



**INCENTIVE PLAN FOR EMPLOYEES OF THE COMPANY AND ITS SUBSIDIARIES
PERFORMANCE SHARES PLAN 2013 - 2017 GRANTS FOR THE YEAR 2015**

Notification pursuant to article 84-bis of Consob regulation no. 11971/1999

Milan (Italy), May 8, 2015 – Pursuant to art. 84-bis of CONSOB Regulation no. 11971/1999, the Company hereby announces that on May 4, 2015 the Board of Directors of Luxottica Group S.p.A. (MTA: LUX; NYSE: LUX) (the “Company”) approved the grant of awards under the Performance Shares Plan 2013-2017 (the “Plan”). The Plan was approved at the Company’s ordinary stockholders meeting held on April 29, 2013.

The Plan is in the form of a stock grant plan and provides that beneficiaries will be granted the right 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” or “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 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.

In particular, the Board of Directors, upon recommendation of the Human Resources Committee, approved an ordinary grant and an extraordinary one, with consolidated cumulative EPS targets related to the period 2015-2017, with different and more challenging targets for the extraordinary grant.

Under the ordinary grant, the Board awarded to 629 beneficiaries, 893,160 rights to receive Luxottica Group shares at the end of the relevant reference period.

Under the extraordinary grant, the Board awarded to five beneficiaries, 688,800 rights to receive Luxottica Group shares at the end of the relevant reference period.

The terms of the Plan are described in more detail in the Board of Directors Report to the April 29, 2013 ordinary stockholders meeting and within the “Information Document” included herewith, available on the Company’s website www.luxottica.com under the Governance/General Meeting/Archive section.

Based on the official price of the Company’s ordinary shares on the Mercato Telematico Azionario organized and managed by Borsa Italiana on the day of grant, the estimated cost that the Company expects to incur in connection with the 2015 grants is approximately Euro 95 million.

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

Contacts

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REMUNERATION PLANS BASED ON FINANCIAL INSTRUMENTS – PERFORMANCE SHARES PLAN 2013-2017 FOR THE YEAR 2015

Table 1 of scheme 7 of Annex 3A to CONSOB REGULATION NO.11971/99

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			Date of GM Resolution			Date of GM Resolution
Mehboob-Khan Adil	Director in the Company	April 29, 2013	PSP '15 Extraordinary Plan - Unit	327,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Vian Massimo	Director in the Company	April 29, 2013	PSP '15 Ordinary Plan - Unit	36,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
		April 29, 2013	PSP '15 Extraordinary Plan - Unit	98,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Alberti Paolo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	20,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
		April 29, 2013	PSP '15 Extraordinary Plan - Unit	87,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Baden Colin	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	20,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Brandolese Nicola	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	20,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
		April 29, 2013	PSP '15 Extraordinary Plan - Unit	87,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
d'Angelantonio Fabio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	20,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
		April 29, 2013	PSP '15 Extraordinary Plan - Unit	87,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Pela' Nicola	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	18,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Ciarlariello Paolo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Grassi Stefano	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Haugh John	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.

Mistron Enrico	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Mutinelli Massimiliano	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Pezzutto Paolo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Rush Holly	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Striano Giorgio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	12,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Favagrossa Marcello	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	9,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Muir Anthea	Director in a subsidiary company	29 April 29, 2013	PSP '15 Ordinary Plan - Unit	9,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Ruecker Lukas	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	9,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Tagliabue Gianluca	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	9,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Vaghi Riccardo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	9,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Boxer Michael	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	7,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Ciafrei Fabrizio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	7,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Lisandroni Luca	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	7,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Pacifico Mario	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	7,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Francescutto Sara	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	4,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Hudson Hunt	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	4,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Pradi Giorgio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	4,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Rentfrow Trent	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	4,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.

Tait Luca	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	4, 800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Berti Giuseppe	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	3,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Ferraresso Alessio	Director in a subsidiary company	April 29 , 2013	PSP '15 Ordinary Plan - Unit	3,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Kong Hemin	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	3,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
McNutt Philip	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	3,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Tosti Rachel	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	3,000	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Flamini Emilia	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Goyle Akash	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Hilst Kevin	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Roppoli Fabio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Skadjjaer Claus	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Soderstrom Patrik	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Williams John	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	2,400	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Elliott Mike	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Galimberti Marco	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Ginsbourger Virginie	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Orsini Stefano	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Peck Richard	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.

Zaffin Andrea	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,800	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Duque Sergio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,500	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Fadda Luca	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,500	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Galan Bernard	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,500	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Grund Christian	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,500	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Mat Ilker	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,500	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Higgins Paul	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Porchia Hugo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Searles Erik	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	1,200	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Giannola Vito	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	900	BOD May 4, 2015	N.A.	Euro 60,02	N.A.
Mirabella Silvina	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	900	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Zambarbieri Matteo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	900	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Grossman Elliott	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Haigis Brian	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Kinsey Susan	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Kumar Gunjan	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Matteucci Daniele	Director in a subsidiary company	April, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Mitolo Marianna	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.

Przytulska Beata	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Radomsky Barbara	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Sartor Massimo	Director in a subsidiary company	April, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Sehdev Amitabh	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Snear Asaf	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Stiz Edi	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Cristiani Roberto	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	480	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Barros Antonio	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Bur Seda	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Ehrbar Yann	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Guida Marco	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Johansson Henrik	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Monzon Calles Jorge	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Musci Andrea	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Nakagawa Dana	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Sforza Paolo	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Hu Hellen	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	240	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
Saenger Jan	Director in a subsidiary company	April 29, 2013	PSP '15 Ordinary Plan - Unit	240	BOD May 4, 2015	N.A.	Euro 60.02	N.A.

Other executives with strategic responsibilities employed by the Company		April 29, 2013	PSP '15 Ordinary Plan - Unit	9,600	BOD May 4, 2015	N.A.	Euro 60.02	N.A.
OTHER EMPLOYEES		April 29, 2013	PSP '15 Ordinary Plan - Unit	483,360	BOD May 4, 2015	N.A.	Euro 60.02	N.A.

* The Human Resources Committee made a recommendation to the Board of Directors on this matter on the same day

INSTRUMENTS REFERRING TO UNVESTED PLANS, PREVIOUSLY APPROVED BY GM

Name and Surname or Category	Position (to be specified only for individuals listed by name)	BOX 1						
		Instruments different from stock options						
		SECTION 1						
		Instruments referring to unvested plans, previously approved by GM						
		Date of GM resolution	Description of Instruments	Number of instruments granted by the BOD*	Date of grant	Purchase Price (if any)	Market price on grant date	Expiration date of the restriction on selling the instruments
Vian Massimo	Director in the Company	April 29, 2013	PSP '14 Units	22,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	20,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Alberti Paolo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	20,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	20,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Alday Rodrigo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	960	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Baden Colin	Director in a subsidiary company	April 29, 2013	PSP '14 Units	20,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	20,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Barros Antonio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	480	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Berti Giuseppe	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Boxer Michael	Director in a subsidiary company	April 29, 2013	PSP '14 Units	13,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	13,200	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Brandolese Nicola	Director in a subsidiary company	April 29, 2013	PSP '14 Units	22,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	13,200	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015

Bur Seda	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Ciafrei Fabrizio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	2,160	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Ciarlariello Paolo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	13,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	10,800	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Cristiani Roberto	Director in a subsidiary company	April 29, 2013	PSP '14 Units	960	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
d'Angelantonio Fabio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	22,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	20,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Duque Munoz Sergio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	960	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Ehrbar Yann	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Elliott Mike	Director in a subsidiary company	April 29, 2013	PSP '14 Units	2,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	2,160	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Fadda Luca	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
Favagrossa Marcello	Director in a subsidiary company	April 29, 2013	PSP '14 Units	10,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	8,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Ferraresso Alessio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Francescutto Sara	Director in a subsidiary company	April 29, 2013	PSP '14 Units	8,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	6,000	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015

Galan Bernard	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Galimberti Marco	Director in a subsidiary company	April 29, 2013	PSP '14 Units	2,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	2,160	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Giannola Vito	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,500	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,560	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Ginsbourger Virginie	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Goyle Akash	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Grassi Stefano	Director in a subsidiary company	April 29, 2013	PSP '14 Units	10,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	8,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Grossman Eliot	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,500	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Grund Christian	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,500	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,560	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Guida Marco	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Haigis Brian	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Haugh John	Director in a subsidiary company	April 29, 2013	PSP '14 Units	15,600	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	13,200	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Higgins Paul	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Hilst Kevin	Director in a subsidiary company	April 29, 2013	PSP '14 Units	2,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016

		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Hudson Anthony	Director in a subsidiary company	April 29, 2013	PSP '14 Units	8,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	6,000	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Johansson Henrik	Director in a subsidiary company	April 29, 2013	PSP '14 Units	480	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Kinsey Sue	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,500	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
Kong Hemin	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Kumar Gunjan	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
Lisandroni Luca	Director in a subsidiary company	April 29, 2013	PSP '14 Units	8,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Mat Ilker	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,560	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Matteucci Daniele	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
McNutt Philip	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Mirabella Silvina	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Mistrion Enrico	Director in a subsidiary company	April 29, 2013	PSP '14 Units	6,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Mitolo Marianna	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Monzon Calles Jorge	Director in a subsidiary company	April 29, 2013	PSP '14 Units	480	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016

		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Muir Anthea	Director in a subsidiary company	April 29, 2013	PSP '14 Units	8,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	6,000	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Murayama Teruo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	1,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Musci Andrea	Director in a subsidiary company	April 29, 2013	PSP '14 Units	480	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
Mutinelli Massimiliano	Director in a subsidiary company	April 29, 2013	PSP '14 Units	13,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	10,800	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Nakagawa Dana	Director in a subsidiary company	April 29, 2013	PSP '14 Units	480	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Newcomb Link	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Orsini Stefano	Director in a subsidiary company	April 29, 2013	PSP '14 Units	2,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	2,160	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Pacifico Mario	Director in a subsidiary company	April 29, 2013	PSP '14 Units	6,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	6,000	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Peck Richard	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Pelà Nicola	Director in a subsidiary company	April 29, 2013	PSP '14 Units	20,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	20,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Perreault Jose	Director in a subsidiary company	April 29, 2013	PSP '14 Units	13,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	13,200	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015

Pezzutto Paolo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	13,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	13,200	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Porchia Hugo	Director in a subsidiary company	April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Pradi Giorgio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	6,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	6,000	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Przytulska Beata	Director in a subsidiary company	April 29, 2013	PSP '14 Units	960	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Radomsky Barbara	Director in a subsidiary company	April 29, 2013	PSP '14 Units	960	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Rentfrow Trent	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Roppoli Fabio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	2,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	2,160	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Ruecker Lukas	Director in a subsidiary company	April 29, 2013	PSP '14 Units	15,600	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	8,400	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Rush Holly	Director in a subsidiary company	April 29, 2013	PSP '14 Units	8,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Saenger Jan	Director in a subsidiary company	April 29, 2013	PSP '14 Units	240	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
Sartor Massimo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	960	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	1,080	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Sehdev Amitabh	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Sforza Paolo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	240	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016

Skadkjaer Claus	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Snear Asaf	Director in a subsidiary company	April 29, 2013	PSP '14 Units	720	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	600	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Soderstrom Patrik	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Striano Giorgio	Director in a subsidiary company	April 29, 2013	PSP '14 Units	10,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	10,800	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Tagliabue Gianluca	Director in a subsidiary company	April 29, 2013	PSP '14 Units	10,800	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	10,800	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Tait Luca	Director in a subsidiary company	April 29, 2013	PSP '14 Units	3,000	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	3,240	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Tosti Rachel	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Vaghi Riccardo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	13,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	10,800	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Williams John	Director in a subsidiary company	April 29, 2013	PSP '14 Units	4,200	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	4,320	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Zaffin Andrea	Director in a subsidiary company	April 29, 2013	PSP '14 Units	2,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	2,160	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
Zambarbieri Matteo	Director in a subsidiary company	April 29, 2013	PSP '14 Units	480	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
Other executives with strategic responsibilities employed by the		April 29, 2013	PSP '14 Units	8,400	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016

Company		April 29, 2013	PSP '13 Units	6,000	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015
OTHER EMPLOYEES		April 29, 2013	PSP '14 Units	701,880	April 29, 2014	N.A.	41.08 Eur	April 29, 2014 - December 31, 2016
		April 29, 2013	PSP '13 Units	729,420	HRC April 23, 2013 BOD April 29, 2013	N.A.	40.82 Eur	April 29, 2013 - December 31, 2015

** Maximum number of Units granted to each beneficiary. The number of Luxottica Group Shares granted under the Plan may vary depending on whether and how the EPS Targets set by the Board of Directors have been achieved.*

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)
Alday Rodrigo	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 USA	3,000		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Barros Antonio	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
Berti Giuseppe	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
Boxer Michael	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '08	15,000		March 13, 2008	18.08 Eur	17.01 Eur	March 13, 2011 - March 13, 2017
		September 20, 2001	Options Stock Options Plan '09 Reas. USA	20,000		June 12, 2009*	15.03 Eur	14.79 Eur	June 12, 2012 - March 31, 2017
		June 14, 2006	Options Stock Options Plan '09 Ress. USA Straor	50,000		June 12, 2009	15.11 Eur	14.79 Eur	December 3, 2012 - June 12, 2018
Ciafrei Fabrizio	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	5,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Cristiani Roberto	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 ROW	5,000		HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	5,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Duque Munoz Sergio	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
Elliott Mike	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	10,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Ehrbar Yann	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
Favagrossa Marcello	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 ROW	20,000		HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020

Ferraresso Alessio	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '08	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	60,000		May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
Francescutto Sara	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	10,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Galan Bernard	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 ROW	5,000		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 '11 ROW	10,000		HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	10,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Galimberti Marco	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 ROW	5,000	5,000	HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	7,500		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Giannola Vito	Director in a subsidiary company	September 20, 2001	Options Stock Options Plan '09 Reas. USA	5,000	5,000	June 12, 2009*	15.03 Eur	14.79 Eur	June 12, 2012 - March 31, 2017
		June 14, 2006	Options Stock Options Plan '10 USA	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		HRC April 4, 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		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Ginsbourger Virginie	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
Goyle Akash	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
Grassi Stefano	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	20,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Grossman Elliott	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 USA	2,500	2,500	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	5,000	2,500	HRC April 4, 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		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Grund Christian	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	5,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Guida Marco	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
Higgins Paul	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
Hilst Kevin	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 USA	10,000		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Hudson Anthony	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	20,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28,23 Eur	May 7, 2015 - May 7, 2021
Johansson Henrik	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
Hemin Kong	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 ROW	20,000	20,000	HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	20,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Kumar Gunjan	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 USA	3,000	3,000	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	3,000		HRC April 4, 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	3,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Lisandroni Luca	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
Mat Ilker	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
McNutt Philip	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
Mirabella Silvina	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
		June 14, 2006	Options Stock Options Plan '11 ROW	3,000	3,000	HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020

		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
Mistron Enrico	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	20,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Mitolo Marianna	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
Morelius Kim	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 ROW	3,000		HRC April 23, 2010 BOD April 29, 2010	20.72 Eur	21.17 Eur	April 29, 2013 - April 29, 2019
Muir Anthea	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 ROW	15,000	15,000	HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	20,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Newcomb Link	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 USA	15,000		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Orsini Stefano	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	5,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Peck Richard	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
Porchia Hugo	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	20,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Przytulska Beata	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
Radomsky Barbara	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '09 ROW	3,000		May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		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
Rentfrow Trent	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '11 USA	7,500		HRC April 4, 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	10,000		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Roppoli Fabio	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	10,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Rush Holly	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 USA	15,000		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021

Sartor Massimo	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '09 ROW	3,000		May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		June 14, 2006	Options Stock Options Plan '10 ROW	3,000		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 '11 ROW	3,000		HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	5,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Searles Erik	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	10,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Sehdev Amithab	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
Soderstrom Patrick	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 ROW	10,000		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
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		HRC May 3, 2012 BOD May 7, 2012	26.94 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Tosti Rachel	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '12 USA	10,000		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021
Williams John	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '09 Reas ROW	5,000	5,000	May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		June 14, 2006	Options Stock Options Plan '10 ROW	10,000	10,000	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 '11 ROW	15,000	15,000	HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		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

Zaffin Andrea	Director in a subsidiary company	June 14, 2006	Options Stock Options Plan '10 ROW	10,000	10,000	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 '11 ROW	10,000		HRC April 4, 2011 BOD April 28, 2011	22.62 Eur	22.91 Eur	April 28, 2014 - April 28, 2020
		June 14, 2006	Options Stock Options Plan '12 ROW	10,000		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 '07	5,000		March 7, 2007	24.03 Eur	25.32 Eur	May 7, 2010 - May 7, 2016
		June 14, 2006	Options Stock Options Plan '08	74,200	3,000	March 13, 2008	18.08 Eur	17.01 Eur	March 13, 2011 - March 13, 2017
		June 14, 2006	Options Stock Options Plan '09 ROW	30,000		May 7, 2009	13.45 Eur	14.84 Eur	May 7, 2012 - May 7, 2018
		June 14, 2006	Options Stock Options Plan '09 USA	45,750	12,750	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	87,000	40,000	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	25,500		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	550,000	100,000	May 7, 2009	13.45 Eur	14.84 Eur	December 3, 2012 - May, 7 2018
		June 14, 2006	Options Stock Options Plan '10 ROW	160,000	39,000	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	101,500	20,500	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	233,500	71,500	HRC April 4, 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	194,000	59,500	HRC April 4, 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	938,500		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	446,500		HRC May 3, 2012 BOD May 7, 2012	28.32 Eur	28.23 Eur	May 7, 2015 - May 7, 2021

* Effectiveness of grant date for US Residents, the date of the BOD that approved the grant and of the HRC is May 7, 2009