

Employee Share Ownership in Bulgaria

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1. Legal framework



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our practice

Legal framework 01

- The General meeting can establish the right for employees to acquire company shares;
- Management board or manager can be empowered by the General meeting to decide on granting employees share acquisition rights for up to 3 years;
- Share acquisition rights are non-transferable;
- Transfer of acquired shares by employee may be prohibited for up to 5 years;
- Heirs of employee may exercise share acquisition rights within 6 months of employee's death;
- Employee share acquisition is limited to 15% of all shares.
- Management board or manager reports on acquired shares at the end of financial year;

01

Legal framework

How the shares are transferred in different types of companies

Limited liability company	Joint-stock company	Company wit variable company
In writing and with notary validation of the signature and content	In writing	In writing and with notary validation of the signature, except in the Articles of association is stipulated only in writing

02

Practical aspects

- Vesting contracts
- Indirect Partnership with Employees
- Profit Sharing
- Virtual Stock Option Contracts (VSOP)

- ❖ Tax aspects



03

Examples from
our practice



Thank you for the attention!



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