

№	Question	Answer
1.	Regarding Attachment 7.6.3, VDR, which provides reference for the personnel related obligations, please clarify for what period refer the sums in the column "obligations at retirement /non-current/ in BGN".	In Appendix 7.6.3 "Staff obligations, as of 31.07.2018", the amounts in column "retirement obligations"/non-current/BGN are calculated against actuarial report, provided for review in the Physical Data Room – Appendix 1.9.
2.	Please confirm that the sums specified in Attachment 7.4.1.1, VDR, Staff costs and number of employees for 2017 and for the period 01-07.2018 by departments are provided in BGN.	We confirm that the amounts specified in Appendix 7.4.1.1 are in BGN
3.	Please clarify what kind of compensations are presented in Attachment 7.4.1.1, VDR, Staff costs and number of employees for 2017 and for the period 01-07.2018 by departments.	Appendix 7.4.1.1 presents all kinds of compensations at termination of employment, including retirement benefits.
4.	Please confirm that there are no representatives under 7a of the LC elected in the Current Operator.	Confirmed.
5.	Please clarify what is the capacity of the 33 employees subject to protection under Art.333 para 1 item 5 of the LC, specified in the reference Number of persons subject to preliminary protection under Art.333 of the LC provided as item 25 of Attachment 9.6 Answers to questions given on 09.08.2018, VDR.	These are employees who have been elected as representatives of the employees according to the procedure established by Article 7, paragraph 2 and Art. 7a.
6.	QA_14.09.2018_4 states that 6 employees of the Current Operator are members of the management of the Syndical Section at the Union of Transport Syndicates in Bulgaria. Please clarify their capacity (secretaries, chairman).	One chairman of the Trade Union and five secretaries.
7.	Please provide a copy of the Industry Collective Labour Agreement for the sector Transport provided for review with QA_28.09.2018_2, VDR signed by the parties thereto.	This information is available in the Virtual Data Room – Appendix 7.2.1.1.1.
8.	Please provide evidence on the registration of the Industry Collective Labour Agreement for the sector Transport provided for review with QA_28.09.2018_2, VDR, with the Labour Inspection.	Please review pages 12 and 13 of Appendix 7.2.1.1.1.
9.	Please clarify to which and to how many employees of the Current Operator applies the Industry Collective Labour Agreement for the sector Transport provided for review with QA_28.09.2018_2, VDR.	The Industry Collective Labour Agreement applies to all members of the Trade Union of the Transport Workers Federation "Podkrepa" and the Federation of Transport Trade Unions in Bulgaria at Sofia Airport EAD, a total of approximately 1300 people in both trade unions.
10.	Are there pages missing in the document Criteria for professional level, Attachment No 2 to Art.15	There are no missing pages.

	of the Internal Rules on Salaries, provided in the VDR? There is only one page provided for review.	
11.	Please clarify if the Criteria for professional level (Attachment No 2 to Art.15 of the Internal Rules on Salaries) and the Scale of ratios (Attachment No 1 to the Internal Rules on Salaries) are applicable in the Current Operator?	These are applicable.
12.	Please specify the sums that were paid to the employees performing de-icing activities in accordance with Order No 7/10.10.2011 for the period from the beginning of 2015 until 30 September 2018.	The sums, paid as remuneration to the employees, performing de-icing activities in accordance with Order No 7/10.10.2011 for the period since the beginning of 2015 until 30 September 2018, amount to BGN 31 840.
13.	Please clarify if there is new contract concluded with DCC St. Ivan Rilski for prophylactic laboratory tests of the employees and provide the contract for review.	A new contract is to be concluded with DCC St. Ivan Rilski for prophylactic laboratory tests of the employees. The relevant documents and the draft contract are currently under review and coordination.
14.	Please clarify whether a new contract will be concluded with the National center for radiobiology and radiation protection for specialized medical examination of the employees working in environment with ionizing radiation. If there is such, please provide for review.	A new contract is to be concluded. The employees, working in an ionizing radiation environment have undergone specialized examinations and tests and are found fit to work in such environment. no further examinations or tests are required until the permits expiration.
15.	Please clarify what amount of the last received monthly gross remuneration is paid to all employees at termination of the employment on the basis of Art.331 of the LC - four-fold or five-fold (pursuant to the CLA in the Current Operator)?	Upon employment termination, on the grounds of Art.331 of the Labor Code, the worker/employee being dismissed is entitled to a compensation of at least the five-fold amount of the last monthly gross salary.
16.	In connection with Attachment 7.4.6.1, VDR, Costs for remunerations according to the profit and loss account of Sofia Airport EAD for December 2017, please clarify: a) What is the currency of the sums therein; b) What is the meaning of the abbreviation "JIC"; c) Does the abbreviation "TBA" means Directorate General "Civil Aviation Administration"; and d) What is the reason for the inclusion of sums related to CAA in a reference related to Sofia Airport EAD.	a/ The amounts in the table are in thousand BGN; b/. The abbreviation "JIC" means Sofia Airport EAD and is used with respect to all data, concerning commercial (non-regulated) activities, based on which Company's financial results are formed; c/ The abbreviation "TBA" means Directorate General "Civil Aviation Administration" and is used for all data, regarding regulated activities (airport charges); d/ Column 1 includes the costs and expenses of the airport operator, funded through airport charges (shown in the Income Statement, as revenues from financing). Column 2 includes the costs and expenses of the company, financed through commercial (non-regulated) activities.

17.	Please specify what is the period of summary calculation of the working time in the Current Operator in view of the provision of Art.20 (1) of the Industry Collective Labour Agreement specifying period no longer that 3 months.	This period at Sofia Airport EAD is 4 (four) months.
18.	Is there in the Current Operator approved program under Art.40(1) of the Industry Collective Labour Agreement for the sector Transport provided for review with QA_28.09.2018_2, VDR?	Considering that the Industry CLA was signed and has become effective on 13.06.2018, there is still no approved program, under Art. 40 (1) of the Industry CLA. For 2018 there is a Program for prevention, mitigation, reduction and control of the safety and health risks, regarding the operations of Sofia Airport EAD, approved by the Employer – Appendix 7.23 in the Virtual Data Room. This program contains specific measures for improvement of working conditions, elimination or reduction of the health risks. It also regulates the financial resources for the implementation of these measures and appoints the persons in charge of the implementation of the respective activities.
19.	Is there in the Current Operator approved program under Art.37(2) of the Industry Collective Labour Agreement for the sector Transport provided for review with QA_28.09.2018_2, VDR?	Considering that the Industry CLA was signed and has become effective on 13.06.2018, there is still no approved program, under art. 37 (2) of the Industry CLA. There is a Program for the prevention, mitigation, reduction and control of the existing risks for 2018, and it incorporates all the workplace risk factors, including the ones pertaining to heavy physical work. (See Appendix 7.23 in the VDR).
20.	In connection with Attachemnt 7.6.3, VDR, containing information on the average working salary in the Current Operator, please clarify if the table Information on the sums for performance stimulation of the personnel for the period 01.01.2015 - 31.08.2018 provides information on sums for additional remuneration for achieved results. Are the sums in the above mentioned table in BGN?	Appendix 7.6.3 does not contain information, regarding the average salary. The information, regarding the average gross salary of the operational and administrative staff of the company is provided in Appendix 7.6. and it also includes the financial benefits for the personnel in BGN.
21.	Please confirm that the sums in Attachment 7.4.6, VDR, providing information on the expenses for salaries by months in the Current Operator, are in BGN.	Confirmed.
22.	Parking lots Please provide annex for extension of the term of Contract 100-D-236/24.10.2017 concluded with Tioman Facility BG EOOD, UIC 204279843.	The information is available in the Virtual Data Room – Appendix 3.93 .
23.	"Please provide further clarification to answer №1 from 27_09_2018_2, related to the reinstatement value of the property at the airport that the Concessionaire will be responsible for	The total insured value of BGN 471 256 470 is the insured value, according to the insurance contract signed and includes the insured value of the assets, property of Sofia Airport EAD,

<p>insuring under the terms of Appendix 15 of the CA:</p> <p>The total insured value stated on the Property Damage insurance document disclosed in the PDR is BGN 471,256,470; the total insured value stated in document 2.7.1 is BGN155,337,150. Could you, please, provide a reason for the discrepancy and confirm which figure is correct to use for the purpose of the concession and in line with Appendix 15 of the Concession Agreement (it is noted that the higher figure includes property belonging to the CAA and the Ministry of Transport). "</p>	<p>the Ministry of Transport, Information Technologies and Communications, and the DG CAA.</p> <p>The amount of BGN 155,337 150 includes the insurance value of buildings (excluding the Balchik Aeronautical Site, Cosmos Hotel and VIP A), all the ground handling assets and all the material stocks, according to Appendix 2.7.1. - Information, regarding the insurance value/sum insured of the site, according to art. 400 of the Insurance Code.</p> <p>The insurable property, subject to “All Risks Insurance — Property Damage“, is defined in Part 1B, item 1 of Appendix 15 to the draft Concession Agreement, and the insurance amount is based on the recoverable amount of the insured concession assets.</p>
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