

# EssilorLuxottica

## Executive Corporate Officers' compensation

### October 28, 2021 performance share and stock options plans

**Paris, France (November 18, 2024)** – On October 28, 2021, on the recommendation of the Nomination and Compensation Committee, the Board of Directors decided to grant performance shares and stock-options, open to all eligible beneficiaries. These plans, subject to performance and presence conditions, were designed to align the interests of the beneficiaries with those of the Company's shareholders.

### **Performance condition applicable to all beneficiaries**

The performance condition was based on annualized growth in EssilorLuxottica share price, which needed to be equal to or greater than 7% for all initially granted shares to vest.

The reference share price was set at Euro165.80 (the average of the 20 opening prices prior to October 28, 2021).

With an average opening price of Euro 211.46 for the period from July 28 to October 25, 2024, representing annualized growth of 8.45%, this performance condition, applicable to all beneficiaries, has been fully met (see table below).

### **Additional performance condition applicable to Francesco Milleri and Paul du Saillant**

For the Executive Corporate Officers, the vesting of performance shares was also dependent on EssilorLuxottica share price outperforming the EuroStoxx 50 index.

Over the reference period, annualized growth in the EssilorLuxottica share price (8.45%) outperformed the EuroStoxx 50 index (5.81%). The second condition, applicable to Francesco Milleri and Paul du Saillant, has therefore been fully met. In the event of underperformance, the vesting of the performance shares would have been capped at 50%.

		EssilorLuxottica	EuroStoxx50
<b>Initial reference share price</b>	Average of the 20 opening prices/values prior to October 28, 2021	€165.8	4,109.9
<b>Average price at the end of the vesting period</b>	Average of the opening prices/values for the period from July 28 to October 25, 2024 (inclusive)	€211.46	4,868,95
<b>Annualized growth in the share price</b>		+8.45%	+5.81%
<b>Achievement of the performance condition</b>		Yes (100%)	Yes (EssilorLuxottica outperformance)

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On October 28, 2024, a total of 2,383,365 shares granted to the plan beneficiaries have vested, including 50,000 performance shares to Francesco Milleri and 35,000 performance shares to Paul du Saillant. Additionally, there are 94,157 outstanding stock options exercisable at a purchase price of 165.80 Euro per share.

## Mandatory shareholding policy and rules applicable to Executive Corporate Officers

The Chairman and Chief Executive Officer and the Deputy Chief Executive Officer must hold at least the equivalent of 400% of their fixed annual compensation in EssilorLuxottica shares. Once they are appointed, they must acquire these shares within five years.

Moreover, they are required to keep, for the duration of their term of office, one-third of their vested performance shares. This requirement to hold shares no longer applies when they hold in registered form, either directly or indirectly through an investment company in which they hold the capital and are legally responsible, a number of EssilorLuxottica shares representing an amount equivalent to 400% of their fixed annual compensation. The fixed compensation used is that for the year during which an Executive Corporate Officer intends to sell performance shares.

### Contacts

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### About EssilorLuxottica

EssilorLuxottica is a global leader in the design, manufacture and distribution of ophthalmic lenses, frames and sunglasses. With over 200,000 employees across 150 countries, 650 operations facilities and 18,000 stores, in 2023 the Company generated consolidated revenue of Euro 25.4 billion. Its mission is to help people around the world to see more and be more by addressing their evolving vision needs and personal style aspirations. EssilorLuxottica is home to the most advanced lens technologies including Varilux, Stellest and Transitions, the most iconic eyewear brands including Ray-Ban and Oakley, the most desired luxury licensed brands and world-class retailers including LensCrafters and Sunglass Hut. The Company's OneSight EssilorLuxottica Foundation has given access to sustainable vision care to more than 760 million people in underserved communities. The EssilorLuxottica share trades on the Euronext Paris market and is included in the Euro Stoxx 50 and CAC 40 indices. Codes and symbols: ISIN: FR0000121667; Reuters: ESLX.PA; Bloomberg: EL:FP. [www.essilorluxottica.com](http://www.essilorluxottica.com)