

## Stock Programs

With their knowledge and commitment, the employees of a service company decisively shape the corporate image as perceived by the customer and thus contribute to the company's success. Therefore, Fraport provides a work environment for its employees that rewards performance, offers individual development opportunities, and allows employees to share the company's profit. In this connection, the employee stock option program constitutes an important element of Fraport's performance and success-related compensation system. Under this program, employees every year have the individual option of purchasing Fraport AG shares at a reduced price instead of receiving a cash benefit. There are three different stock option models to choose from. In addition, there is an employee stock option model for subsidiaries available to all employees of majority-owned Fraport holdings in Germany. The employee stock option program enjoys increasing popularity. 55.16 percent of the employees participated in the program in 2008 (choosing one of the three models), while in 2006 some 51.84 percent decided to buy shares. Incidentally, this was the first time since the company's IPO in 2001 that more than half of Fraport's work force opted for shares instead of a cash benefit (quota in 2001: about 56 percent). This quota was nearly reached again in 2008.

More information on our employee stock option program you can find [here](#).

Since 2001, Fraport AG has made a stock option programme available to its management personnel as a constituent part of their compensation. In 2005, the Fraport Management Stock Option Plan (MSOP) was considerably modified compared to the previous Stock Option Plan, raising the requirements for the purpose of bringing the shareholder objectives more closely into line with those of the management, while simultaneously complying with the requirements of the German Corporate Governance Code on Share Option Profit Ceilings.

For further information on the Management Stock Option Plan (MSOP), please [click here](#).