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CONNECTIVITY INCENTIVE SCHEME
for air services to new destinations
from Paris-Charles de Gaulle (CDG) and Paris-Orly (ORY) Airports

Connectivity Incentive Scheme has been published, on the 17th of December 2025 on Groupe ADP's website, to support development of long-haul connectivity at Paris-Charles de Gaulle Airport (CDG) and Paris-Orly Airport (ORY).

In line with Groupe ADP's strategy plans, it aims to attract new air services to unserved destinations.

1. ELIGIBILITY CRITERIA

To be eligible to the incentive, candidate airline must comply with the following criteria:

- **List of destination cities**

The incentive is only applicable to **the destination cities listed in Table 1 below** and classified in two groups:

Destination Cities	Country	Group
Dammam	Saudi Arabia	Group 1
Jakarta	Indonesia	Group 1
Ouagadougou	Burkina Faso	Group 2
Recife	Brazil	Group 2
Almaty	Kazakhstan	Group 2
Montevideo	Uruguay	Group 2
Belo Horizonte	Brazil	Group 2
Portland	United States	Group 2
Brasilia	Brazil	Group 2
Austin	United States	Group 2
Tampa	United States	Group 2
Denpasar-Bali	Indonesia	Group 2
Medellin	Colombia	Group 2
Da Nang	Vietnam	Group 2
San Diego	United States	Group 2
Nagoya	Japan	Group 2
Guatemala City	Guatemala	Group 2
Malé	Maldives	Group 2
Hyderabad	India	Group 2
Windhoek	Namibia	Group 2
Phnom Penh	Cambodia	Group 2
Siem Reap	Cambodia	Group 2
Entebbe	Uganda	Group 2
Seychelles	Seychelles	Group 2
Quito	Ecuador	Group 2

Table 1: List of destination cities

- **Minimum operation requirements**

To be eligible, the route must be **launched during IATA year 2026** and for each of the three (3) 12-month periods of the incentive duration:

- The route must be operated with a **minimum of 104 flights per year** (i.e., over a period of 12 months from the first launch flight in 2026 IATA year);



- The airline must deliver a **growing or stable number of seats and routes**¹ from Paris (CDG+ORY), on international destinations (applicable globally and by region²) compared to the previous 12-month period (for the first 12-month period specifically, the airline must deliver a growing number of seats and routes compared to the 12 months prior to launch);
 - All operations on the route should be performed with **a minimum of 150-seat aircraft**; and
 - The route must be operated as a non-stop flight to the destination city (stop operation is allowed if both origin point and intermediate point are part of the list).
- **New route for the operating airline**

The destination city served must be a **new route for the operating airline**:

- The operating airline must be **the first operator to put on sale** the route;
- The operating airline³ **must not have operated the route in the last 3 years**.

• **Financial requirement**

The operating airline cannot have any record of **delays in payment or any unpaid invoices due to Groupe ADP** and is **not subject to any sanctions**⁴ throughout the duration of the Connectivity Incentive Scheme

• **Miscellaneous conditions**

Incentive contract should reflect mutual partnership including implementation of co-marketing particularly on Groupe ADP & Extime services and offers.⁵

Granting incentives is subject to the operational capacity to accommodate the airline and the planned flight schedule.

Groupe ADP could decide to enlarge the list of eligible destinations defined in Table 1 (either in Groupe 1 or in Groupe 2). In that case, the same eligibility criteria will apply, and the newly added destination(s) will have to meet the same economic rationales as the already listed destinations.

¹ The number of international routes is counted as the number of airport pairs served by the airline at least 104 times per 12-month period.

² Region list in the appendix.

³ The candidate airline itself or any candidate airline's subsidiary or by any airlines in joint venture agreement with the candidate airline.

⁴ Including but without limitation, international sanctions established by the United Nations ("UN"), debarment sanctions decisions of the World Bank Group ("WBG"), restrictive measures of the European Union ("EU"), regulations of the Office of Foreign Assets Control of the U.S. Department of the Treasury ("OFAC"), the Export Administration Regulations ("EAR"), the International Traffic in Arms Regulations ("ITAR") and other applicable laws or regulations that restrict, limit, or prohibit transactions with a foreign government, entity, person, or country or with any person or entity that owns the foregoing.

⁵ The details of co-marketing activities will be defined after bilateral discussions but will require usage of marketing/promotion channels of both parties.



2. INCENTIVE

- **Standard incentive**

Groupe ADP will grant an incentive per departing passenger depending on the group of the destination city as outlined in Table 1 of this document. **The incentive will be applicable for three (3) consecutive years from the starting date of operations** if eligibility criteria are maintained throughout the period. The incentive amounts are defined in Table 2:

	Group 1	Group 2
1 st 12-month period - Year 1	€ 20.00	€ 10.00
2 nd 12-month period - Year 2	€ 15.00	€ 8.00
3 rd 12-month period - Year 3	€ 10.00	€ 6.00

Table 2: Incentive amounts per departing passenger in euros

- **Bonuses rewarding additional criteria**

In addition to the standard incentive amounts, and at the discretion of Groupe ADP, the airline could be eligible to bonuses in return of:

- **new generation aircraft** operations, according to an established list hereafter:
Airbus A350, Boeing B787, Boeing B777X, Airbus 330 Neo, Airbus A32X LR/Neo, Boeing 737X Max and Airbus A220;
- **increased level of operations** compared to the initial project discussed.

The level of the bonuses may vary with the three 12-month period if conditions are not met. The level of the bonuses will be defined bilaterally between Groupe ADP and the operating airlines, within a pre-defined cap that ensures positive return of investment as requested by European Union regulation.

3. PAYMENT TERMS

- **Application and contract**

As soon as the route is on sale, Groupe ADP will formalize the terms and conditions of the Connectivity Incentive Scheme and will send to the airline a contract, which must be returned signed within fifteen (15) days before the first flight. In the absence of signature, the new route would not be considered eligible for the incentive program.

- **Methods of payment**

Within three months after the end of each 12-month period, **Groupe ADP will check the criteria compliance and will issue a credit note** corresponding to the total incentive amount for the individual period. For clarity, example for calculating the total incentive for Year 1 is detailed in Section 4.

- **Termination of the program**

If the eligibility conditions are not met over one of the 12-month period, the incentive will stop for the current period and the following periods.



4. INCENTIVE CALCULATION EXAMPLE (ILLUSTRATIVE)

- **Assumptions**

Calculation is provided assuming criteria defined in Section 1 are all achieved during all duration of the Connectivity Incentive Scheme.

Airline A applies to the Connectivity Incentive Scheme for the launch of the route between Paris-Charles de Gaulle (CDG) and Recife (REC) from the 1st of June 2026. The three 12-month periods are defined as follows:

Period 1 = June 2026 – May 2027

Period 2 = June 2027 – May 2028

Period 3 = June 2028 – May 2029

According to the Table 1, Recife is classified as a Group 2 destination city, therefore the standard incentive per departing passengers is defined as follows:

Standard incentive _ Period 1 = € 10.00

Standard incentive _ Period 2 = € 8.00

Standard incentive _ Period 3 = € 6.00

Airline A intends to operate 3 weekly flights delivering 35,000 departing passengers per aeronautical year, therefore:

Dpax _ Period 1: 35,000

Dpax _ Period 2: 35,000

Dpax _ Period 3: 35,000

- **Calculation of incentive amounts to be received by Airline A at the end of each of the 12-month periods**

Incentive Amount _ Period 1 = Dpax _ Period 1 x Standard incentive _ Period 1

→ Incentive Amount _ Period 1 = 35,000 x € 10.00 = 350,000 EUR

Incentive Amount _ Period 2 = Dpax _ Period 2 x Standard incentive _ Period 2

→ Incentive Amount _ Period 2 = 35,000 x € 8.00 = 280,000 EUR

Incentive Amount _ Period 3 = Dpax _ Period 3 x Standard incentive _ Period 3

→ Incentive Amount _ Period 3 = 35,000 x € 6.00 = 210,000 EUR

In total, Airline A will receive 840,000 euros as three (3) credit notes in the course of June 2027, June 2028 and June 2029.



Questions regarding the published incentive scheme and application process can be submitted directly to Groupe ADP via email: aviationdevelopment@adp.fr.

5. APPENDIX

- **Region List:**

Asia

Afghanistan
Australia
Bangladesh
Bhutan
Brunei Darussalam
Cambodia
China
Hong Kong (SAR)
India
Indonesia
Japan
Laos
Macau (SAR)
Malaysia
Maldives
Mongolia
Myanmar
Nepal
New Zealand
North Korea
Pakistan
Philippines
Singapore
South Korea
Sri Lanka
Taiwan
Thailand
Vietnam

