

Policy Discussion

Organised Crime in State-Sponsored Hybrid Warfare

11 December 2025

Michelangelo Hall, Grand Hotel Millennium Sofia

Agenda

9:30 *Registration and welcome coffee*

10:00 *Opening*

Ruslan Stefanov, Program Director, Center for the Study of Democracy
Dominka Hajdu, Director for Policy and Programming, GLOBSEC

Shadow fusions: Criminality as a tool of hybrid warfare

Ryan McLaren, Analyst, Security Program, Center for the Study of Democracy
Kacper Rekawek, Senior Research Fellow, Program Lead, Current & Emerging
Threats, International Centre for Counter-Terrorism
Zlatin Krastev, Cyber Ambassador, Ministry of Foreign Affairs of Bulgaria

Discussion

Moderator: **Rositsa Dzhekova**, Director, Democracy Shield Task Force, Center for the
Study of Democracy

11:30 *Closing and lunch*