

BOSQAR INVEST

BOSQAR d.d.

Ulica grada Vukovara 23
10000 Zagreb

Security:

BSQR / ISIN: HRMRULRA0009
3MRU / ISIN: HRMRULO277E9
LEI: 74780080JD6L45P7YG07

Regulated Market Segment:

Zagreb Stock Exchange, Official Market

Home Member State:

Croatia

Publication of Other Non-Regulated Information

Zagreb, 1 July 2024

Published Sustainability Report for 2023

BOSQAR d.d. (ZSE: BSQR), the holding company that together with its subsidiaries makes up BOSQAR INVEST ("Group"), announced the publication of its 2023 Sustainability Report on Friday.

The report detailed the Group's achievements in environmental, social, and governance (ESG) initiatives throughout last year, highlighting progress made in relation to key performance indicators (KPIs) linked to the Group's sustainability-linked bond (SLB).

The achievement of KPI goals, verified by external auditors, relates to the reduction of greenhouse gas emissions and the increase of women in management teams.

The representation of women in management teams increased to 48% last year, which exceeded the goal of 47% for 2024 one year ahead of schedule. At the same time, the Group achieved a reduction of Scope 1 and Scope 2 greenhouse gas (GHG) emissions of 37.8% compared to the baseline year, 2021, also a year ahead of schedule.

This reduction was accomplished through targeted measures and activities aimed at minimizing the environmental impact of the Group's operations. In 2023, 66% of the electricity consumed by the Group was generated from renewable resources, underscoring the Group's dedication to sustainable energy practices and reducing its carbon footprint.

In addition to our GHG emission reduction efforts, the Group has intensified its strategic initiatives to foster diversity, equality, and inclusiveness.

Last year was also characterized by the launch of the Elevate Leadership Program, introduced in collaboration with the IEDC-Bled Business School. The initiative focused on

BOSQAR d.d. • Ulica grada Vukovara 23, Zagreb • Tel.: 01/6447-899 • Fax: 01/6447-890 • PIN: 62230095889 • Commercial banks: Erste&Steiermärkische Bank d.d., Jadranski trg 3A, Rijeka, IBAN: HR8524020061100933269; Podravska banka d.d., Opatička 3, Koprivnica, IBAN: HR742386002119036043; Raiffeisenbank Austria d.d., Magazinska cesta 69, 10000 Zagreb, IBAN: HR4324840081135094448; Zagrebačka banka d.d., Trg bana Josipa Jelačića 10, Zagreb, IBAN: HR2323600001102936225 • Commercial Court in Zagreb; Company's (Court) registration number: 081210030 • Share capital: EUR 13,033,800.00 paid in part by investment of property and rights and in part by cash payments, and divided into 982,032 ordinary registered shares without nominal amount. • President of the Supervisory Board: Tamara Sardelić • Members of the Board: Darko Horvat and Tomislav Glavaš

BOSQAR INVEST

employee development and growth through comprehensive educational programs, fostering leadership and enhancing professional skills within the organization.

"We are extremely proud of the progress on our way to achieving an even greater level of sustainability. Important measures have been taken to realize our goals of reducing greenhouse gas emissions and increasing the representation of female members in management teams. We have made more significant use of renewable energy sources at the level of the entire Group and implemented a new diversity, equality, and inclusion policy. Also, the fact that the achievement of our goals has been confirmed by an external auditor ranks us among a select few business actors in Croatia. This 2023 report shows our commitment to ESG principles and highlights the significant steps we have taken to contribute to a fairer and more sustainable future. These accomplishments are a testament to the hard work and commitment of our entire team," **Darko Horvat, the President of the Management Board at BOSQAR d.d., said.**

BOSQAR d.d