

Benefits according to collective agreement

12.05.2004

Remuneration

- Employer's contribution to benefits in accordance with the Capital Formation Act of EUR 6.65 a month
- Payment of almost 13 monthly salary payments
- Graded increase of remuneration related to age and length of service
- Payment of a once yearly vacation allowance
- An additional pension provision with the "Zusatzversorgungskasse des öffentlichen Dienstes" (ZVK). According to the relevant collective agreements, Fraport AG must guarantee its employees an additional provision for old age. This is the reason for the insurance with a supplementary benefits fund (ZVK). Fraport AG is a member of ZVK Wiesbaden. The pensioners (or their dependents) receive benefits from this fund, in addition to the benefits paid by the statutory pension.

Recreation leave

Recreation leave in line with collective agreement for those employees in the BAT or BMT-G:

The recreation leave per year for employees and workers is determined according to the age of the employee/worker in the respective calendar year. Based on a five-day week and employee age, it amounts to the following:

up to 29 years	26 working days
between 30 and 39 years	29 working days
between 40 and 49 years	30 working days
from 50 years	33 working days

Minor deviations to this regulation may apply to persons working shifts/rotating shifts.

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