

## Performance, success, recognition

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We want your personal performance at the workplace to be acknowledged to an even higher degree. And we want our company to become even more successful. For this purpose, we need you and your willingness to perform. This is to be acknowledged on an individual basis with the performance and success-oriented LEA remuneration system.

LEA stands for performance, success and recognition (= Leistung, Erfolg, Anerkennung). And this is exactly what lies at the core of LEA's philosophy. If every single employee puts his/her energy into the company, their input contributes to the company's success. And it is this success for which the employee is awarded recognition, in line with his/her performance, in euro and cent.

LEA consists of two elements. On the one hand, there is the performance participation, which is paid exclusively in monetary form. This consists of three components. These are determined differently in the various wage and salary groups.

On the other hand, there is the performance contribution, through which employees can participate in the company. You can select from four variants. If you make your decision in favor of staff shares, Fraport will subsidize the purchase of Fraport shares.

### The three components of performance contribution result in more money

The performance contribution of the LEA system consists of the following components:

Guaranteed component	=	Fixed bonus
Basic component	=	Variable bonus
Performance component	=	Variable bonus
Total of the three components	=	Total bonus

The performance of the employee is reflected in the basic and performance component and is measured over a calendar year. The corresponding variable bonus is always paid out in the following year, on 15 May. Employees in the LEA groups I, II and III are entitled to the fixed bonus. It is paid in the respective calendar year (not retrospectively) in twelve equal parts, together with the regular monthly remuneration.

### The guaranteed component

The guaranteed component results from your grouping according to collective agreement.

### The basic component

The amount of the basic component depends on individual attendance. This means that absences due to sick leave or preventative or follow-up medical measures and, of course, unexcused absences, impact negatively once a certain grace period is exceeded. The higher the level of attendance, the more attractive the bonus. Your overall bonus can be boosted by up to EUR 500 through the basic component.

In calculating the basic component, a difference is made between operative and administrative activities.

It is an operative activity if you

- Work in shifts or rotating shifts or
- If Fraport provides a work uniform or protective clothing.

### **The performance component**

Specific performance levels are defined in the individual LEA groups, which are used to measure productivity increases in the business areas or the attainment of agreed goals. The amount of the bonus is oriented on these levels. This means that now all employees can systematically participate in the productivity increase of Fraport.

### **Scope of payout**

The three components result in a wide-ranging payout potential for employees in the respective LEA groups. Through their behavior, employees can largely determine their payout themselves.

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