

Corporate officers' compensation

At its meeting on January 15, 2017 and in line with the Executive Officers and Compensation Committee's recommendations, the Board of Directors approved the amendment of the rules of the 2015 and 2016 performance share plans for the corporate officers Hubert Sagnières and Laurent Vacherot in order to take into account the structural implications for the Company of the proposed combination with Luxottica and the need to adapt the performance conditions of the plans in force.

In view of the major importance of the proposed combination for the Company's future, the Board of Directors decided to modify the corporate officers' performance conditions. The performance condition is now the successful completion of the transaction, i.e., the completion of Delfin's contribution to the Company of its stake in Luxottica (approximately 62%). Therefore, in the event that this contribution is completed, the performance condition for the December 2, 2015 and September 22, 2016 plans will be deemed to have been met on the date of the completion of the contribution.

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 mission is to improve lives by improving sight. To support this mission, Essilor allocates more than €200 million to research and innovation every year, in a commitment to continuously bring new, more effective products to market. Its flagship brands are Varilux®, Crizal®, Transitions®, Eyezen™, Xperio®, Foster Grant®, Bolon™ and Costa®. It also develops and markets equipment, instruments and services for eyecare professionals.

Essilor reported consolidated revenue of more than €6.7 billion in 2015 and employs 61,000 people worldwide. It markets its products in more than 100 countries and has 32 plants, 490 prescription laboratories and edging facilities, as well as five research and development centers around the world. For more information, please visit www.essilor.com.

The Essilor 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: ESSI.PA; Bloomberg: EI:FP.

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