



2011 Compensation of Essilor International Executive Directors

At its meeting of November 25, 2010, Essilor's Board of Directors set the compensation of the company's two executive directors for 2011, in line with the proposals made by the Remunerations Committee.

The Board decided to maintain the executive directors' compensation at the same level as 2010.

Xavier Fontanet, the Chairman of the Board of Directors, will therefore receive fixed annual compensation of €500,000.

Hubert Sagnières, Chief Executive Officer, will receive compensation that includes:

- A fixed portion comprising:

- A basic annual salary of €650,000.
- An exceptional, temporary annual bonus for dual residence set at €250,000 for 2011.

- A variable bonus equal to between 0% and 150% of his basic salary.

The bonus objectives, as well as their measurement method, weighting and amount will be decided at the March 2011 Board meeting and announced at the meeting's close.

The Board of Directors also decided on November 25 to allocate 45,000 performance shares to Hubert Sagnières, subject to the applicable vesting, exercise and lock-up provisions.