

BVB POLICY FOR DIVERSITY, EQUITY AND INCLUSION

1. About Diversity, Equity and Inclusion (DEI)

Bucharest Stock Exchange (BVB) is an employer who promotes the principle of equal treatment. The principle is internally regulated in the BVB Regulation on Organization and Functioning, which in art. 17 par. (7) stipulates that BVB promotes the principle of equal treatment for all employees to avoid direct or indirect discrimination, based on criteria of sex, sexual orientation, genetic characteristics, age, nationality, race, color, ethnicity, religion, political option, social origin, disability, family situation or responsibility, membership or trade union activity.

Also, the BVB Internal Regulation provides that labor relations are based on the principle of equal treatment and non-discrimination in the employee-employer relationship, on the principle of mutual respect and good faith, BVB complying with the legal provisions regarding non-discrimination and the removal of any form of harassment (moral, sexual) and violation of human dignity. The procedure regarding Recruitment, Selection and Employment within BVB mentions that the BVB recruitment process offers equal opportunities to all candidates who demonstrate that they have the highest level of skills and necessary qualifications, being non-discriminatory in the hiring and/or promotion process within the organization, in accordance with the labor legislation in force, the internal regulations and the good practices in the field of recruitment and selection of employees.

In addition to the documents mentioned above, BVB has developed the Policy for Diversity, Equity and Inclusion, to put together the principles and objectives of creating a diverse work environment and an inclusive culture in which every employee feels valued and able to reach the maximum professional potential.

Respect for diversity is a basic principle at BVB and it is a responsibility for all of us not to discriminate against any of our employees, because discrimination prevents employees, in general, from reaching their maximum potential, creates inequalities and less stable civil societies. More than that, diversity of thinking is needed to continue to improve our performance and develop the business.

At BVB, an inclusive culture is facilitated, in which employees feel comfortable, respected and correctly treated, as well as valued individually.

The BVB Policy for Diversity, Equity and Inclusion applies to both BVB employees and members of the BVB management structures.

2. How we implement DEI

DEI represents one of the internal transposition priorities of the ESG (Environmental, Social and Governance) framework. The integration of ESG criteria in capital allocation decisions by large institutional investors is a dominant theme in the landscape of global capital markets in recent years, including in the matter of incident European legislation.

Few of the DEI practices at BVB:

Professional training	Dignity at work	Family life	Gender equality	Flexible working conditions	Inclusion, Networking and inclusion
Specialized trainings; personal development courses; for new employees, initiation program in the capital market and presentations with heads of departments within BVB	Ensuring permanent support and feedback in fulfilling the duties of the job description	Parental leave	Monitoring indicators of gender equality	Individualized working schedule	BVB Social Club
Webinars, workshops and conferences	Protection against harassment and abuse	Leave regarding family matters	Objectives regarding the representation of women in management positions	Remote work (Telework)	Teambuilding
Study leave	Protection in reporting violations of the Code of Ethics	Events dedicated to employees' children	Support for specific events in March, international women's month	Reduced working hours in special situations	Relaxing and networking space

Quantitative DEI targets for BVB:

40% women in middle management starting 2024

Create employee inclusion groups in H1 2023: groups of employees with common interests or backgrounds who wish to create a better future for people; being employee-led groups, they will act as a resource to both employees and BVB

BVB implemented a lot on supporting employee rights and their professional development. BVB believes in a community free from bias, being inclusive across the whole value chain, treating everybody fairly, and give everybody access to the same opportunities.

BVB will disclose annually, in its ESG Report, all the initiatives taken and projects completed under DEI.