



Executive Directors Compensation

2014 Compensation

At its meeting on May 7, 2014, the Board of Directors decided to adjust the criteria for determining the bonus payable to the Chairman and Chief Executive Officer in respect to 2014. The decision does not affect the structure of the bonus as set by the Board last February 26 (see the March 2014 news release). It was made at the recommendation of the Corporate Officers and Remunerations Committee in order to align the criteria more closely with the 2014 employee compensation policy.

Following the adjustment, the assessment of the personal objectives will be weighted by the degree to which the Group's organic growth target is met, as follows:

- The degree to which the personal objectives are met will be assessed in the same way as in previous years, on a scale of 0 to 100%.
- The resulting percentage will, as necessary, be weighted by the degree to which the Group's organic growth objective is met. This coefficient may vary from 0 – if organic growth is less than the minimum target – to 1 – if organic growth equals or exceeds the target.

About Essilor

The world's leading ophthalmic optics company, Essilor designs, manufactures and markets a wide range of lenses to improve and protect eyesight. Its corporate mission is to improve lives by improving sight. To support this mission, the Company allocates more than €150 million to research and innovation every year, in a commitment to continuously bring new, more effective products to market. Essilor's flagship brands are Varilux[®], Crizal[®], Transitions[®], Definity[®], Xperio[®], Optifog[™], Foster Grant[®], Bolon[®] and Costa[®]. It also develops and markets equipment, instruments and services for eyecare professionals.

Essilor reported consolidated revenue of over €5 billion in 2013 and employs more than 55,000 people. It distributes its products in some 100 countries with 28 plants, more than 450 prescription laboratories and edging facilities, as well as several research and development centers around the world.

For more information, please visit www.essilor.com.

The Essilor share trades on the NYSE Euronext Paris market and is included in the Euro Stoxx 50 and CAC 40 indices.

Codes and symbols: ISIN: FR0000121667; Reuters: ESSI.PA; Bloomberg: EI:FP.

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