

## Essilor's employee shareholding jumps from 20% to over 50% and beats 2020 target

**(Charenton-le-Pont, France – November 21<sup>st</sup>, 2017) – Essilor announces that employee shareholding worldwide is set to surpass 50%, exceeding the goal of 35% that had initially been set for 2020. With a record subscription by international employees to the Group's latest plan, the number of employees with a financial participation in the company rises to over 35,000.**

The Company launched a new International Employee Shareholding Plan in September 2017 to consolidate and further expand employees' involvement in the Group's continuous growth story. 68% of employees in 14 key countries outside France<sup>1</sup> have subscribed to the plan, bringing the percentage of employee shareholders to over 50% worldwide by November 30<sup>th2</sup>, compared to 21% in 2016.

Employee shareholding has been integral to Essilor's history, culture and business model for over 170 years. It is key to both the Group's long-term success and sustainability thanks to the alignment of employees' individual interests with the company's Mission and strategy. In addition, employee shareholders enjoy the opportunity to contribute to a unique governance that encourages employees' participation in Essilor's decision-making process.

**Hubert Sagnières, Essilor's Chairman and Chief Executive Officer, declared:** *"This extraordinary result is a strong endorsement by our employees of the Group's Mission and strategy and I would like to thank them all. It also adds to our responsibility to keep pursuing our fight against poor vision around the world. Active employee shareholding plays an important role in our governance model, and helps to further consolidate our employees' sense of commitment to the Group's development. Alongside relentless innovation and our ongoing strategy of acquisitions and partnerships, employee shareholding is a key factor of our long-term growth. Going forward, Essilor's ambition is to continue strengthening the Group's shareholding culture among all its employees across the world."*

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<sup>1</sup> Brazil, Chile, China, Columbia, Costa Rica, Germany, India Italy, Ivory Coast, Mexico, Philippines, Thailand, United States, Sri Lanka

<sup>2</sup> Capital share increase will take place on November 30th

## **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<sup>®</sup>, Crizal<sup>®</sup>, Transitions<sup>®</sup>, Eyezen<sup>™</sup>, Xperio<sup>®</sup>, Foster Grant<sup>®</sup>, Bolon<sup>™</sup> and Costa<sup>®</sup>. 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 approximately 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 (as of December 31, 2016). For more information, please visit [www.essilor.com](http://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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