VIDEOTON
Bulgaria

VT DZU AD
VIDEOTON Bulgarian Holdings
VEAS Bulgaria
VT Bulplast

RECRUITMENT POLICY

TECHNOLOGY
STABILITY
SUSTAINABILITY
DYNAMISM

Issued by:

VIDEOTON Bulgaria

August 2026

Stara Zagora

1. PURPOSE

This policy sets out the principles and commitments of the VIDEOTON Bulgaria companies in the recruitment, selection and hiring of employees.

2. SCOPE

The policy applies to all structural units of VT DZU AD, VIDEOTON Bulgarian Holdings EOOD, VEAS Bulgaria EOOD and VT Bulplast EOOD (jointly referred to below as VIDEOTON Bulgaria) and to all job candidates.

3. PRINCIPLES AND COMMITMENTS

3.1 Equal opportunities and non-discrimination

VIDEOTON Bulgaria ensures equal opportunities in accordance with the Protection Against Discrimination Act. No direct or indirect discrimination is permitted at any stage of recruitment, selection, hiring or promotion, on the grounds set out in VIDEOTON Bulgaria's Code of Conduct and Ethics.

3.2 Selection based on objective criteria

Selection decisions are based solely on the candidate's qualifications, professional experience, skills and suitability for the position in question, assessed against the pre-defined requirements for that position.

3.3 No fees charged to candidates

No fees or payments of any kind are collected from candidates at any stage of the recruitment and hiring process, including where an external agency is involved in the selection.

3.4 Access to open positions

Open positions are announced through the companies' internal information channels. Any VIDEOTON Bulgaria employee may apply for any announced position at any time, without restriction.

3.5 Protection of personal data

Candidates' personal data is processed in accordance with applicable personal data protection legislation and the privacy notice provided to candidates.

3.6 Respect for human rights in hiring

All work at VIDEOTON Bulgaria is voluntary. We do not use or support child labour, forced labour, bonded or involuntary labour, modern slavery or human trafficking in any form. Candidates' age is verified prior to hiring. We do not require the surrender or retention of personal documents, nor the payment of deposits or guarantees.

Recruitment and/or staffing organisations we work with accept and comply with this policy and VIDEOTON Bulgaria's Code of Conduct and Ethics.

4. IMPLEMENTATION

The procedures, responsibilities and records relating to the recruitment, selection and hiring of personnel are set out in VIDEOTON Bulgaria's internal procedures and instructions.

5. APPLICABLE LEGISLATION

This policy is in accordance with:

- ✓ The Bulgarian Labour Code;
- ✓ The Protection Against Discrimination Act;
- ✓ Regulation (EU) 2016/679 (GDPR) and the Personal Data Protection Act.

Yordan Stoyanov
Managing Director
VT DZU AD

Valentin Dichev
Managing Director
VIDEOTON Bulgarian Holdings EOOD

Vladimir Lutskanov
Managing Director
VT Bulplast EOOD

Metin Ibriam
Managing Director
VEAS Bulgaria EOOD