

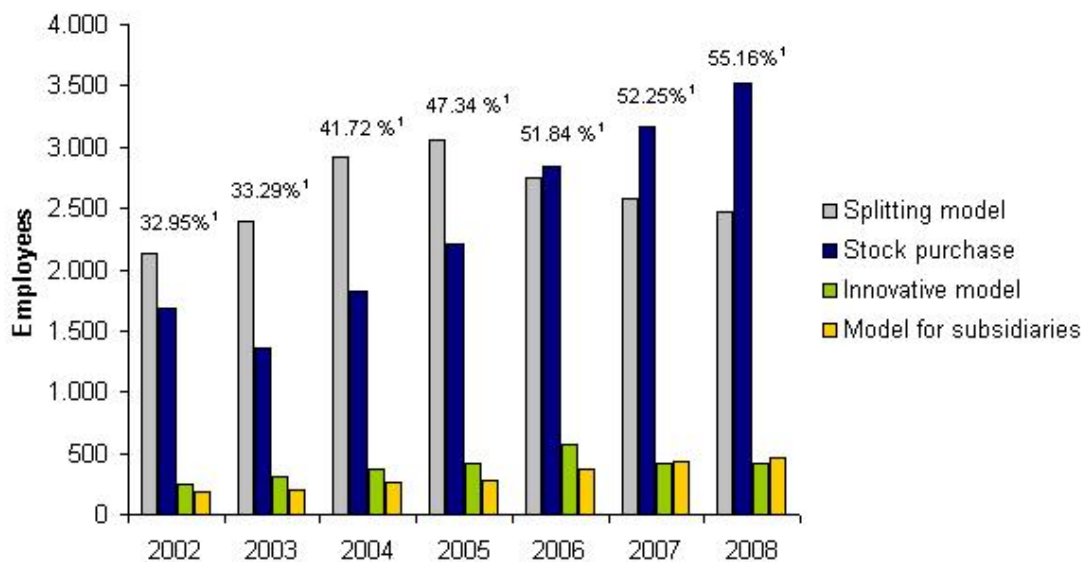
Employee stock option program

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Since the company's IPO in 2001, Fraport employees every year have been entitled to subscribe to Fraport shares at a reduced price under the employee stock option program and thus share the company's profit. Stock option models available include: The splitting model (employee receives shares in the amount of €308 plus a cash bonus of €460); the bonus model (employee receives shares in the amount of €820); and the innovative model (credit financed purchase shares in the amount of €3,000, €1,500 or €750, whereby Fraport gives the employee a share bonus in the amount of €850 and assumes the interest expenses). Employees of participating subsidiaries each can purchase shares in the total amount of €270. One half of this amount is to be paid by the employee, the other half by the respective subsidiary. Fraport AG buys back the share certificates for the employee stock option program against cash contributions, using part of the authorized capital after a capital increase, and then transfers these certificates to its employees. As an alternative to these stock option models, employees can opt for a cash bonus of €615.

In 2008 6,869 employees opted for one of the stock option models and subscribed to 99,332 new shares. The issue price for the shares amounted to €45.18 this year. It was calculated from the average Xetra closing price in the period from April 7 to 18, 2008, minus a deduction of €1.50. Fraport employees have purchased a total of 1,098,382 shares since the employee stock option program was launched.

**Participation in the employee stock option program
(Fraport Group)**



¹ Participation of entitled employees in percent

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