



MyCDA

FREE SHARE
PLAN



DISCOVER MyCDA

A PLAN THAT ALLOWS YOU TO:

- BECOME A CO-OWNER OF COMPAGNIE DES ALPES,
- PARTICIPATE IN ITS DEVELOPMENT AND SUCCESS,
- BUILD UP SAVINGS IN CDA SHARES WITHOUT FINANCIAL PARTICIPATION.



Compagnie des Alpes



<https://mycda-share-in.compagniedesalpes.com/>



DISCOVER MyCDA

FREE SHARE PLAN



RECEIVE 30 COMPAGNIE DES ALPES FREE SHARES EVERY YEAR¹

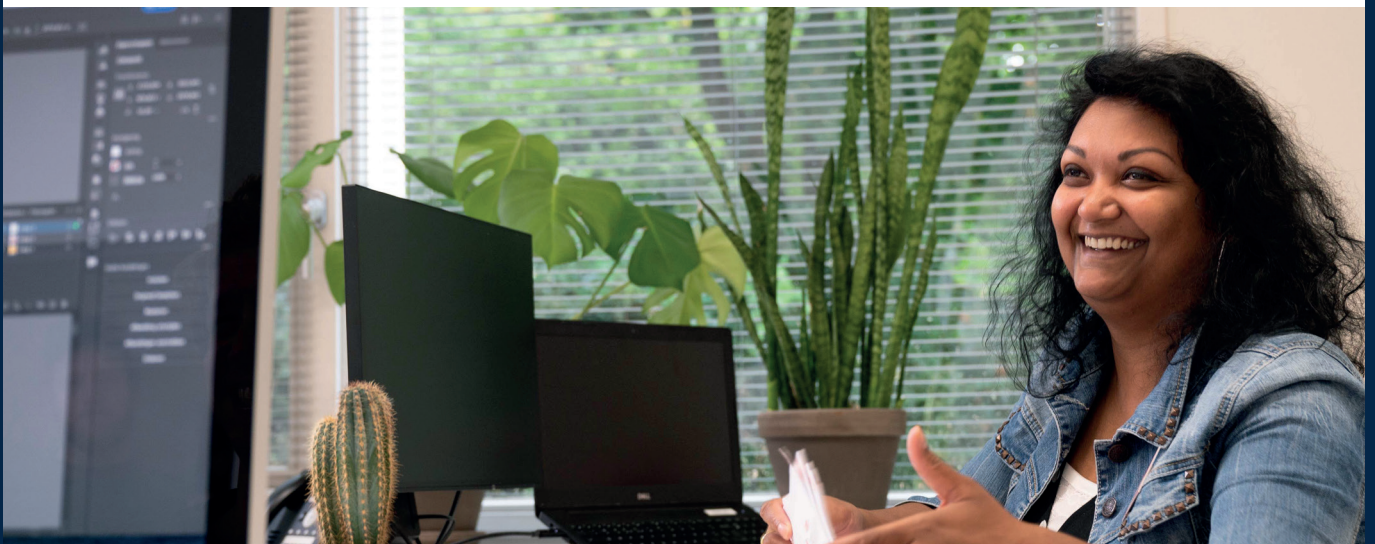
The Compagnie des Alpes' free share plan is open to all Group employees.

Under this plan, you receive 30 free share rights every year and, after a three-year vesting period, you will be an official shareholder of the company.

WHY IS COMPAGNIE DES ALPES LAUNCHING THIS PLAN?

Compagnie des Alpes wanted to set up this plan so it could periodically and over the long term involve all the Group's employees in the growth they help to create.

This plan is fully in line with the fair and inclusive social policy that is based on the Corporate purpose.



WHO ARE THE BENEFICIARIES OF THE PLAN?

All permanent and seasonal employees² on the payroll at the time of the grant will be eligible for MyCDA, subject to length-of-service requirements.

One of the cornerstones of the plan is to offer all Group employees, whether permanent or seasonal, the opportunity to receive these free shares every year. To achieve this, the conditions of participation have been adapted to suit the different employee profiles. You can read about them at <https://mycda-share-in.compagniedesalpes.com/>.

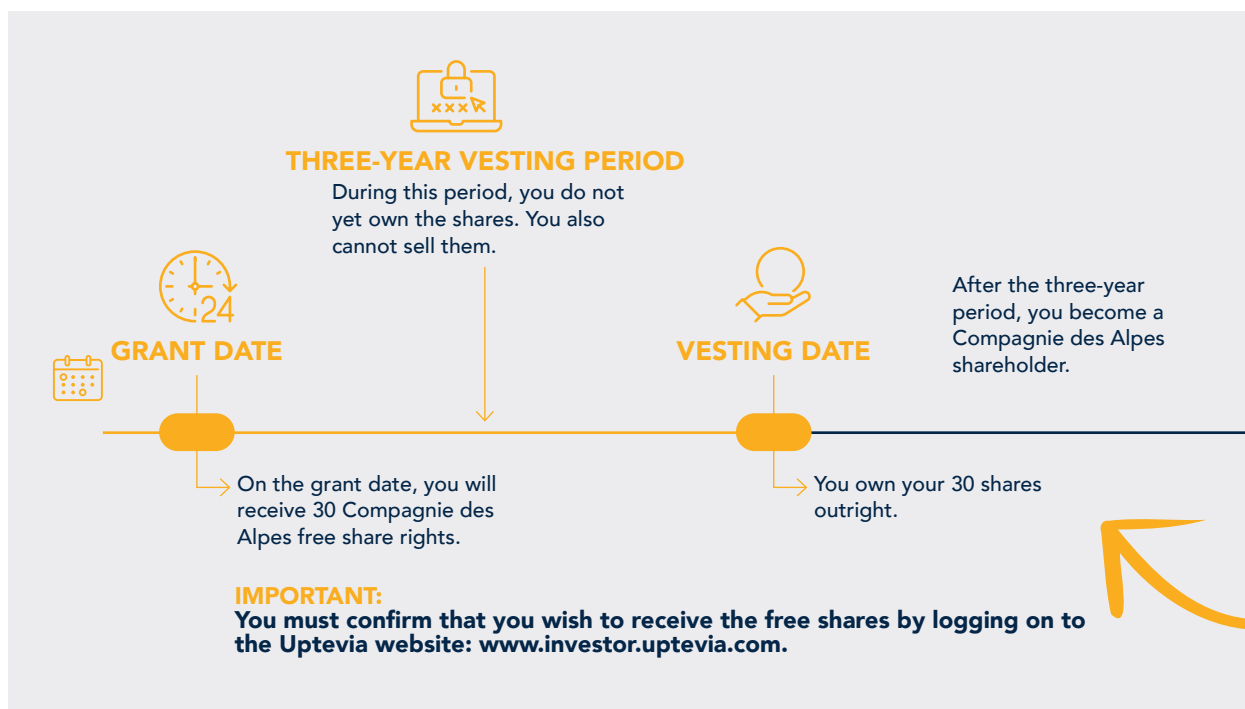
¹ Subject to approval by the Board of Directors.

² Beneficiaries of performance share plans are not eligible for the MyCDA plan.

KEY STAGES IN THE PLAN

The plan takes into account the seasonal nature of the business and will, accordingly, occur during two grant periods every year.

- **Grant period 1 : August (for the Leisure Park BU and Head offices)**
- **Grant period 2 : March (for the Ski Areas & Outdoor Activities BU and Distribution & Hospitality BU)**



HOW DO I GET THE 30 FREE SHARES?

Do you meet the eligibility criteria? To receive the free shares, you must renew your commitment to the company by accepting the grant made by Compagnie des Alpes within the deadline.

To do this:

- Connect to the website <https://www.investors.uptevia.com>
- Click on "I accept the attribution..."
- Tick "I acknowledge that I have read the terms and conditions of this plan's regulation"

If you wish to refuse the free shares, there is nothing to do. If you do not accept the free shares by the deadline, the offer lapses.

WHAT DOES BECOMING A COMPAGNIE DES ALPES SHAREHOLDER ENTAIL?

By becoming a shareholder, you become a co-owner of Compagnie des Alpes.

As a shareholder, you can:

- contribute to the company's decisions by attending and voting at Annual General Meetings;
- receive dividends whenever they are distributed;
- benefit from any capital gains if you sell your shares.

Please note that Compagnie des Alpes shares are listed on the Paris stock exchange and that the share price is subject to fluctuations.



MYCDA: A CONCRETE EXPRESSION OF OUR CORPORATE PURPOSE

Commitment no. 10

Compagnie des Alpes is committed to recognising the loyalty and contribution of its employees, both permanent and seasonal, by offering them the opportunity to share in the company's success through an employee shareholding plan.

ANY QUESTIONS?

You can find answers to most questions a <https://mycda-share-in.compagniedesalpes.com/>.

If you have any further questions, please contact your HR contact.

DISCLAIMER

This information is provided for information purposes only. It is not legally binding. For full details, please refer to the plan's regulations.