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**Stock Options are an important means of motivating and binding managers to the company over the long-term. Above all, by means of the Stock Options Plan, the increase in the company's stock market value should be linked to an incentive for the management.**

## ESOP

In April 2004 Telekom Austria started a stock option plan ESOP (Employee Stock Option Plan) spanning several years. Three independent tranches were issued between 2004 and 2006. In December 2006 the Stock Option Plan was extended for another three years from 2007 to 2009.

The Telekom Austria Group intends to introduce a Performance Share Program for the Management Board in 2010 that will be contingent upon the achievement of sustainable, multi-year targets and the purchase of Telekom Austria shares.

 [ESOP 2009+](#)

 [ESOP 2008+](#)

 [ESOP 2007+](#)

 [ESOP 2006+](#)

 [ESOP 2005+](#)

 [ESOP 2004+](#)

## Employee Participation Program

Publication  
pursuant to  
Sec 82 Para  
9 of the Stock

### Stock Option Program 2000

 [Act - Report  
Program 2000](#)

by the  
anagement  
Board of  
Telekom  
Austria AG  
with Regard  
to the  
Employee  
Participation  
Program  
(25.6 KB)