EssilorLuxottica

# Executive Corporate Officers' compensation

October 6, 2022 performance share

**Paris, France (October 21, 2025)** – On October 6, 2022, on the recommendation of the Nomination and Compensation Committee, the Board of Directors decided to grant performance shares, open to all eligible beneficiaries. These plans, subject to performance and presence conditions, were designed to align the interests of the beneficiaries with those of the Company's shareholders.

**Performance condition applicable to all beneficiaries**

The performance condition was based on annualized growth in EssilorLuxottica share price, which needed to be equal to or greater than 7% for all initially granted shares to vest.

The reference share price was set at Euro145.84 (the average of the 20 opening prices prior to October 6, 2022).

With an average opening price of Euro 260.10 for the period from July 6 to October 5, 2025, representing annualized growth of 21.3%, this performance condition, applicable to all beneficiaries, has been fully met (see table below).

**Additional performance condition applicable to Francesco Milleri and Paul du Saillant**

For the Executive Corporate Officers, the vesting of performance shares was also dependent on EssilorLuxottica share price outperforming the EuroStoxx 50 index.

Over the reference period, annualized growth in the EssilorLuxottica share price (21.3%) outperformed the EuroStoxx 50 index (16.0%). The second condition, applicable to Francesco Milleri and Paul du Saillant, has therefore been fully met. In the event of underperformance, the vesting of the performance shares would have been capped at 50%.

| | | EssilorLuxottica | EuroStoxx50 |
|---|---|---|---|
| **Initial reference share price** | Average of the 20 opening prices/values prior to October 6, 2022 | €145.84 | 3,453.90 |
| **Average price at the end of the vesting period** | Average of the opening prices/values for the period from July 6 to October 5, 2025 (inclusive) | €260.10 | 5,391.06 |
| **Annualized growth in the share price** | | +21.3% | +16.0% |
| **Achievement of the performance condition** | | Yes (100%) | Yes (EssilorLuxottica outperformance) |

On October 6, 2025, a total of 1,864,207 shares granted to the plan beneficiaries have vested, including 50,000 performance shares to Francesco Milleri and 35,000 performance shares to Paul du Saillant.

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**Mandatory shareholding policy and rules applicable to Executive Corporate Officers**

The Chairman and Chief Executive Officer and the Deputy Chief Executive Officer must hold at least the equivalent of 400% of their fixed annual compensation in EssilorLuxottica shares. Once they are appointed, they must acquire these shares within five years.

Prior to the vesting of shares on October 6, 2025, Mr. Francesco Milleri and Mr. Paul du Saillant were already in compliance with this shareholding requirement.

Moreover, they are required to keep, for the duration of their term of office, one-third of their vested performance shares. This requirement to hold shares no longer applies when they hold in registered form, either directly or indirectly through an investment company in which they hold the capital and are legally responsible, a number of EssilorLuxottica shares representing an amount equivalent to 400% of their fixed annual compensation. The fixed compensation used is that for the year during which an Executive Corporate Officer intends to sell performance shares.

**Contacts**

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