

Boost 2021: employee shareholding plan hits new high with coverage in 78 countries

Charenton-le-Pont, France (22 December 2021) - Successful results from the Boost 2021 international Employee Shareholding Plan show that close to 54,000 eligible employees subscribed in 78 countries, with a very high subscription rate above 65% compared to 62% last year. Coverage for this session of the Boost yearly campaign was extended to welcome employee shareholders from five more countries, and new subscribers are now taking part from Bangladesh, Benin, Latvia, Morocco and Ukraine.

As a result, today nearly 67,000 of the Group's employees in 85 countries hold a financial stake in the Company, a steady rise up from approximatively 63,000 in 2020 and 56,000 in 2019. In addition, more than 11,000 employee retirees are also shareholders showing their engagement and confidence in the Company. Also on the rise, approximately 20,000 employee shareholders are members of Valoptec, the independent employee shareholder association that supports EssilorLuxottica's values as well as contributes to its governance.

Employee shareholding represents a cornerstone of EssilorLuxottica's culture and long-term strategy. The thriving community of global employee shareholders underscores their strong commitment to play an active role in the Company's long-term success and sustainable growth. By allowing employees to take a financial stake in the Company's capital on favorable terms, it aligns their interests with those of the Group and of other shareholders.

"Every year, EssilorLuxottica's Boost international employee shareholding plan is a full success with a steady growing subscription rate. This dynamic reflects our employees' confidence in the Company's ambitious strategy and their endorsement of its mission to help everyone to 'see more, be more'. We are very proud of this, and our objective is to continue building on this pillar of the Company's culture and to open this opportunity to as many employees as possible in the years to come" commented Francesco Milleri and Paul du Saillant, respectively Chief Executive Officer and Deputy Chief Executive Officer of EssilorLuxottica.

EssilorLuxottica is a global leader in the design, manufacture and distribution of ophthalmic lenses, frames and sunglasses. Formed in 2018, its mission is to help people around the world to see more, be more and live life to its fullest by addressing their evolving vision needs and personal style aspirations. The Company brings together the complementary expertise of two industry pioneers, one in advanced lens technology and the other in the craftsmanship of iconic eyewear, to set new industry standards for vision care and the consumer experience around it. Influential eyewear brands including Ray-Ban and Oakley, lens technology brands including Varilux and Transitions, and world-class retail brands including Sunglass Hut and LensCrafters as well as – since July 1, 2021, via a majority interest – GrandVision network are part of the EssilorLuxottica family. In 2020, EssilorLuxottica had over 140,000 employees and consolidated revenues of Euro 14.4 billion. The EssilorLuxottica 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: ESLX.PA; Bloomberg: EL:FP.

For more information, please visit www.essilorluxottica.com

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