



*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 2011**

As required by Article 84-bis of Consob resolution no. 11971/99 (Regulations for Issuers), notice is hereby given that on April 28, 2011, the Board of Directors of Luxottica Group S.p.A. (MTA: LUX; NYSE: LUX) (the "Company") awarded a total of 2,039,000 stock options to 328 employees of the Company and its subsidiaries. The stock options were awarded from the Stock Option Plan approved by the Company's stockholders at the meeting held on June 14, 2006, grant holders the option to subscribe to an equivalent number of ordinary shares of the Company (Par Value Euro 0.06 per share).

The grants are aimed at retaining and rewarding employees in a way that aligns their interests, the interests of the Company and its subsidiaries with those of stockholders.

The general features of the Options awarded under the 2006 Stock Option Plan are those described in the Regulations of the Plan and in the other documents 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 and can be exercised until April 28, 2020. The exercise of the options granted is not subject to any performance target.

Please see 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 2011**

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 28, 2011, 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 764,750 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 2011 through 2013, 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 2011 grants is approximately € 17.5 million.  
Attached below is Table 1 of scheme 7 of Annex 3A to Regulations CONSOB n.11971/99.

\* \* \*

Please note that regarding the grants of the Stock Options and the Performance Shares Plan to Directors and Senior Managers with Strategic Responsibilities, the Human Resources Committee gave its favourable opinion in accordance with the provisions relating to small amount transactions with related parties and the relevant Procedure approved by the Company.

Milan, April 28, 2011

#### Contacts

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Ivan Dompé  
Group Corporate Communications Director  
Tel.: +39 (02) 8633 4726  
E-mail: [ivan.dompe@luxottica.com](mailto:ivan.dompe@luxottica.com)

Alessandra Senici  
Group Investor Relations Director  
Tel.: +39 (02) 8633 4038  
E-mail: [InvestorRelations@Luxottica.com](mailto:InvestorRelations@Luxottica.com)

Luca Biondolillo  
Group Director of International Corporate  
Communications  
Tel.: +39 (02) 8633 4096  
E-mail: [LucaBiondolillo@luxottica.com](mailto:LucaBiondolillo@luxottica.com)

[www.luxottica.com](http://www.luxottica.com)

## SHARE-BASED PAYMENT SCHEMES - STOCK OPTIONS GRANTING 2011

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
ADSHADE STEVEN	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
GOYLE AKASH	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
CATTOZZO NICOLA	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
CRISTIANI ROBERTO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
DALLA MORA ENRICO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
ELLIOTT MIKE GOODMAN	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020

FERRANTE FRANCO	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
FERRARIS ALESSANDRO	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
GALAN BERNARD	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
GALIMBERTI MARCO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
GIANNOLA VITO	Director in a subsidiary company	June 14, 2006	Stock option	7,500	April 28, 2011	€ 23.18	€ 22.91	April 28, 2020
GRASSI STEFANO	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
GROSSMAN ELIOT	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 23.18	€ 22.91	April 28, 2020
GRUND CHRISTIAN	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
HEISSAT FRANK	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
HIGGINS PAUL ROHAN	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
KONG HEMIN	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
LEIGHT LORENCE	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 23.18	€ 22.91	April 28, 2020
LOVEJOY WALLACE	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 23.18	€ 22.91	April 28, 2020
MIRABELLA SILVINA	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
MISTRON ENRICO	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
MULCAHY KEVIN	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 23.18	€ 22.91	April 28, 2020
NICOLATO FABIO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020

OMEDE' MARCO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
PACIFICO MARIO	Director in a subsidiary company	June 14, 2006	Stock option	20,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
PECK RICHARD	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
PENNETTI MAURIZIO	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
PLOGMANN DAVID	Director in a subsidiary company	June 14, 2006	Stock option	15,000	April 28, 2011	€ 23.18	€ 22.91	April 28, 2020
PRZYTULSKA BEATA	Director in a subsidiary company	June 14, 2006	Stock option	3,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
SODERSTROM PATRIK	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
VENDRAMINI MARCO	Director in a subsidiary company	June 14, 2006	Stock option	5,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
VERDUN VITTORIO	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
YE NING YVETTE	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
ZAFFIN ANDREA	Director in a subsidiary company	June 14, 2006	Stock option	10,000	April 28, 2011	€ 22.62	€ 22.91	April 28, 2020
Other managers and employees (n 294)		June 14, 2006	Stock option	1,738,500	April 28, 2011	€ 22.62/ 23.18	€ 22.91	April 28, 2020

\* The Human Resources Committee gave its favourable opinion on April 5, 2011.

**REMUNERATION PLANS BASED ON FINANCIAL INSTRUMENTS - PERFORMANCE SHARES PLAN 2011**

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 ***	Purchase price (if any)	Market price on grant date	Expiration date of the restriction on selling the instruments
GUERRA ANDREA (i)	Director in the Company Relevant Person	May 13, 2008	Unit	97,750	April 28, 2011	N.A.	€ 22.91	N.A.
CAVATORTA ENRICO (i)	Director in the Company Relevant Person	May 13, 2008	Unit	40,250	April 28, 2011	N.A.	€ 22.91	N.A.
MIYAKAWA ANTONIO (ii)	Director in a subsidiary company Relevant Person	May 13, 2008	Unit	23,000	April 28, 2011	N.A.	€ 22.91	N.A.
GIACOBBI VALERIO (ii)	Relevant Person	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
ALBERTI PAOLO	Director in a subsidiary company	May 13, 2008	Unit	23,000	April 28, 2011	N.A.	€ 22.91	N.A.
BADEN COLIN	Director in a subsidiary company	May 13, 2008	Unit	28,750	April 28, 2011	N.A.	€ 22.91	N.A.
BEER CHRISTOPHER KEITH	Director in a subsidiary company	May 13, 2008	Unit	17,250	April 28, 2011	N.A.	€ 22.91	N.A.
BOXER MICHAEL	Director in a subsidiary company	May 13, 2008	Unit	17,250	April 28, 2011	N.A.	€ 22.91	N.A.

CIARLARIELLO PAOLO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
D'ANGELANTONIO FABIO	Director in a subsidiary company	May 13, 2008	Unit	23,000	April 28, 2011	N.A.	€ 22.91	N.A.
DIGIANDOMENICO LIZ	Director in a subsidiary company	May 13, 2008	Unit	17,250	April 28, 2011	N.A.	€ 22.91	N.A.
DORIGO ANDREA	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
FARIOLI SERGIO GIOVANNI	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
FERRARESSO ALESSIO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
FRANCAVILLA CLAUDIO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
MCCLELLAND PETER THOMAS	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
MUTINELLI MASSIMILIANO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
NEITZKE JIM	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
PELA' NICOLA	Director in a subsidiary company	May 13, 2008	Unit	23,000	April 28, 2011	N.A.	€ 22.91	N.A.
PERREAULT JOSE	Director in a subsidiary company	May 13, 2008	Unit	17,250	April 28, 2011	N.A.	€ 22.91	N.A.
PEZZUTTO PAOLO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
PORCHIA HUGO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
PRADI GIORGIO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
SEILLER FREDERIC	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
SHIELDS RICHARD	Director in a subsidiary company	May 13, 2008	Unit	17,250	April 28, 2011	N.A.	€ 22.91	N.A.

TAIT LUCA	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
VAGHI RICCARDO	Director in a subsidiary company	May 13, 2008	Unit	11,500	April 28, 2011	N.A.	€ 22.91	N.A.
VIAN MASSIMO	Director in a subsidiary company	May 13, 2008	Unit	23,000	April 28, 2011	N.A.	€ 22.91	N.A.
Other managers (n° 15)		May 13, 2008	Unit	222,750	April 28, 2011	N.A.	€ 22.91	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 2011-2013.

\*\* 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.

\*\*\* The Human Resources Committee gave its favourable opinion on April 5, 2011.

- (i) Relevant Person according to article 152, paragraph 1, letter c, (c1) I Regulations for Issuers.
- (ii) Relevant Person according to article 152, paragraph 1, letter c, (c2) I Regulations for Issuers.