

Corporate officers' compensation

At its meeting on March 22, 2017, the Board of Directors approved the compensation policy for the corporate officers for 2017, in line with the Executive Officers and Compensation Committee's recommendations. Pursuant to Article L.225-37-2 of the French Commercial Code (*Code de commerce*), this policy will be submitted to the shareholders for approval at the Shareholders' Meeting to be held on May 11, 2017.

The report setting out the principles and criteria for determining, allocating and awarding the fixed, variable and exceptional components of the total compensation and benefits awarded to Essilor's corporate officers for 2017 are set out in Chapter 2, Corporate governance of the 2016 Registration Document (pages 76 to 79), which can be accessed on the Company's intranet.

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 €7.1 billion in 2016 and employs 64,000 people worldwide. It markets its products in more than 100 countries and has 33 plants, 490 prescription laboratories and edging facilities, as well as 5 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.

Investor Relations and Financial Communication

Tel.: +33 (0)1 49 77 42 16