



SPAFID CONNECT

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Societa' : LUXOTTICA GROUP

Identificativo : 99666

Informazione
Regolamentata

Nome utilizzatore : LUXOTTICAN04 - Senici

Tipologia : REGEM

Data/Ora Ricezione : 02 Marzo 2018 18:42:22

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Diffusione presunta

Oggetto : SHARE GRANTS UNDER THE 2015
PERFORMANCE SHARE PLAN AND
INFORMATION ABOUT INCENTIVE
PLANS

Testo del comunicato

Vedi allegato.



NOTIFICATION PURSUANT TO ARTICLE 84-BIS OF CONSOB REGULATION NO.11971/1999

SHARE GRANTS UNDER THE 2015 PERFORMANCE SHARE PLAN AND INFORMATION ABOUT INCENTIVE PLANS

Milan, March 2, 2018 – Pursuant to art. 84-*bis* of CONSOB Regulation no. 11971/1999, the Company hereby announces that on February 26, 2018, the Board of Directors of Luxottica Group S.p.A. (MTA: LUX) (the “Company”) assigned a total of 446,767 Luxottica Group ordinary shares to 478 beneficiaries under the 2015 Performance Share Plan. This assignment is effective as of March 2, 2018 and has been executed according to the Performance Share Plan 2015 first approved on May 4, 2015, and later amended by the Board of Directors on May 16, 2017. The Board’s action was based on the February 22, 2018 recommendation of the Human Resources Committee, and as a result of Luxottica having achieved a combined EPS target for the three-year period 2015-2017.

The PSP Plan is in the form of a stock grant plan and provides that beneficiaries will be granted the right (“Unit”) to receive, without consideration, ordinary shares of the Company as long as certain financial targets set by the Board of Directors at the time of grant are achieved at the end of a specified three-year reference period. Specifically, over the course of the three-year reference period, consolidated EPS (earnings per share) targets must be cumulatively reached, as set forth in the Group’s consolidated statements of income, equal to the net income highlighted in the financial statements divided by the average number of outstanding shares. The PSP Plan is reserved for employees of the Company and its subsidiaries who are identified individually by the Board of Directors upon the recommendation of the Human Resources Committee.

Terms of the Plan are described in more detail in the Board of Directors Report prepared in connection with the April 29, 2013 Stockholders Meeting and is also part of the Information Document and Plan Regulations, available in the Governance/General Meeting/Archive section of the Company’s website www.luxottica.com. Additional information about other Incentives Plans are available under the section Governance/Compensation/Incentive Plans.

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Attached below is the information required under scheme 7 of Annex 3A to CONSOB Regulations no.11971/1999 disclosing the grant of shares under the 2014 Performance Share Plan and the execution of the Company’s other incentive plans.

Contacts

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**INSTRUMENTS REFERRING TO CURRENT PLANS, GRANTED BY THE BOARD AND PREVIOUSLY APPROVED BY GM
(GRANT OF ORDINARY SHARES UNDER PERFORMANCE SHARES PLAN 2015)**

Name and Surname or Category	Position (to be specified only for individuals listed by name)	BOX 1						
		Instruments different from stock options						
		SECTION 2						
		Instruments referring to current plans, granted by the board and previously approved by GM						
		Date of GM Resolution	Description of Instruments	Number of Instruments granted	Date of grant*	Purchase Price (if any)	Market price on grant date	Expiration date of the restriction on selling the instruments
Alberti Paolo	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	70,050	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Arcuri Francesco	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Berti Giuseppe	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	2,250	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Capella Santiago	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	360	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Cecchella Carlo	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Conci Luca	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
De Biasi Giuseppe	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,350	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Duque Munoz Sergio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,125	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Ehrbar Yann	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Fadda Luca	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,125	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Ferrante Franco	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Ferraresso Alessio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	2,250	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Fiorentini Andrea	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	180	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017

Flamini Emilia	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	1,800	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Francescutto Sara	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Fрати Filippo	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	675	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Gassmann Francisco	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Giannola Vito	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	675	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Ginsbourger Virginie	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	1,350	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Goyle Akash	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	1,800	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Grassi Stefano	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	9,000	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Grossman Eliot	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Haigis Brian	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Haikio Sami	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Hilst Kevin	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	1,800	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Holley Cathy	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
James Carl	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Kinsey Susan	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Kitshoff Andre'	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	180	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Kong Hemin	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	2,250	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Kumar Gunjan	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Longo Pietro Luigi	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Mazzo Andrea	Director in a subsidiary company	April 29, 2013	Luxtottica Group Ordinary Shares	675	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017

Mirabella Silvana	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	675	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Mistron Enrico	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	9,000	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Monzon Calles Jorge Javier	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Musci Andrea	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Musy Fabio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Mutinelli Massimiliano	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	9,000	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Nakagawa Dana	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Nemola Antonio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,125	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Ocone Luigi	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Orsini Stefano	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,350	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Peck Richard	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,350	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Porchia Hugo	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	900	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Pradi Giorgio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Przytulska Beata	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Rosa Carlo David	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Ruecker Lukas	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	7,200	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Sartor Massimo	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Seda Bur	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	270	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Skadkjaer Claus	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,800	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Snear Asaf	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017

Soldani Giacomo	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,350	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Stiz Edi	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Striano Giorgio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	9,000	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Tait Luca	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Tarascio Stefano	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Uguzzoni Fabrizio	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	3,600	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Williams John David	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,800	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Wong Tim	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	180	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Zanardo Alessandro	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	180	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
Zeggio Marco	Director in a subsidiary company	April 29, 2013	Luxottica Group Ordinary Shares	1,800	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
OTHER EXECUTIVES WITH STRATEGIC RESPONSIBILITIES		April 29, 2013	Luxottica Group Ordinary Shares	9,450	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017
OTHER EMPLOYEES		April 29, 2013	Luxottica Group Ordinary Shares	177,705	March 2, 2018	N.A.	51.82 Eur	May 4, 2015 - December 31, 2017

**Shares were assigned effective March 2, 2018 by the Board of Directors which took action at a meeting held on February 26, 2018. The Human Resources Committee made a recommendation to the Board of Directors on this matter on February 22, 2018.*

Furthermore, 79,717 Luxottica Group Ordinary Shares have been assigned to 117 beneficiaries whose employment ended, but that, according to the 2013 - 2017 Shares Plan Regulation and a resolution adopted at the Ordinary Meeting of Stockholders, were entitled to grants under the Plan.

OUTSTANDING OPTIONS REFERRING TO VESTED PLANS, PREVIOUSLY APPROVED BY GM

Name and Surname or Category	Position (to be specified only for individuals listed by name)	BOX 2							
		Stock Options							
		SECTION 1							
		Outstanding options referring to vested plans, previously approved by GM							
		Date of GM resolution	Description of Instruments	Outstanding options at the end of the previous exercise	Exercised options	Date of grant	Exercise price	Market price on grant date	Exercise period (from - to)
Ferraresso Alessio	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '08	30,000	30,000	March 13, 2008	18.08 Eur	17.01 Eur	March 13, 2011 - March 13, 2017
		June 14, 2006	Options Stock Options Plan '09 Reas ROW	22,500	22,500	May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
Giannola Vito	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 USA	7,500	7,500	HRC April 23, 2010 BOD April 29, 2010	21.23 Eur	21.17 Eur	April 29, 2013 - April 29, 2019
		June 14, 2006	Options Stock Options Plan '11 USA	7,500	7,500	HRC April 5, 2011 BOD April 28, 2011	23.18 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 USA	7,500	7,500	HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Grossman Elliott	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 USA	2,500	2,500	HRC April 5, 2011 BOD April 28, 2011	23.18 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 USA	3,000	3,000	HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Hilst Kevin	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 USA	5,000	5,000	HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Holley Cathy	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 USA	1,000	1,000	HRC April 5, 2011 BOD April 28, 2011	23.18 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 USA	3,000	3,000	HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Kumar Gunjan	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 USA	3,000		HRC April 5, 2011 BOD April 28, 2011	23.18 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
Morelius Kim	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 ROW	3,000	3,000	HRC April 23, 2010 BOD April 29, 2010	20.72 Eur	21.17 Eur	April 29, 2013 - April 29, 2019
Stiz Edi	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	3,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Striano Giorgio	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	20,000	20,000	HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021

Williams John	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	15,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Other Executives with strategic responsibilities	Directors	June 14, 2006	Options Stock Options Plan '12 ROW	20,000	20,000	HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Other Employees		June 14, 2006	Options Stock Options Plan '08	9,700	9,700	March 13, 2008	18.08 Eur	17.01 Eur	March 13, 2011 - March 13, 2017
		June 14, 2006	Options Stock Options Plan '09 ROW	24,000	15,000	May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		June 14, 2006	Options Stock Options Plan '09 USA	13,000	13,000	May 7, 2009	14.99 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		June 14, 2006	Options Stock Options Plan '09 Reas ROW	20,500	10,500	May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		September 20, 2001	Options Stock Options Plan '09 Reas. USA	10,000	5,000	June 12, 2009	15.03 Eur	14.79 Eur	June 12, 2012 - March 31, 2017
		June 14, 2006	Options Stock Options Plan '09 Reas. ROW Straor	214,000	214,000	May 7, 2009	13.45 Eur	14.84 Eur	December 3, 2012 - May, 7 2018
		June 14, 2006	Options Stock Options Plan '09 Reas. USA Straor	25,000	25,000	June 12, 2009	15.11 Eur	14.79 Eur	December 3, 2012 - June, 12 2018
		June 14, 2006	Options Stock Options Plan '10 ROW	75,000	59,000	HRC April 23, 2010 BOD April 29, 2010	20.72 Eur	21.17 Eur	April 29, 2013 - April 29, 2019
		June 14, 2006	Options Stock Options Plan '10 USA	25,500	25,500	HRC April 23, 2010 BOD April 29, 2010	21.23 Eur	21.17 Eur	April 29, 2013 - April 29, 2019
		June 14, 2006	Options Stock Options Plan '11 ROW	93,500	55,500	HRC April 5, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '11 USA	57,000	42,000	HRC April 5, 2011 BOD April 28, 2011	23.18 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	259,000	147,000	HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
		June 14, 2006	Options Stock Options Plan '12 USA	110,750	86,250	HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021

Fine Comunicato n.0491-18

Numero di Pagine: 9