



INFORMATION ACCORDING TO ARTICLE 84 BIS OF CONSOB RESOLUTION 11971/99

## **INCENTIVE PLANS TO COMPANY'S EMPLOYEES AND TO EMPLOYEES OF ITS SUBSIDIARIES**

### **Stock Option grants for year 2010**

As required by Article 84-bis of Consob resolution no. 11971/99 (Regulations for Issuers), notice is hereby given that on April 29, 2010, the Board of Directors of Luxottica Group S.p.A. (MTA: LUX; NYSE: LUX) (the "Company") awarded a total of 1,924,500 stock options to the employees of the Company and its subsidiaries. The stock options were awarded from the Stock Option Plan approved by the Company's stockholders at a meeting on June 14, 2006. The terms of the stock options awarded under the Stock Option Plan are described in the information document dated September 17, 2007, available on the Company's website at [www.luxottica.com](http://www.luxottica.com).

Employees who received awards were selected by the Board of Directors, with the recommendation of the Human Resources Committee, among employees who have been working for the Company or its subsidiaries for at least one year. In granting awards, the Board took into account the role of the employees in the Company or in its subsidiaries and the achievement, in the preceding year, of certain individual performance targets.

The options awarded will vest over a three-year period beginning on the grant date.

Please see the share based payment schemes (Table 1 of scheme 7 of Annex 3A to Regulations for Issuers dated 11971/99) in the attachment.

### **Performance Shares Plan 2010**

As required by Article 84 bis of the Italian Securities Authority CONSOB Regulations no. 11971/99 (Regulations for Issuers), notice is also given that on April 29, 2010, the Board of Directors granted rights under the Performance Shares Plan (the "Plan") approved by the shareholders at the Company's 2008 ordinary stockholders meeting. The Plan is reserved for key employees of the Company and its subsidiaries

The Board of Directors granted a total of 865,000 rights to receive ordinary shares of the Company without consideration (the "Units"), at the end of a three-year vesting period and subject to certain conditions determined by the Board of Directors.

The terms of the Units awarded under the Plan are the same as those described in the information document and the regulations related to the Plan issued on April 24, 2008 and available from the Company's website at [www.luxottica.com](http://www.luxottica.com).

Employees who received awards under the Plan are senior managers of the Group with highly strategic roles. They were selected by the Board of Directors, with a recommendation of the Company's Human Resources Committee.

In accordance with the 2008 Performance Shares Plan Regulations, each Unit gives the right to receive one Luxottica Group ordinary share without consideration at the end of a three-year period, subject to the achievement of certain aggregate Group consolidated EPS targets for the fiscal year period of 2010 through 2012, as determined by the Board of Directors solely for the purposes of this Plan. Based on the official price of the Company's ordinary shares on the MTA on the day of granting, the estimated cost that the Company expects to incur in connection with the 2010 grants is approximately € 18 million.

Attached below is Table 1 of scheme 7 of Annex 3A to Regulations CONSOB n.11971/99.

Milan, April 29, 2010



**SHARE-BASED PAYMENT SCHEMES - STOCK OPTIONS GRANTING 2010**

Table 1 of scheme 7 of Annex 3A to Regulations for Issuers 11971/99

Name or Category	Position (to be specified only for individuals listed by name)	BOX 2						
		Options (option grant)						
		Section2 New options granted by the board on the basis of resolutions previously adopted by the GM						
		Date approved by shareholders in AGM	Description of instrument	No. of instruments underlying options awarded	Date of award by competent governing body	Strike Price*	Market price for instruments as at the award date	Options expire
BAKER DEREK	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€21.23	€21.17	April 29, 2019
BENTON JAMES STEVE	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 29, 2010	€21.23	€21.17	April 29, 2019
CIARLARIELLO PAOLO	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 29, 2010	€20.72	€21.17	April 29, 2019
CUROTTI ALESSANDRO	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 29, 2010	€20.72	€21.17	April 29, 2019
DALLA MORA ENRICO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€20.72	€21.17	April 29, 2019

EPHRAIMS MICHELLE	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
GALAN BERNARD	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
GIANNOLA VITO	Director in a subsidiary company	June 14, 2006	Stock option	7,500	April 29, 2010	€21.23	€21.17	April 29, 2019
GORDON DONNA	Director in a subsidiary company	June 14, 2006	Stock option	7,500	April 29, 2010	€21.23	€21.17	April 29, 2019
GREENBERG GEOFF	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
GROSSMAN ELIOT	Director in a subsidiary company	June 14, 2006	Stock option	7,500	April 29, 2010	€21.23	€21.17	April 29, 2019
GRUND CHRISTIAN	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
HIGGINS PAUL	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
KONG HEMIN	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
LEIGHT LORENCE	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€21.23	€21.17	April 29, 2019
LOVEJOY WALLACE W.	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 29, 2010	€21.23	€21.17	April 29, 2019
MINAKAKIS GEORGE	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
MISTRON ENRICO	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
MORELIUS KIM	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
OMEDE' MARCO	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019
PARISI SALVADOR	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 29, 2010	€ 20.72	€21.17	April 29, 2019

PECK RICHARD	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
PENA SEAN	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 29, 2010	€21.23	€1.17	April 29, 2019
PLOGMANN DAVID	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 29, 2010	€21.23	€1.17	April 29, 2019
PRZYTULSKA BEATA	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
SODERSTROM PATRIK	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
VENDRAMINI MARCO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
WAGNER YVON A.	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 29, 2010	€21.23	€1.17	April 29, 2019
WILLIAMS JOHN	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
YE YVETTE NING	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
ZAFFIN ANDREA	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 29, 2010	€ 20.72	€1.17	April 29, 2019
ZHOU KEVIN	Director in a subsidiary company	June 14, 2006	Stock option	7,500	April 29, 2010	€ 20.72	€1.17	April 29, 2019
Other managers and employees (n 254)		June 14, 2006	Stock option	1,627,500	April 29, 2010	€ 20.72/21.23	€1.17	April 29, 2019

\* Strike price determined in a different manner for beneficiaries residing in the U.S. and for beneficiaries not residing in the U.S., in accordance to the Luxottica Group 2006 stock option plan

**REMUNERATION PLANS BASED ON FINANCIAL INSTRUMENTS - PERFORMANCE SHARES PLAN 2010**

Table 1 of scheme 7 of Annex 3A to Regulations for Issuers 11971/99

Name or Category	Position (to be specified only for individuals listed by name)	BOX 1						
		Instruments different from options						
		Section 2						
		Instruments referring to current plans, granted by the board and previously approved by GM						
		Date of GM resolution	Description of Instrument *	No. of instruments Granted**	Date of grant	Purcha se price (if any)	Market price on grant date	Expiration date of the restriction on selling the instruments
Guerra Andrea	Director in the Company	May 13, 2008	Unit	125,000	April 29, 2010	N.A.	€21.17	N.A.
Cavatorta Enrico	Director in the Company	May 13, 2008	Unit	50,000	April 29, 2010	N.A.	€21.17	N.A.
Alberti Paolo	Director in a subsidiary company	May 13, 2008	Unit	37,500	April 29, 2010	N.A.	€21.17	N.A.
Baden Colin	Director in a subsidiary company	May 13, 2008	Unit	37,500	April 29, 2010	N.A.	€21.17	N.A.
Beer Christopher	Director in a subsidiary company	May 13, 2008	Unit	18,750	April 29, 2010	N.A.	€21.17	N.A.
Boxer Michael	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Bradley Kerry	Director in a subsidiary company	May 13, 2008	Unit	37,500	April 29, 2010	N.A.	€21.17	N.A.
Brian Michel	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
DiGiandomenico Elizabeth	Director in a subsidiary company	May 13, 2008	Unit	18,750	April 29, 2010	N.A.	€21.17	N.A.

Dorigo Andrea	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Farioli Sergio	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Ferraresso Alessio	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Francavilla Claudio	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Lane Kent	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Li Theodore	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Mc Clelland Peter	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Miyakawa Antonio	Director in a subsidiary company	May 13, 2008	Unit	31,250	April 29, 2010	N.A.	€21.17	N.A.
Mutinelli Massimiliano	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Neitzke James	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Pela' Nicola	Director in a subsidiary company	May 13, 2008	Unit	31,250	April 29, 2010	N.A.	€21.17	N.A.
Perreault Jose	Director in a subsidiary company	May 13, 2008	Unit	18,750	April 29, 2010	N.A.	€21.17	N.A.
Pezzutto Paolo	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Pradi Giorgio	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Shields Richard	Director in a subsidiary company	May 13, 2008	Unit	18,750	April 29, 2010	N.A.	€21.17	N.A.
Tait Luca	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.

Vaghi Riccardo	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Vian Massimo	Director in a subsidiary company	May 13, 2008	Unit	12,500	April 29, 2010	N.A.	€21.17	N.A.
Other managers (n° 15)		May 13, 2008	Unit	240,000	April 29, 2010	N.A.	€21.17	N.A.

\* According to the 2008 Performance Shares Plan Regulations, each Unit gives the right to receive one Luxottica Group ordinary share without consideration at the end of a three-year period and subject to achievement of the Group EPS Targets set by the Board of Directors for years 2010-2012.

\*\* Maximum number of Units granted to each beneficiary. The underlying shares that will be assigned without consideration may vary according to whether and the degree to which the EPS Target set by the Board of Directors has been achieved.