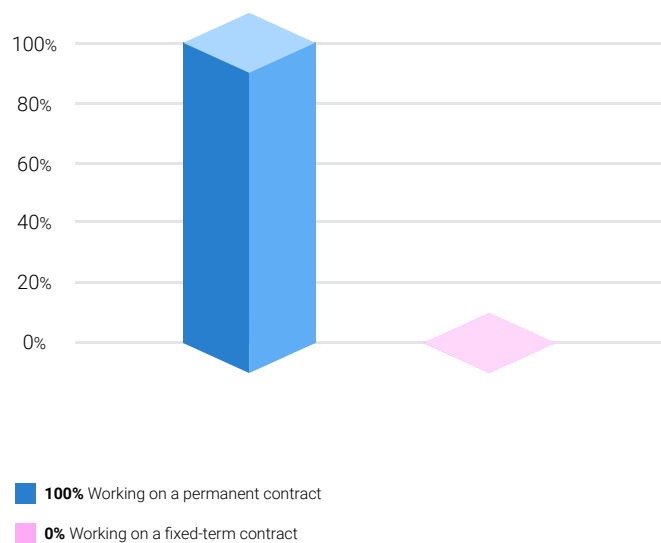
Types of discrimination to be reported

The Bulgarian Stock Exchange has not defined a specific procedure for reporting cases of discrimination. All cases can be reported under the general rules.

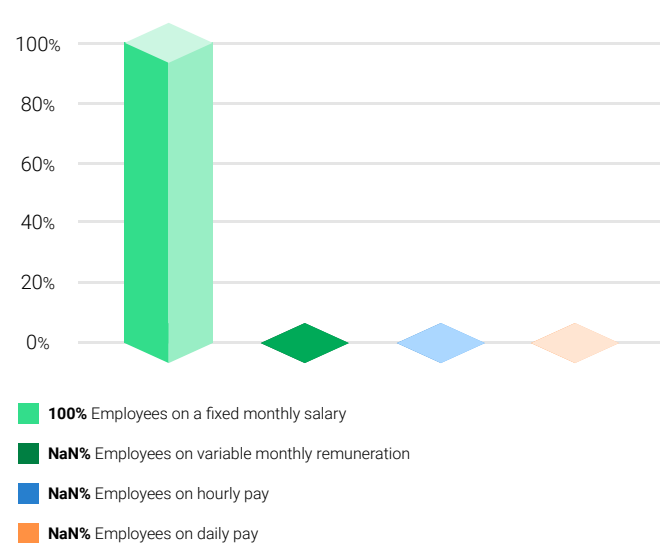
Reported cases of discrimination during the reporting period

0

Types of employment relationship



Types of remuneration



Main risks associated with social issues and employment

The risks of loss of employee motivation, lack of qualified staff, staff turnover, deteriorating health of the team are minimized by applying appropriate measures. Considering the specific activity of the Bulgarian Stock Exchange as an organized securities trading market, the company makes efforts to retain its employees through ongoing training on current topics, the introduction of a social program, additional health insurance, a comfortable working environment, etc.

Objectives and tasks

The main goal of the Bulgarian Stock Exchange is to ensure equality, opportunity for development, continuing education and qualification improvement, as well as a comfortable and safe working environment for employees. The Company stimulates the career development of employees by giving priority to internal candidates when opening new vacant positions.

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Human rights protection

Policies connected to the human rights protection

The company does not implement a policy to protect human rights

Bulgarian Stock Exchange complies with the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work. In addition, the Bulgarian Stock Exchange supports and promotes the basic human rights of employees as they are implemented in various policies and procedures of the Exchange:

Ensuring healthy and safe working conditions;

Ensuring honest and fair remuneration for labor and benefits, working hours, additional bonuses, possibility of remote work;

Workplace security;

Consideration of submitted complaints;

Prohibition of any kind of discrimination;

Prohibition of employment of persons below the legal minimum working age;

Protection of personal data.

Principles and standards applied

The Convention on the Elimination of All Forms of Discrimination Against Women

The Convention on the Rights of the Child

The United Nations Guiding Principles on Business and Human Rights (UNGPs)

The International Labour Organization Declaration on Fundamental Principles and Rights at Work

The International Convention on the Elimination of All Forms of Racial Discrimination

The Convention on the Rights of Persons with Disabilities

The Charter of Fundamental Rights of the European Union

The United Nations' (UN) Universal Declaration of Human Rights

The Organisation for Economic Co-operation and Development' (OECD) Guidelines for Multinational Enterprises

Activities carried out in countries designated as high-risk areas

No

Principles of ensuring compliance with human rights protection policies throughout the supply chain and commercial relationships

Bulgarian Stock Exchange establishes business relations with suppliers of good reputation.

Cases of human rights violations related to the company's activities

0

New providers of which due diligence has been carried out for potential and actual adverse impacts on human rights (%)

0

Main risks associated with human rights protection

The company does not implement policies and has not identified risks related to the protection of human rights.

Objectives and tasks

Bulgarian Stock Exchange aims to maintain zero discrimination in matters related to the protection of human rights.

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Anti-corruption

Applied policies of anti-corruption prevention and counteraction

Whistleblower and Complaint Policy

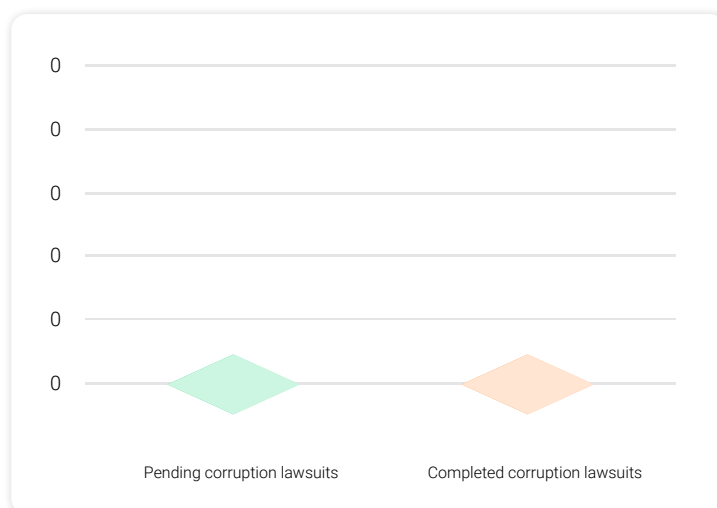
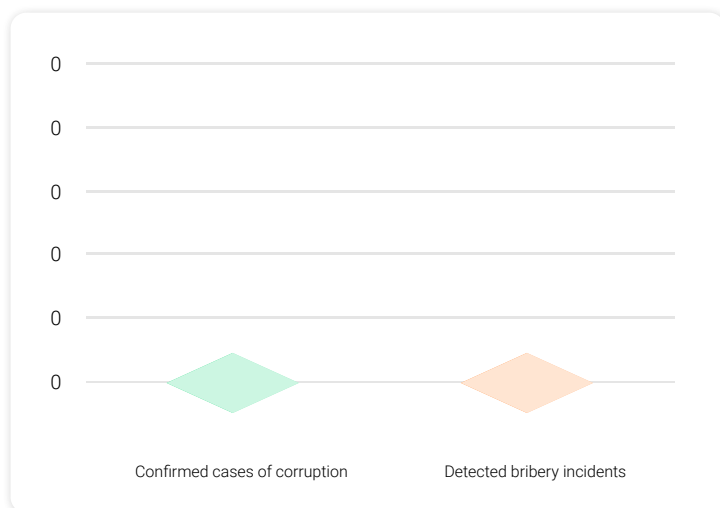
Measures introduced to prevent and combat corruption

We maintain reporting channels for employees to report suspected violations

We regularly inform business partners of our commitment to abide by anti-bribery laws and seek a reciprocal commitment from them

The Bulgarian Stock Exchange has developed and applies Rules for the submission of internal signals by employees.

The Rules are available at: https://download.bse-sofia.bg/BSE-Rules/Part_X-Whistleblowing_Rules_EN.pdf



Substantial risks related to anti-corruption prevention and combat

Bulgarian Stock Exchange observes to the principle of collective strategic decision-making, as well as strict compliance with applicable anti-corruption legislation, which minimizes the risk of corrupt practices in the company.