MyCDA

FREE SHARE PLAN

ALL YOU NEED TO KNOW ABOUT «SELL-TO-COVER»

MyCDA, Compagnie des Alpes' free share allocation plan, is reaching the end of its three-year vesting period.

You will become the owners of the shares that were allocated to you three years ago. Depending on the country, this change of status may incur taxes and social security contributions.

HOW TO PAY THE AMOUNT DUE FOR TAXES AND SOCIAL SECURITY CONTRIBUTIONS?

It is your employer (or former employer) who is responsible for collecting and remitting taxes on your behalf. To do this, they will advise you of the amount owed. Depending on the type of contract you have, you can either pay them the amount owed or take advantage of a sell-to-cover arrangement.

WHAT IS SELL-TO-COVER?

It's a service that handles for you the payment of taxes and social security contributions due in respect of your bonus shares, by selling a portion of your shares.

HOW DOES SELL-TO-COVER WORK?

Uptevia sells the portion of your shares required to cover the taxes and social security contributions due in respect of your shares.

The proceeds from this sale are subsequently transferred to your employer (or former employer), after which said employer remits the amount owed by the employee directly to the local tax and social security authorities.

IN PRACTICAL TERMS, WHAT DOES THIS MEAN FOR YOU?

You receive fewer shares than the number allocated to you three years ago, but no action is required on your part regarding taxes and social security contributions. Everything is covered by the employer.

WHO IS ELIGIBLE FOR SELL-TO-COVER?

This service is for seasonal and permanent employees of organisations outside France.

WOULD YOU LIKE TO TAKE ADVANTAGE OF SELL-TO-COVER, THUS KEEPING YOUR FORMALITIES TO A MINIMUM?

- **If you are a seasonal worker: you don't have to do anything.** Sell-to-cover will be applied systematically. You will therefore receive fewer shares than you were originally allocated (number of shares allocated – number of shares sold to cover taxes and social security contributions).
- **If you are a permanent employee: you must apply for sell-to-cover.**

→ To do this, please contact your Human Resources team.

→ If you take no action, the shares will be delivered to you in full and the taxes and social security contributions relating to the shares will be deducted directly from your September payslip.

Compagnie des Alpes