

№	Question	Answer								
1	<p>According to the breakdowns of the staff by age (Attachment 16 to 7.6 Answers to questions published on 09.08.2018, VDR), education ((QA_09.08.2018_5), category of labour (QA_09.08.2018_5), type of employment contract (QA_24.08.2018_5), number of employees members of the Syndicates/adhered employees to the CLA/employees who are neither members of the Syndicates nor have adhered to the CLA (Attachment 5 to 7.6 Answers to questions published on 09.08.2018, VDR), the total number of the staff is calculated to be 2338. Please confirm if this is true. Please confirm if the total number includes the employees in VIP A, Varna and Balchik. Please specify the beginning and the end of the period during which the number of employees is 2338.</p>	<p>The specified staff numbers include the employees at VIP A, Varna and Balchik.</p> <p>As of the beginning of November 2017 the number of employees at the Sofia Airport is 2338 (this is also the current number of employees).</p>								
2	<p>Please clarify to what is due the difference in the total number of employees between: 1) Table Positions chart of Sofia Airport EAD in worksheet 28.06.18 of Attachment 7.1.3, VDR; 2) Table Staff costs by positions for the period 01.01.2018 - 30.06.2018 (Attachment 51 to QA_09.08.2018_5, VDR and QA_29.08.2018_3_4, PDR); and 3) the breakdowns of the staff according age (Attachment 16 to 7.6 Answers to questions published on 09.08.2018, VDR), education ((QA_09.08.2018_5), category of labour (QA_09.08.2018_5), type of employment contract (QA_24.08.2018_5), number of employees members of the Syndicates/adhered employees to the CLA/employees who are neither members of the Syndicates nor have adhered to the CLA (Attachment 5 to 7.6 Answers to questions published on 09.08.2018, VDR)</p>	<p>1) The table with the full time employees includes all the current employees as well as all the vacant positions.</p> <p>2) The difference is due to the fact that the Staff Costs for the respective month include payments to employees, who left the company in the current or previous month.</p> <p>3) We see no difference in the total numbers of the staff in the different breakdowns:</p> <ul style="list-style-type: none"> • By education – 2338 • By age – 2338 • By category of labour – 2338 • By type of employment contract – there is a standard employment contract for all employees • Appendix 5 to 7.6 Q&A, published on 09.08.2018, VDR). <table border="1" data-bbox="954 1487 1406 2040"> <tbody> <tr> <td data-bbox="954 1487 1278 1653">a: number of employees, members of trade union organizations at the company</td> <td data-bbox="1278 1487 1406 1653">1321</td> </tr> <tr> <td data-bbox="954 1653 1278 1809">b: number of employees, who (without being members) have joined the CLA</td> <td data-bbox="1278 1653 1406 1809">197</td> </tr> <tr> <td data-bbox="954 1809 1278 2007">c: employees, who are not members of the trade unions and have not joined the CLA</td> <td data-bbox="1278 1809 1406 2007">820</td> </tr> <tr> <td data-bbox="954 2007 1278 2040"></td> <td data-bbox="1278 2007 1406 2040">2338</td> </tr> </tbody> </table>	a: number of employees, members of trade union organizations at the company	1321	b: number of employees, who (without being members) have joined the CLA	197	c: employees, who are not members of the trade unions and have not joined the CLA	820		2338
a: number of employees, members of trade union organizations at the company	1321									
b: number of employees, who (without being members) have joined the CLA	197									
c: employees, who are not members of the trade unions and have not joined the CLA	820									
	2338									

3	Please clarify why there are repeating names of positions in the table Staff costs of Sofia Airport EAD by positions for the period 01.01.2018 - 30.06.2018 (QA_09.08.2018_5, VDR and QA_29.08.2018_3_4, PDR) and the table Staff costs of Sofia Airport EAD by positions for December 2017 (Attachment 7.6.1, VDR). Please clarify what information is provided in the two tables.	There are technical differences in the specification of the respective positions in the software, processing the payroll, which required including them separate lines within the table. These are all to be considered the same. In the names of the specified positions: <ul style="list-style-type: none"> - Air traffic controller - Technician – control, land traffic and third-party objects safety / - Technician – Mechanic /BTSS/ - Senior assistant, security – instructor
4	Please specify the number of employees who are members of the management of each of the Syndical organizations in the enterprise and who are subject to protection under Art.333 para 3 of the Labour Code.	There are no members of the management, protected pursuant to art. 333, para. 3 of the Labour Code For the Trade Union Structure of the Transport Workers Federation “Podkrepa“ at the Sofia Airport: Management: 1 Chairman and 3 secretaries Member of a branch management elective trade union body: Federal secretary of the Transport Workers Federation at the Podkrepa Labour Confederation. For the FTTUB – The chairman of the trade union and the first secretary may only be dismissed with the consent of the trade union headquarters. FFTUB’s management at the Sofia Airport has 6 members.
5	You have provided documents on the election of the meeting of proxies under Art.6 para 2 of the Labour Code (Attachment 26 to 7.6 Answers to questions published on 09.08.2018, VDR). Please also provide information and documents on the election of: 1) Representatives of the employees under Art.7 para 2 of the LC; 2) Employees electes as representatives on health and safety at work; 3) Representatives under Art.7a of the LC for informing and consulting the employees.	This information is available in the Virtual Data Room – Appendix 7.6.1.1 .
6	Regarding the reference on the number of employees subject to protection under Art.333 para 1 item 5 of the LC (33 according to Attachment 25 of 7.6 Answers to questions published on 09.08.2018 r., VDR) please clarify the number of representatives of the employees under Art.7 para 2 of the LC, respectively the number of representatives under Art.7a of the LC. Please provide information and documents regarding the representatives under Art.7a of the LC.	Such information is not available to us.
7	Please provide description of the functions performed by each of the departments in the Company.	This information is available in the Virtual Data Room – Appendix 7.1.2.19 . for: <ul style="list-style-type: none"> - Ground Handling Services Directorate (HO) - Airport Flight Services Directorate (JIOII)

		<ul style="list-style-type: none"> - Maintenance and Construction Investments Directorate (ПСР) - Human Resources, Administration and Social Activities Directorate (ЧРАСД) - Security Directorate (“Сигурност“) - Internal Control and Information Services Directorate (ВКиИО) - Marketing, Procurement and Logistics Directorate (МПЛ) - Retail Directorate (“Търговска“) - Transport and Fuels and Lubricants Materials Directorate (“Транспорт и ГСМ“) - Finance Directorate („Финанси“) - Internal Audit Unit (“Вътрешен одит”) - Public Relations and Corporate Communications Department - Public Procurement Department - Information Security Unit, Legal and Insurance Department - Slot Coordination Department: Digital Communications and Services Department
8	Please confirm that every employees has received job description at conclusion of the employment contract against signed and dated receipt under Art.127, para 1, item 4 of the LC.	A job description is always provided in case of appointment or change of position of an employee.
9	Please clarify if the more beneficial provisions for the number of days annual paid leave under Art.25 of the CLA are applicable only to members of the Syndicates and employees who have adhered to the CLA, or they are applicable to all employees, irrespective of whether memebers of the Syndicates or adhered to the CLA or not.	All employees benefit from the provisions, agreed in the CLA.
10	In case of shortfall of funds for salaries, please specify whether in the Company is applicable Art.9 of the Internal rules on salaries or Art.38.1 of the CLA.	These are conditions, which may hypothetically occur and measures, which may possibly be taken. Up to now, there has been no instance of application of art. 9 of the Internal Rules on Salaries or the provision of art. 38.1 of the CLA.
11	Please specify the amount of the remunerations paid on the basis of Art.336 of the Internal rules on salaries and Order No 7/10.10.2011 in 2016, 2017 and for the period until 31 august 2018.	The amount of the remunerations paid on the basis of Art.336 of the Internal rules on salaries and Order No 7/10.10.2011 in 2016, 2017 and for the period until 31 august 2018, is BGN 24 572.
12	According to the information available, the term of Contract No 100-Д-186/18.08.2017 between the Company and TSENTAR ZA GRADSKA MOBILNOST EAD has expired. Please clarify if there is a new contract for the provision of cards for the Sofia public transport to the employees of the	Sofia Airport EAD has a new contract, signed with TSENTAR ZA GRADSKA MOBILNOST EAD (Center of Urban Mobility), No. 100-Д-311/24.08.2018, it is available for on-site review since 04.09.20018 in the Physical Data Room – Appendix 3.49.

	Company, respectively please provide the contract. If there is none, please confirm.	
13	Please clarify what functions are performed by Sector "Healthy and safe working conditions" at Department "Aviation training center - Sofia Airport".	<p>The Sector "Occupational Health and Safety" at Department "Aviation training center - Sofia Airport" carries out functions, arising from Ordinance No. 3 of 27.07.1998 on the functions and tasks of the officials and specialized services at the enterprises, for the organization of the performance of the activities, related to the protection against professional risks and the prevention of such risks (Title Amended in State Gazette, no. 102 of 2009, effective as of 1.01.2010):</p> <ul style="list-style-type: none"> - organizes and coordinates the activities, related to the ensuring of healthy and safe working conditions; - consults and supports the employer and other officials in the implementation of the requirements for ensuring healthy and safe working conditions in the organization and performance of the labour activities; - carries out supervision, on behalf of the employer, with respect to the observation of the regulatory standards and requirements and the fulfilment of the obligations of workers and employees; - proposes and applies measures for impact in case of violations of the standards and requirements and in case of failure to fulfil certain obligations. - organizes and participates in the development of the internal rules, regarding the obligations of the officials, workers and employees, to ensure healthy and safe working conditions and their binding with disciplinary penalties, pursuant to art. 188 of the Labour Code; - coordinates the work of the officials and the units for the management of the company, regarding the fulfilment of their obligations to ensure healthy and safe working conditions; - organizes and participates in the work, related to the establishment and evaluation of the professional risks; - organizes the development of projects, programmes, and specific measures to prevent any risk to the lives and health of workers and employees; - organizes and participates in the preparation and development of assessments and statements regarding the conformity with the occupational health and safety requirements for projects and the commissioning of sites, production facilities, technologies, working equipment and jobs; - investigates the opportunities and quality of the

		<p>services offered by the units, incorporated in the national infrastructure for support to the employer (occupational medicine services, measurement laboratories, training centres, licensed legal entities and natural persons etc.) and – if necessary – prepares proposals for signing contracts;</p> <ul style="list-style-type: none"> - supports and assists the occupational medicine services in the performance of their functions and tasks; - requests from the respective officials, the establishment of work organization, where workers and employees are capable of performing the assigned tasks, without any hazards to their health and safety; - requests the development and implementation of operating action plans, focused on ensuring the health and safety of the workers, located in areas with inherently high levels of occupational risk; - takes measures to coordinate the actions, related to the fulfilment of the obligations for ensuring health and safety, in case of joint work by workers in different companies; - requests the implementation and use of collective protection equipment and the provision of appropriate personal protective equipment if there are risks, which cannot be prevented; - organizes and participates in the development of company's occupational health and safety regulations; - organizes the preparation of emergency action plans; - organizes and participates in the development and implementation of qualification, re-qualification and briefing programmes for employees and workers, in the area of occupational health and safety; - organizes and participates in the investigation of the reasons for occupational traumatism; - assists the implementation and takes part in the social dialogue between the partners in the company; - organizes and participates in the conducting of opinion polls among workers and employees, regarding their working conditions, and the measures undertaken for the protection of their health; - consults the officials, workers and employees in the application of the healthy and safe working conditions; - organizes the information dissemination and the promotion of the measures, related to the health and safety of workers and employees;
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		<ul style="list-style-type: none"> - organizes the maintenance and proper preparation of the documentation, required by the legal regulations; - ensures the cooperation with the fire-safety, public protection services, the Regional Health Inspectorates and the district labour inspectorates. - on a regular basis, throughout the year and for each elapsed year, the bodies, responsible for the occupation health and safety, draft an analysis of the activities and status of the healthy and safe working conditions. 														
14	Please provide an order determining positions in the Company in accordance with Art.309, para 4 of the LC.	This information is available in the Virtual Data Room – Appendix 7.1.3.2. – Order, establishing the positions and jobs at the Company and art. 309, para. 4 of the Labour Code – Order No. 549/26.10.2016 and Order No. 3-455/17.08.2017.														
15	Please confirm that in the table Reference for calculated provisions in the period 2012-2017 of Attachment 7 to 7.6 Answers to questions published on 09.08.2018, VDR the sums in column Sum of the provision and column State social security are in BGN. Please clarify what information is provided in the table.	<p>We confirm that the sums in column Sum of the provision and column State social security of Attachment 7 to 7.6 are in BGN</p> <p>The table shows information, regarding the charged leave-related provisions by years and the relevant state social security.</p>														
16	Regarding the table Balance of sums of annual leave related provisions and state social security as at 30.06.2018 provided in Attachment 7 to 7.6 Answers to questions published on 09.08.2018, VDR, please clarify why the year 2010 is omitted. Please clarify what information is provided in the table. Please clarify the meaning of the numbers in the column "Number of days" against the relevant year. Please clarify the meaning of the sums in the column "Amount leave, in BGN" against the relevant year.	<p>The table Balance of sums of annual leave related provisions and state social security as at 30.06.2018 contains no data for 2010 due to the exhaustion of the leave-related provisions in the said year.</p> <p>The table provides information, regarding the balance of the leave-related provisions by years and the respective state social security as at 30.06.2018.</p> <p>Example:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th>Number of Days</th> <th>Amount for leaves in BGN</th> <th>SSS, in BGN</th> </tr> </thead> <tbody> <tr> <td>2007</td> <td>27</td> <td>1533.38</td> <td>322</td> </tr> </tbody> </table> <p>As at 30.06.2018 with respect to 2007, a total of 27 days remain to be paid with provisioned amount of BGN 533.38 and related state social security of BGN 322.</p>		Number of Days	Amount for leaves in BGN	SSS, in BGN	2007	27	1533.38	322						
	Number of Days	Amount for leaves in BGN	SSS, in BGN													
2007	27	1533.38	322													
17	Regarding the table in Attachment 7.11, VDR (Answer to item 22 of Letter 100-16841/14.08.2018) please clarify what information is provided in the table. Please clarify if the sums specified are in BGN. Please clarify why year 2010 is omitted.	<p>The amounts, specified in the table under item 22 are in BGN.</p> <p>Example:</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th rowspan="2">Year</th> <th colspan="2">Amount of the Provisions</th> <th colspan="2">Amount of the SSS</th> </tr> <tr> <th>As at 31.12.2016</th> <th>As at 31.12.2017</th> <th>As at 31.12.2016</th> <th>As at 31.12.2017</th> </tr> </thead> <tbody> <tr> <td>2008</td> <td>33227.23</td> <td>32121.17</td> <td>6432.66</td> <td>6232.46</td> </tr> </tbody> </table> <p>In the Amount of the Provisions column:</p>	Year	Amount of the Provisions		Amount of the SSS		As at 31.12.2016	As at 31.12.2017	As at 31.12.2016	As at 31.12.2017	2008	33227.23	32121.17	6432.66	6232.46
Year	Amount of the Provisions			Amount of the SSS												
	As at 31.12.2016	As at 31.12.2017	As at 31.12.2016	As at 31.12.2017												
2008	33227.23	32121.17	6432.66	6232.46												

		<p>As at 31.12.2016 with respect to 2008 there are leave-related provisions to be paid for a total of BGN 33 227.23, and as at 31.12.2017, the leave-related provisions, remaining to be paid for the same year, amounted to BGN 32 121.17, i.e. in 2017 the leave-related provisions for 2008 were used and paid for the amount, equal to the difference between the two sums. In the Amount of the SSS column:</p> <p>As at 31.12.2016 with respect to 2008 there is a state social security charged over the said balance of BGN 33 227.23, amounting to a total of BGN 6 432.66, and as at 31.12.2017, after the use of leave-related provisions for 2008 in 2017, the remaining SSS amounted to BGN 62332.46.</p> <p>The table contains no data for 2010 due to the exhaustion of the leave-related provisions in the said year.</p>												
18	<p>Please clarify what is the connection between the table Reference for calculated provisions in the period 2012-2017 of Attachment 7 to 7.6 Answers to questions published on 09.08.2018, VDR, the table Balance of sums of annual leave related provisions and state social security as at 30.06.2018 provided in Attachment 7 to 7.6 Answers to questions published on 09.08.2018, VDR, and the table in in Attachment 7.11, VDR (Answer to item 22 of Letter 100-16841/14.08.2018).</p>	<p>The table Reference for calculated provisions in the period 2012-2017 indicates the number of days and amounts of the leave-related provisions and the related state social security by years.</p> <p>Example:</p> <table border="1" data-bbox="831 1122 1533 1339"> <thead> <tr> <th>Year</th> <th>Days of leave-related provisions</th> <th>Amount of the provision</th> <th>SSS</th> </tr> </thead> <tbody> <tr> <td>2012</td> <td>9 789</td> <td>589 570.98</td> <td>112 018.49</td> </tr> <tr> <td>2013</td> <td>9 966</td> <td>570 707.42</td> <td>123 843.51</td> </tr> </tbody> </table> <p>As at 31.12.2012 leave-related provisions for a total of 9 789 days are reported, at the amount of BGN 589 570.98 as well as the related state social security contributions of BGN 112 018.49.</p> <p>As at 31.12.2013 r. leave-related provisions for a total of 9 966 at the amount of BGN 570 707.42 as well as the related state social security contributions of BGN 123 843.51.</p> <p>The table also shows the charges for leave-related provisions until 2017 in BGN.</p> <p>***</p> <p>Balance of sums of annual leave related provisions and state social security as at 30.06.2018 shows a breakdown of the unused annual leave by years, as well as the related state social security contributions.</p>	Year	Days of leave-related provisions	Amount of the provision	SSS	2012	9 789	589 570.98	112 018.49	2013	9 966	570 707.42	123 843.51
Year	Days of leave-related provisions	Amount of the provision	SSS											
2012	9 789	589 570.98	112 018.49											
2013	9 966	570 707.42	123 843.51											

		<p>Example:</p> <table border="1" data-bbox="831 232 1476 385"> <thead> <tr> <th data-bbox="831 232 932 342"></th> <th data-bbox="932 232 1056 342">Number of Days</th> <th data-bbox="1056 232 1286 342">Amount of the leaves, in BGN</th> <th data-bbox="1286 232 1476 342">SSS, in BGN</th> </tr> </thead> <tbody> <tr> <td data-bbox="831 342 932 385">2007</td> <td data-bbox="932 342 1056 385">27</td> <td data-bbox="1056 342 1286 385">1533.38</td> <td data-bbox="1286 342 1476 385">322</td> </tr> </tbody> </table> <p>As at 30.06.2018 2007, a provisions for a total of 27 days of unused annual leave remain, at the amount of BGN 1 533.38 and SSS of BGN 322.00.</p> <p>The table contains information, regarding the remaining days and amounts by years, of provisions and the related state social security contributions, as at 30.06.2018, in BGN.</p> <p>***</p> <p>The table to item 22 of Appendix 7.11, indicates the balances of leave-related provisions by years and the related state social security contributions, as at 31.12.2016 and 31.12.2017, respectively.</p>		Number of Days	Amount of the leaves, in BGN	SSS, in BGN	2007	27	1533.38	322
	Number of Days	Amount of the leaves, in BGN	SSS, in BGN							
2007	27	1533.38	322							
19	<p>Please provide the sums calculated by Sofia Airport EAD as at 31 August 2018 for: 1) Provisions for payment of compensations due at retirement (for all employees); and 2) Provisions for payment of unused annual paid leave (for all employees).</p>	<p>At present, the information, regarding the costs for provisions, reported by Sofia Airport EAD, with respect to obligations for the for payment of compensations due at retirement (for all employees) and the costs for the Provisions for payment of unused annual paid leave (for all employees) is being calculated. The information for August will be available after 20 September 2018.</p>								
20	<p>In QA_24.08.2018_1 is stated that the number of employees entitled to additional remuneration for conducting trainings under Art.33B and 33r of the Internal rules on salaries are 101. In QA_24.08.2018_5 is stated that according to Art.33B of the Internal rules on salaries the total number of employees to whom additional remuneration has been paid are 54 and according to Art.33r the number of employees is 5. Please clarify to what is due the difference in the number of employees in the two references.</p>	<p>The answer to question, item 4 in the file QA_24.08.2018_1 regarding Art.33B and 33r of the Internal rules on salaries, states that the number of employees entitled to additional remuneration for conducting trainings on behalf of the Aviation Training Centre – Sofia Airport, according to the Guidelines on the operations of the ATC, is 101. Of them, 54 persons have received additional remuneration for work performed. According to Art. 33r of the Internal rules on salaries, there are five employees of the ATC – SA, who conducted remote trainings, outside the Sofia Airport.</p>								
21	<p>Please clarify the mechanism for collecting contributions from the employees for their membership in the Syndical organizations in the Company.</p>	<p>By virtue of art. 71.2 of the CLA and the personal applications, submitted by each member, a 1% deduction is applied to the net remuneration and the respective amount is transferred to the account of the respective trade union. These accounts are specified in advance by the respective management of the union organization. Upon submission of the application to the</p>								

		Executive Director, the contributions are paid on a monthly basis, based on the payroll.
22	Please provide up-to-date information on the status of case No 20731/2017, panel 115 of the Sofia Regional Court. Has the General Labour Inspectorate Executive Agency submitted an appeal against the decision?	First-instance decision No. 459622 of 27.07.2018 have been issued by the 115 th unit of the District Court of Sofia, on this case. The Labour Inspectorate has submitted an appeal, which was been delivered to Sofia Airport EAD on 12.09.2018.
23	For the period from the beginning of 2014 until 31 August 2018, please provide: 1) detailed description of the circumstances of the labour accidents occurred in the Company; 2) For every case of labour accident according to item 1, please specify the sum of the insurance claim made and the insurer before which it was made (if such, if no claim was made - please explain what happened); 3) For each claim under item 2, please specify what is the sum of the insurance compensation paid; and 4) For each case of labour accident under item 1, please specify if claim was made before the Court. Please provide all documents for labour accidents in the period from the beginning of 2014 until 31 August 2018.	This information is available in the Virtual Data Room – Appendix 7.8.1. –Table of Occupational Accidents, Claims and Compensations Paid. Another part of the documents requested contain personal data and are sensitive information, and therefore these cannot be provided, in accordance with Regulation (EU) 2016/679.
24	Please specify if Contract № 100-Д-157/27.03.2018 with Bulgarian Posts EAD regarding the vouchers for social benefits is the only contract in force having this subject. If it is not, please provide all contracts in force relating the vouchers for social benefits.	At present, the sole effective contract with such a subject matter is Contract No. 100-Д-157/27.03.2018 with Bulgarian Posts EAD, which is available in the Physical Data Room – Appendix 3.62.
25	Please provide information and documents on the Council for social cooperation in the Company.	All the existing reports and documents on the Council for Social Cooperation in the Company have been provided.
26	Please clarify the functions of the Committee of specialists under Art.21 of the CLA and provide protocols from meetings from the entry into force of the CLA.	Such a commission is organized at the request of a worker or employee, and it should discuss, whether or not such a penalty is appropriate. There have been no such cases so far
27	Please specify the number of employees under Art.74.3 of the CLA.	Art. 74.3 concerns the off-payroll electable trade-union officials. For the Trade Union Structure of the Transport Workers Federation “Podkrepa“ at the Sofia Airport: Management: 4 Member of a branch management elective trade union body: Federal Secretary of the Transport Workers Federation “Podkrepa“ – 1. FFTUB has no on-payroll electable trade-union officials.
28	Please specify the number of members for each of the Syndical organizations who are entitled to paid leave in the amount of up to 120 hours for one calendar year under Art.74.3 of the CLA.	For the Trade Union Structure of the Transport Workers Federation “Podkrepa“ at the Sofia Airport: 4 For the FFTUB – 6 persons are entitled to a paid leave of up to 120 hours per calendar year.

29	Please clarify the meaning of the numbers against the years 2015, 2016 and 2017 in item 22 of QA_14.08.18_2.	2015 – BGN 78 798.57 2016 – BGN 194 193.60 2017 – BGN 190 213.63
30	According to the information available, the term of Contract No 100-Д-190/28.08.2017 between the Company and DCC St. Ivan Rilski EOOD, UIC 130930067 should have expired. Please provide information on the conclusion of a new contract having such subject or confirm there is none.	Contract No 100-Д-190/28.08.2017 with DCC St. Ivan Rilski EOOD, UIC 130930067, has expired. A new contract for the same subject matter is to be signed DCC St. Ivan Rilski EOOD.
31	Please provide an up-to-date list containing the location, name, type and address of the commercial sites where the vouchers for social benefits under Contract 100-Д-157/27.03.2018 with Bulgarian Posts EAD can be used. Please provide all protocols under Art.5 para 2 of the Contract containing information on the processed, checked and validated vouchers.	This information is available in the Virtual Data Room – Appendix 3.62.1. – List of Sites A report – example of the processing and validation of the vouchers and a reference of the value of the vouchers, processed so far is available in the Physical Data Room – Appendix 3.62.2.
32	In connection with Order №452/08.09.2016 of the CEO of Sofia Airport EAD (provided in Attachment 22 and 23, VDR, 7.6 Answers to questions published on 09.08.2018), item 1 of the same, please specify the legal basis for determination of a break of 30 minutes.	In connection with Order №452/08.09.2016 of the CEO of Sofia Airport EAD (provided in Attachment 22 and 23, VDR, 7.6 Answers to questions published on 09.08.2018), item 1 of the same, the legal basis for the determination of the 30-minute break is Ordinance No. 15 of 31.05.1999 on the terms and conditions and the applicable rules and requirements for the development and implementation of physiological labour regimes and breaks during work. According to art. 151, para. 1 of the Labour Code, the working hours of a worker or employee is interrupted by one or multiple breaks. The employer must provide the worker or employee with a lunch break, which cannot be shorter than 30 minutes. Ordinance No. 15 of 31.05.1999 on the terms and conditions and the applicable rules and requirements for the development and implementation of physiological labour regimes and breaks during work regulates the requirements and conditions for determining such breaks. In this respect, according to art. 117 of the Internal Labour Rules, the breaks at the company are regulated by order of the employer, unless specified in the Labour Code or in the said Rules. Order No. 452/08.09.2016 of Sofia Airport’s CEO determines the time and duration of the breaks during work, as their total duration cannot exceed 30 minutes.
33	Please provide evidence on the establishment of working schedules for the period of summary calculation of the working time in accordance with Art.9a of Ordinance on the working time, breaks and leave; please provide evidence that the employees	All directors of directorates have established such working time.

	have been informed of the established schedules before starting work accordingly.	
34	Please clarify if in the Company is applicable Art.13 of the Internal rules on the work order and Art. 17 and 18 of the Internal rules on salaries.	Art.13 of the Internal rules on the work order is not applicable. Art. 17 and 18 of the Internal rules on salaries refer to the workers, during the test period and are not related to the trade union activities. This practice was discontinued in 2013 by decision of the labour inspectorate.
35	Please provide order under Art.114 of the Internal rules on the work order and evidence for establishing the schedules. Please provide reference for the remuneration paid according to Art.114 of the Internal rules on the work order for the period from the beginning of 2015 until present.	The remuneration paid according to Art.114 of the Internal rules on the work order for the period from the beginning of 2015 until present amounts to BGN 32 477,67. This information is available in the Virtual Data Room – Appendix 7.5.3.1.
36	Regarding table "Number of employees who left" provided in Attachment 7.12, VDR please clarify: 1) the meaning of "by mutual agreement" and the legal basis for termination of the employment contract; 2) the meaning of "dismissed" and the legal basis for termination of the employment contract; and 3) the meaning of the numbers 8,3,6 and 8 following the text "Art.333 of the LC".	The termination of the employment contract takes place in accordance with and on the bases, set out in Chapter Sixteen of the Labour Code (LC). Subject to the fulfilment of the imperative requirements: 1. Termination of the employment contract „by mutual consent“ takes place, pursuant to art. 325, para. 1, item 1 of the Labour Code, as the employment contract is terminated without any of the parties having to give notice. The termination procedure is established in the said provision, as the party, to whom the proposal is made, is obliged to make its relevant decision and notify the other party within seven days after receiving the proposal. If it fails to do that, the proposal is considered accepted. 2. The term “redundant“ (dismissed) is defined by position redundancy and it refers to the provision of art. 328, para. 1, item 2 of the Labour Code, as “closing a position by the company or job redundancy“. In case of job redundancy, the positions of the employees who are made redundant, shall be released on this legal basis. The usual practice is that the employees, whose positions are being made redundant, to be offered other vacant positions. If they refuse such proposal, their respective employment contracts are terminated. 3. The “other reasons” column specifies the cases, when the employment contracts of workers and employees have been terminated, based on other legal bases, regulated by the Labour Code, such as: Art. 325, para. 1 item 3. Upon expiration of the agreed period; item 5. Upon the return of a substituted person; Art. 326, para. 1 – the worker or employee may terminate his/her employment contact, by means of a

		<p>written notice to the employer; Art. 327, para. 1 item. 4. Starts a payed elected job or a scientific job, based on a competition; item 9. Assumes governmental office; Art. 328, para. 1 Item 5. If the worker or employee lacks the necessary qualities to perform the work efficiently; Item 6. If the worker or employee lacks the necessary education or professional qualification for the work performed; Item 12. In case of objective inability to perform the employment contract. The termination of the employment contract as per art. 331 of the Labour Code takes place at the initiative of the employer, who offers the worker or employee termination of the employment contract against compensation. In this specific case, the worker or employee is paid four times the amount of the latest gross monthly salary received. The numbers, specified in the table, indicate the employment contracts, terminated on this basis.</p>
37	Please provide the Scale specified in Art.14 representing Attachment 1 to the Internal rules on salaries. Please provide Attachment 2 to the Internal rules on salaries specified in Art.15.	This information is available in the Virtual Data Room – Appendix 7.5.3.2.
38	Please provide the full name of the position Host, visitors' lounges, he/she and [CPIA].	Host, visitors' lounges, he/she and travel agency employee.
39	Please provide the full name of the position Technician, engineer [BTCC].	Technician, engineer – baggage transport systems and equipment
40	Regarding Contract 100-Д-63/05.02.2018 with National Center for Radiobiology and Radiation Protection, please clarify if the same is still in force. If terminated, please provide information on the conclusion of a new contract having such subject or confirm there is none.	Contract 100-Д-63/05.02.2018 has expired. There is no new contract.
41	In the PDR is provided Contract for the performing of individual dosimetric control concluded with Laboratories Protekta OOD, UIC 130521217. Part of the text in the provided copy is illegible, therefore please provide the outgoing number of Sofia Airport EAD under which the Contract is registered. Please specify the latest date on which the Contract was signed by the representatives of the parties.	The outgoing number of Sofia Airport EAD is 100-Д-244 of 20.06.2018.
42	Please provide the full name of the position Technician, engineer - senior, responsible for [P3] and [ДК].	Technician, engineer - senior, responsible for radiation protection and dosimetric control.
43	Please clarify whether the documents under paragraph 6 of Section 12 of the CLA were	The documents were reviewed and task forces have been formed, including representatives of all the directorates at the Sofia Airport. The updating is at the

	reviewed and updated within 3 months as of the entry into effect of the CLA.	level of project finalization and approval by the Board of Directors.
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