

2. Long-Term Incentives (“LTI”) are comprised of compensation plans based on financial results. Specifically, the Company adopted the following plans:
 - (i) Performance Share Plan (Stock Grant plans) granting units, that is the right to receive Luxottica shares based on reaching identified performance objectives, and
 - (ii) Stock Option Plan granting option rights for the subsequent subscription of Luxottica sharesDetails about these Plans are described in related documentation published as required by Law.
3. Variable remuneration recognizes the organizational role in the Company held by the beneficiaries, the individual performance results achieved by the beneficiaries in the previous year and the potential for professional growth in the mid-term within the Group. The grant of rights is subject to: (i) the ability of the single beneficiary to contribute to the development of the Company; (ii) the professional competences and the role held in the Company’s organizational structure; (iii) the level of his/her whole compensation; and (iv) the specific retention needs.
4. Both the Performance Share Plans and the Stock Options Plan are available to employees with the potential for professional growth in the mid-term, specifically the top managers of the Company and subsidiary companies within the Group, as determined from time to time by the Board of Directors.
5. The Stock Option Plan usually provides for a suitable vesting period after which options can be exercised (in any case, not shorter than three years). The exercise of options may also be conditioned on achieving specific performance objectives defined according to the mid- and long-term targets of the Company and the Group. These objectives are defined according to parameters which represent Luxottica value creation (such as consolidated EPS or Earning per Share).
6. As for the current plans, since the Performance Shares Plan 2008 expired on February 28, 2013, the Board of Directors – upon the recommendation of the Human Resources Committee – resolved to submit to the Ordinary Meeting of Stockholders due to approve the December 31, 2012 statutory financial statements, the “Performance Shares Plan 2013-2017.” This new plan submitted to the stockholders provides that beneficiaries, selected by the Board of Directors from employees of the Company and the Group, will be granted rights (“Units”) for the assignment of Luxottica shares, without consideration, provided that over the course of a three-year reference period, consolidated EPS targets defined by the Board of Directors must be cumulatively reached. According to the Performance Shares Plan 2013-2017, the Board of Directors is allowed from time to time to forbid, all or part of the beneficiaries, to sell, for a pre-determined period, the shares they have been assigned. The Plan does not provide for deferred compensation or claw-back provisions.
7. From 2013, the Group’s long-term variable compensation will be provided through the sole grant of Company shares under the Performance Share Plan 2013-2017.

8. Beneficiaries will be identified and rights in the context of long-term incentive plans granted annually and will generally be approved by the Board of Directors after the financial statements are approved at the annual Ordinary Meeting of Stockholders.

3.5 Benefits and insurance coverage (i.e. social security or pension schemes), in addition to compulsory coverage

The remuneration package for executive directors, general managers, executives with strategic responsibilities and senior managers also includes non-monetary benefits (such as, for example, company cars and telephone), as well as supplementary insurance (i.e. supplementary health insurance, etc.) with the objective of providing the most competitive remuneration package in line with the best practices available in the relevant local markets. Furthermore, in addition to life and non-professional accident insurance coverage provided for by the CCNL¹, the registration in a fund that reimburses supplementary healthcare expenses is offered in addition to the fund set forth by the CCNL.

3.6 Compensation in the event of resignation, dismissal or termination of the employment relationship

1. With the sole exception of the Chief Executive Officer, there are no agreements between the Company and its directors, the general managers or the executives with strategic responsibilities providing for compensation in the event of resignation, dismissal or termination of the employment relationship.
2. The payment of extraordinary benefits or compensation, at the end of the mandate or employment relationship, is not included in the Company's and the Group's general policy on remuneration (without prejudice, in any case, to legal obligations and/or CCNL obligations towards employees). Nevertheless, the Company may agree on special treatment with respect to a termination of office or employment relationship for individual directors performing special duties, or general managers or executives with strategic responsibilities, if it is deemed appropriate in order to attract and retain particular professional personnel.
3. Any termination or severance agreement must be prepared in accordance with reference benchmarks on the subject and within the limits defined by case law and standard practices in the country in which the agreement is entered into.

3.7 Non-competition agreements

1. The Group provides for the possibility of entering into non-competition agreements with Directors, general managers, executives with strategic responsibilities and senior managers at the end of their mandate or employment relationship.

¹ *Contratto collettivo nazionale di lavoro* – Italian collective labor agreement

2. In accordance with case law and standard practice, these agreements may provide for payment of compensation recorded in the Gross Annual Income (“GAI”), related to the duration and the extent of the restriction imposed by the agreement itself.
3. The non-competition obligation should refer to the product sector in which the Group operates at the time of entering into the agreement as well as the geographical limits; the extent of the obligation also will vary depending on the position held by the individual at the time the employment relationship is terminated.

4. THE REMUNERATION OF THE DIRECTORS

4.1 The basic remuneration of directors

In accordance with law and the articles of association, the remuneration paid to directors for the positions they hold is determined at the Shareholders’ Meeting, and may include either the aggregate amount of remuneration to be paid or specific details on how it is to be divided among the directors. The members of the Board of Directors are entitled to reimbursement of expenses incurred by reason of their position.

4.2 The remuneration of directors performing special duties

1. The remuneration of directors performing special duties is determined by the Board of Directors, on the proposal of the Human Resources Committee, at the time of their appointment or in the first meeting that follows the Committee’s appointment.
2. In particular, the Board of Directors can decide, upon the favorable opinion of the Board of Statutory Auditors, to award additional remuneration supplementing the fixed remuneration which is generally determined at the Ordinary Meeting of Stockholders for the directors performing special duties at the time of their appointment (see para. 4.1 above).
3. Therefore, the remuneration of directors performing special duties can be composed of: (i) an annual fixed component, which may take the special duties of the directors into consideration; and (ii) in the case of directors who are delegated specific tasks, a medium to long-term variable component (in particular, these directors may be the recipients of medium to long-term incentive plans; see para. 3.4. above). The variable component represents a significant part of overall remuneration paid to these directors (as a general rule, the percentage represented by the variable remuneration of total remuneration may vary between 55% and 65%).
4. Similar criteria are also relevant for general managers of the Company.
5. In several cases special positions are held in companies controlled by Luxottica and involve the allocation of remuneration due to the time commitment required.

4.3 The remuneration of non-executive Directors

1. The remuneration of non-executive Directors is not connected to the achievement of specific performance objectives on the part of the Company. Furthermore, these directors are not the recipients of medium to long-term incentive plans.
2. The non-executive Directors who are members of the committees set up within the Board of Directors (namely, the Human Resources Committee and the Control and Risk Committee) receive additional remuneration for these positions, which are determined by the Board of Directors, upon the favourable opinion of the Board of Statutory Auditors.
3. The additional remuneration allocated according to the above procedure is awarded on the recommendation of the Human Resources Committee, it being clearly understood that in this case each director abstains from voting on the proposals regarding his/her own remuneration.

4.4 The remuneration of executives with strategic responsibilities

1. The identification of the most significant members of staff is carried out by the Chief Executive Officer, after consultation with the General Manager of Central Corporate Functions and the Human Resources Director. The group of executives with strategic responsibilities includes the top managers in Italy and abroad.
2. For the executives with strategic responsibilities, the annual variable remuneration (made up of MBO and LTI incentive plans, according to the statements above) represents a significant part of overall remuneration: as a general rule, the percentage represented by the variable remuneration of total remuneration may vary between 55% and 65%.

The above Remuneration Policy does not show significant differences compared to the one submitted to the General Meeting on April 27, 2012, exception made for some aspects related to the long term variable remuneration (see previous para. 3.4 above).

SECTION II

INFORMATION ON REMUNERATION RELATED TO THE YEAR ENDED AS OF DECEMBER 31, 2012

1. DESCRIPTION OF REMUNERATION

1. The components that comprise the remuneration paid, for any reason and in any form, during the 2012 fiscal year in favor of the following persons are listed by name below: (i) the members of the Board of Directors; (ii) the General Manager of Central Corporate Functions; and (iii) the members of the Statutory Board of Auditors; the same information is provided in the aggregate for the other executives with strategic responsibilities.

The Ordinary Meeting of Stockholders held on April 27, 2012, appointed the members of the Board of Directors and the Board of Statutory Auditors who will remain in office until approval of the financial statements for the year ending December 31, 2014. Where not specified, the offices described in the paragraphs below were held for the entire year 2012. Leonardo Del Vecchio, Luigi Francavilla, Andrea Guerra, Enrico Cavatorta, Roger Abravanel, Mario Cattaneo, Claudio Costamagna, Sergio Erede, Claudio Del Vecchio, Marco Mangiagalli and Marco Reboa were confirmed as Directors on April 27, 2012. On that same day, Francesco Vella and Alberto Giussani were confirmed as Chairman of the Board of Statutory Auditors and Audit Committee Financial Expert, respectively.

2. **Leonardo Del Vecchio** (Chairman of the Board of Directors) received: (i) “basic” remuneration as a director of Luxottica and (ii) “additional” remuneration for acting as Chairman of the Board in accordance with article 2389, paragraph 3, of the Italian Civil Code.
3. **Luigi Francavilla** (Vice-Chairman of the Board of Directors) received: (i) “basic” remuneration as a director of Luxottica; (ii) “additional” remuneration for acting as Vice-Chairman of the Company in accordance with article 2389, paragraph 3, of the Italian Civil Code; and (iii) remuneration for acting as Chairman of the subsidiary company, Luxottica S.r.l.

Additionally, Luxottica’s Board of Directors upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied for the 2009-2011 three-year period of reference set forth in the 2009 Performance Share Plan, awarded 212,500 Luxottica shares to Mr. Francavilla on February 28, 2012. Although Mr. Francavilla’s employment relationship with the Company ended due to reaching age limits and in compliance with the provisions of the regulations of the above-referenced plan, he maintained the right to be allocated Company shares.

In 2012, Luigi Francavilla exercised 1,580,000 option rights awarded under the Delfin Plan² and 70,000 option rights awarded under the 2009 Reassigned Stock Options Plan.

4. **Andrea Guerra** (CEO) received: (i) “basic” remuneration as a director of Luxottica; (ii) “additional” remuneration for acting as Chief Executive Officer of the Company in accordance with article 2389, paragraph 3, of the Italian Civil Code; (iii) fixed remuneration as a manager employed by the Company; (iv) MBO variable remuneration for 2012; and (v) supplemental accident insurance and other non-monetary benefits.

² Delfin Plan: incentive plan awarded in 2004 to top management of the Company by the shareholder Delfin S.à r.l, regarding 9.6 million Luxottica Group shares held by Delfin itself on the allocation date. The options became exercisable on June 30, 2006 on the basis of attaining fixed economic objectives set forth in the Plan.

Luxottica's Board of Directors on the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied for the 2009-2011 three-year period of reference set forth in the 2009 Performance Share Plan, awarded 375,000 Luxottica shares to Mr. Guerra on February 28, 2012.

During fiscal 2012, Mr. Guerra was designated as a beneficiary of and awarded a total of 90,000 rights under Luxottica's "2012 Performance Share Plan" incentive plan.

Luxottica's Board of Directors on the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied for the 2010-2012 three-year period of reference set forth in the 2010 Performance Share Plan, awarded 90,000 Luxottica shares to Mr. Guerra on February 28, 2013.

5. **Enrico Cavatorta** received: (i) "basic" remuneration as a director of Luxottica; (ii) fixed remuneration as General Manager of Central Corporate Functions of the Company (being also an employee of the Company); (iii) MBO variable remuneration for 2012; and (iv) supplemental accident insurance and other non-monetary benefits.

Luxottica's Board of Directors upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied for the 2009-2011 three-year period of reference set forth in the 2009 Performance Share Plan, awarded 112,500 Luxottica shares to Mr. Cavatorta on February 28, 2012.

During the fiscal 2012, Mr. Cavatorta was designated as a beneficiary and awarded a total of 36,000 rights under Luxottica's "2012 Performance Share Plan" incentive plan.

Luxottica's Board of Directors upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied for the 2010-2012 three-year period of reference set forth in the 2010 Performance Share Plan, awarded 36,000 Luxottica shares to Mr. Cavatorta on February 28, 2013.

In 2012, Enrico Cavatorta exercised 500,000 option rights awarded under the Delfin Plan² and 23,500 option rights awarded under the 2004 Stock Options Plan.

6. **Mario Cattaneo** (Chairman of the Control and Risk Committee, previously Internal Control Committee) received: (i) "basic" remuneration as a director of Luxottica and (ii) "additional" remuneration as Chairman of the Committee.
7. **Claudio Costamagna** (Chairman of the Human Resources Committee) received: (i) "basic" remuneration as a director of Luxottica and (ii) "additional" remuneration as Chairman of the Human Resources Committee.
8. **Ivanhoe Lo Bello** (member of the Internal Control Committee) held his office until April 27, 2012. He received: (i) "basic" remuneration as a director of Luxottica and (ii) "additional" remuneration as member of the Internal Control Committee.
9. **Marco Mangiagalli** and **Marco Reboa** (members of the Control and Risk Committee, previously Internal Control Committee) received: (i) "basic" remuneration as directors of Luxottica and (ii) "additional" remuneration as members of the Committee.

10. **Roger Abravanel** (member of the Human Resources Committee) received: (i) “basic” remuneration as a director of Luxottica and (ii) “additional” remuneration as member of the Human Resources Committee.
11. **Sabina Grossi** and **Gianni Mion** (members of the Human Resources Committee) held their offices until April 27, 2012. They received: (i) “basic” remuneration as directors of Luxottica and (ii) “additional” remuneration as members of the Human Resources Committee.
12. **Roberto Chemello** held his office as director until April 27, 2012. He received the “basic” remuneration as a director of Luxottica. Furthermore, Mr. Chemello exercised 1,000,000 option rights under the Delfin Plan and 140,500 rights under the 2004 and 2006 Stock Options plans during fiscal 2012.
13. **Claudio Del Vecchio**, as well as **Sergio Erede**, exclusively received the “basic” remuneration as directors of Luxottica.
14. **Elisabetta Magistretti** (member of the Control and Risk Committee) was appointed director and member of the Committee on April 27, 2012. She received: (i) “basic” remuneration as a director of Luxottica and (ii) “additional” remuneration as member of the Human Resources Committee.
15. **Anna Puccio** (member of the Human Resources Committee) was appointed director and member of the Committee on April 27, 2012. She received: (i) “basic” remuneration as a director of Luxottica and (ii) “additional” remuneration as member of the Human Resources Committee.
16. **Francesco Vella** (Chairman of the Board of Statutory Auditors) received remuneration for his position as Luxottica’s Chairman of the Board of Auditors which was set at the shareholders’ meeting at the time of his appointment.
17. **Alberto Giussani** (statutory member of the Board of Statutory Auditors) received remuneration for his position as statutory auditor of Luxottica which was set at the shareholders’ meeting at the time of his appointment.
18. **Barbara Tadolini** (statutory member of the Board of Statutory Auditors) received remuneration for her position as statutory auditor of Luxottica which was set for the first time by the Ordinary Meeting of Stockholders on April 27, 2012.
19. **Enrico Cervellera** (statutory member of the Board of Statutory Auditors until April 27, 2012) received remuneration for his position as statutory auditor of Luxottica which was set at the shareholders’ meeting at the time of his appointment.
20. The following remuneration was paid to the **executives with strategic responsibilities**:
 - (a) with regard to the 15 executives with strategic responsibilities who are **employees of the Company**:
 - these executives received: (i) fixed remuneration as executives of Luxottica; (ii) variable MBO remuneration for 2012; and (iii) other non-monetary benefits;
 - with respect to two executives, employment with the Company came to an end in 2012 and, as part of the termination of employment, the executives received severance pay,

which was determined by taking into consideration the number of years of service provided to the Company; moreover, it was agreed that the executives would maintain benefits under existing Stock Option plans that were previously allocated to these two individuals;

- in one case, the executive covered the position for only a part of the year;
 - a total of 180,000 rights were allocated to ten executives under the “2012 Performance Share Plan” incentive plan, and a total of 35,000 options were allocated to two executives under the 2012 Stock Option Plan;
 - the Board of Directors of Luxottica, upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied in the 2009-2011 three-year period of reference set forth in the 2009 Performance Share Plan, awarded a total of 362,500 Luxottica shares to eight executives with strategic responsibilities on February 28, 2012;
 - in 2012, two executives with strategic responsibilities exercised 820,000 option rights allocated under the Delfin Plan and 11 executives with strategic responsibilities exercised 953,000 rights under the stock options plans; and
 - the Board of Directors of Luxottica, upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied in the 2010-2012 three-year period of reference set forth in the 2010 Performance Share Plan, awarded a total of 139,500 Luxottica shares to eight executives with strategic responsibilities on February 28, 2013.
- (b) with regard to the seven executives with strategic responsibilities who are **employees of the subsidiary companies**:
- these executives received: (i) fixed remuneration as employees; (ii) variable MBO remuneration for 2012; and (iii) other non-monetary benefits;
 - in one case, the executive covered the position for only a part of the year;
 - a total of 132,000- rights were allocated to seven executives through the “2012 Performance Share Plan” incentive plan;
 - the Board of Directors of Luxottica, upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied in the 2009-2011 three-year period of reference set forth in the 2009 Performance Share Plan, awarded a total of 143,750 Luxottica shares to four executives with strategic responsibilities of the subsidiary companies on February 28, 2012; an additional three beneficiaries whose employment was terminated received substitute cash payments in accordance with the Plan’s regulation, calculated by taking into account Luxottica Group stock’s fair market value at the assignment date and the quantity of shares they would have been entitled to had actual shares been issued to these beneficiaries;
 - in 2012, five executives with strategic responsibilities, who are also employees of subsidiary companies, exercised a total of 316,100 option rights allocated to them under the Stock Options plans;
 - the Board of Directors of Luxottica, upon the recommendation of the Human Resources Committee, having verified that EPS objectives were satisfied in the 2010-

2012 three-year period of reference set forth in the 2010 Performance Share Plan, awarded a total of 76,500 Luxottica shares to five executives with strategic responsibilities of the subsidiary companies on February 28, 2013; an additional five beneficiaries whose employment was terminated received substitute cash payments in accordance with the Plan's regulation, calculated by taking into account Luxottica Group stock's fair market value at the assignment date and the quantity of shares they would have been entitled to had actual shares been issued to these beneficiaries. In 2010, one executive with strategic responsibilities received a three-year long term incentive cash plan, measured on specific business objectives.

21. It is to be noted that the remuneration stated in this report for fiscal year 2012 was determined in conformity with the Remuneration Policy submitted to the Ordinary Meeting of Stockholders on April 27, 2012.
22. A table prepared in accordance with article 84-*bis*, paragraph 5, of the Regulations for Issuers is part of this report and discloses the allocation as of March 1, 2013 of 523,800 Luxottica Shares approved by the Board of Directors on February 28, 2013 under the 2010 Performance Share Plan.
23. For additional details on remuneration paid, please refer to the tables below; whereas for additional details on the Company's approved incentive plans, please see the documents and regulations published in the "Governance/Remuneration/Incentive Plans" section of the Company's website www.luxottica.com.

2. INFORMATION ON THE CONSEQUENCES OF THE TERMINATION OF EMPLOYMENT OR POSITION OF DIRECTOR AND THE EXISTENCE OF SPECIAL AGREEMENTS WITH DIRECTORS AND EXECUTIVES WITH STRATEGIC RESPONSIBILITIES

1. Currently, with the exception of the Chief Executive Officer, and consistent with Company policy (see Section I, para. 3.6 above), there are no agreements between the Company and the directors or executives with strategic responsibilities that provide for compensation in the event of termination of employment or position in office prior to the natural expiry of any agreement (or in the case of a change-of-control transaction).

There are no agreements that provide for the allocation or maintenance of non-monetary benefits or the stipulation of ad hoc consultancy agreements in the event of termination of employment. There are no agreements that provide compensation for non-competition obligations.

2. With regard to the Chief Executive Officer, Mr. Andrea Guerra:
 - in the event of termination of employment (as he is also an employee of Luxottica) without just cause, in addition to the severance pay due in accordance with the law, the Company will pay Mr. Guerra a gross all-inclusive lump-sum amount equal to two years of the total of: (i) his fixed remuneration, understood as the sum of his fixed remuneration as an employee and the fixed remuneration for the position held; and (ii) his variable

(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name	Office	Term of office	Expiration	Fixed remuneration	Compensation for Committee Participation	Variable non-equity compensation		Non-cash benefits	Other compensation	Total	Fair value of equity compensation* (Estimated Potential Value)	Indemnity for termination of position
						Bonus and other incentives	Profit participation					
Gianni Mion	Director	January 1, 2012- April 27, 2012	Approval of financial statements for 2011									
(I) Compensation paid by the Company				26,389	3,250	(4)				29,639		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				26,389	3,250					29,639		
Elisabetta Magistretti	Director	April 27, 2012- December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				57,611	16,944.5	(8)				74,555.5		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				57,611	16,944.5					74,555.5		
Marco Mangiagalli	Director	January 1, 2012- December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				83,775	23,389	(8)				101,198		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				83,775	23,389					101,198		
Anna Puccio	Director	April 27, 2012- December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				57,611	16,944	(4)				74,555		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				57,611	16,944					74,555		
Marco Reboa	Director	January 1, 2012- December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				83,775	23,389	(8)				107,164		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				83,775	23,389					107,164		
Francesco Vella	Chairman of the Board of Statutory Auditors	January 1, 2012- December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				105,000						105,000		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				105,000						105,000		

(A) Name	(B) Office	(C) Term of office	(D) Expiration	(1) Fixed remuneration	(2) Compensation for Committee Participation	(3) Variable non equity compensation		(4) Non-cash benefits	(5) Other compensation	(6) Total	(7) Fair value of equity compensation* (Estimated Potential Value)	(8) Indemnity for termination of position
						Bonus and other incentives	Profit Participation					
Alberto Giussani	Auditor	January 1, 2012- December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				70,000						70,000		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				70,000						70,000		
Barbara Tadolini	Auditor	April 27, 2012, - December 31, 2012	Approval of financial statements for 2014									
(I) Compensation paid by the Company				47,444						47,444		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				47,444						47,444		
Enrico Cervellera	Auditor	January 1, 2012- April 27, 2012	Approval of financial statements for 2011									
(I) Compensation paid by the Company				23,333						23,333		
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				23,333						23,333		
Senior Managers (Aggregate compensation of 15 executives with strategic responsibilities of the Company)												
(I) Compensation paid by the Company				4,832,883		3,319,600		197,418	209,528	8,559,429	4,604,116	1,285,321
(II) Compensation paid by subsidiary or affiliate companies												
(III) Total				4,832,883		3,319,600		197,418	209,528	8,559,429	4,604,116	1,285,321
Senior Managers (Aggregate compensation of 7 executives with strategic responsibilities employed by subsidiary companies)												
(I) Compensation paid by the Company												
(II) Compensation paid by subsidiary or affiliate companies				2,968,900		2,866,643		56,763		5,892,306	2,673,988	767,923
(III) Total				2,968,900		2,866,643		56,763		5,892,306	2,673,988	767,923

- (1) 83,775 euro paid as a Director; 1,200,000 euro paid as Chairman
(2) 83,775 euro paid as a Director and 58,002 euro paid as Vice Chairman
(3) 83,775 euro paid as a Director, 818,802 euro paid as CEO and 1,602,453 paid as an employee
(4) Compensation paid as member of the Human Resources Committee
(5) Compensation paid as Chairman of the Control and Risk Committee (previously Internal Control Committee)
(6) 83,775 euro paid as a Director and 690,678 euro paid as an employee

- (7) Compensation paid as Chairman of the Human Resources Committee
- (8) Compensation paid as a member of the Internal Control Committee/ Control and Risk Committee

* The amounts reflected are equal to the proportionate share of the securities fair value, calculated through actuarial techniques, spread over the relevant vesting period

Table 2 – Stock options granted to directors and senior managers

A	B	(1)	Options held at the beginning of the year			Options granted during the year						Options exercised during the year			(14)	(15) = (2)+(5)-(11)-(14)	(16)
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)			
Name	Office	Plan	Number of options	Exercise price	Exercise period	Number of options	Exercise price	Exercise period	Fair value on grant date (<i>Estimated Potential Value</i>)	Grant date	Share market price on grant date	Number of options	Exercise price	Share market price on exercise date	Number of options	Number of options	Fair value* (<i>Estimated Potential Value</i>)
Luigi Francavilla	Deputy Chairman	Reassigned ordinary plan 2009 non-US (BOD resolution May 7, 2009)	70,000	euro 13.45	May 7. 2012 – May 7. 2018							70,000	euro 13.45	euro 28.63			
		Reassigned extra-ordinary plan 2009 non-US (BOD resolution May 7, 2009)	750,000	euro 13.45	December 3. 2012 – May 7. 2018											750,000	
		Delfin plan	1,580,000	euro 13.67	June 30. 2006 – August 30. 2014							1,580,000	euro 13.67	euro 27.13			
Andrea Guerra	CEO and Director	Reassigned extra-ordinary plan 2009 non-US (BOD resolution May 7, 2009)	1,250,000	euro 13.45	December 3. 2012 – May 7. 2018											1,250,000	
		Delfin plan	2,000,000	euro 13.67	June 30. 2006 – August 30. 2014											2,000,000	

A	B	(1)	Options held at the beginning of the year			Options granted during the year						Options exercised during the year			(14)	(15) = (2)+(5)-(11)-(14)	(16)
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)			
Name	Office	Plan	Number of options	Exercise price	Exercise period	Number of options	Exercise price	Exercise period	Fair value on grant date (<i>Estimated potential value</i>)	Grant date	Share market price on grant date	Number of options	Exercise price	Share market price on exercise date	Number of options	Number of options	Fair value* (<i>Estimated potential value</i>)
Enrico Cavatorta	Chief Financial Officer, General Manager Corporate Functions and Director	Stock Option 2004 plan (BOD resolution March 4, 2004)	23,500	euro 13.79	January 31, 2005 – January 31, 2013							23,500	euro 13.79	euro 27.34			
		Reassigned ordinary plan 2009 non-US (BOD resolution May 7, 2009)	70,000	euro 13.45	May 7, 2012 – May 7, 2018											70,000	
		Reassigned extra-ordinary plan 2009 non-US (BOD resolution May 7, 2009)	550,000	euro 13.45	December 3, 2012 – May 7, 2018											550,000	
		Delfin plan	900,000	euro 13.67	June 30, 2006 – August 30, 2014							500,000	euro 13.67	euro 28.54		400,000	
Roberto Chemello	Director	Stock Option 2004 plan (BOD resolution March 4, 2004)	70,500	euro 13.79	January 31, 2005 – January 31, 2013							70,500	euro 13.79	euro 27.34			
		Stock Option 2006 plan (BOD resolution January 31, 2006)	70,000	euro 22.19	February 1, 2008 – January 31, 2015							70,000	euro 22.19	euro 30.28			
		Stock Options extra-ordinary plan 2006 non-US (BOD resolution July 27, 2006)	1,100,000	euro 20.99	December 3, 2012 – July 27, 2015											1,100,000	
		Delfin plan	1,600,000	euro 13.67	June 30, 2006 – August 30, 2014							1,000,000	euro 13.67	euro 27.55		600,000	

A	B	(1)	Options held at the beginning of the year			Options granted during the year						Options exercised during the year			Options expired during the year	Options held at the end of the year	Options of the year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15) = (2)+(5)-(11)-(14)	(16)
Name	Office	Plan	Number of options	Exercise price	Exercise period	Number of options	Exercise price	Exercise period	Fair value on grant date (<i>Estimated potential value</i>)	Grant date	Share market price on grant date	Number of options	Exercise price	Share market price on exercise date	Number of options	Number of options	Fair value* (<i>Estimated potential value</i>)
Senior Managers (Aggregate amounts for 15 executives with strategic responsibilities of the Company)		Stock Option 2004 plan (BOD resolution March 4, 2004)	121,000	euro 13.79	January 31, 2005 – January 31, 2013							121,000	euro 13.79	euro 27.20			
		Stock Option 2005 plan (BOD resolution February 15, 2005)	27,000	euro 16.89	January 31, 2007 – January 31, 2014							27,000	euro 16.89	euro 28.73			
		Stock Option 2008 plan (BOD resolution March 13, 2008)	110,000	euro 18.08	March 14, 2011 – March 14, 2017							90,000	euro 18.08	euro 29.97		20,000	
		Stock Option 2009 plan non-US (BOD resolution May 7, 2009)	10,000	euro 13.45	May 7, 2012 – May 7, 2018							10,000	euro 13.45	euro 25.77			
		Reassigned ordinary plan 2009 non-US (BOD resolution May 7, 2009)	420,000	euro 13.45	May 7, 2012 – May 7, 2018							255,000	euro 13.45	euro 27.15		165,000	
		Stock Option 2010 plan non-US (BOD resolution April 29, 2010)	80,000	euro 20.72	April 29, 2013 – April 29, 2019											80,000	euro 149,067
		Reassigned extra-ordinary plan 2009 non-US (BOD resolution May 7, 2009)	1,400,000	euro 13.45	May 7, 2012 – May 7, 2018							450,000	euro 13.45	euro 31.49		950,000	

A	B	Options held at the beginning of the year				Options granted during the year						Options exercised during the year			Options expired during the year	Options held at the end of the year	Options of the year
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15) = (2)+(5)-(11)-(14)	(16)
Name	Office	Plan	Number of options	Exercise price	Exercise period	Number of options	Exercise price	Exercise period	Fair value on grant date (Estimated potential value)	Grant date	Share market price on grant date	Number of options	Exercise price	Share market price on exercise date	Number of options	Number of options	Fair value* (Estimated potential value)
		Stock Option 2011 plan non-US (BOD resolution April 28, 2011)	60,000	euro 22,62	April 28, 2014 – April 28, 2020											60,000	euro 132,200
		Stock Option 2012 plan non-US (BOD resolution May 7, 2012)				35,000	euro 26.94	May 7, 2015 – May 7, 2021	euro 8.23	May 7, 2012	euro 28,23					35,000	euro 96,017
		Delfin Plan	1,250,000	euro 13.67	June 30, 2006 – August 30, 2014							820,000	euro 13.67	euro 28.09		430,000	
Senior Managers (Aggregate amounts for 7 executives with strategic responsibilities employed by subsidiary companies)		Stock Option 2004 plan (BOD resolution March 4, 2004)	42,600	euro 13.79	January 31, 2005 – January 31, 2013							42,600	euro 13.79	euro 27.10			
		Stock Option 2005 plan (BOD resolution February 15, 2005)	54,000	euro 16.89	January 31, 2007 – January 31, 2014							36,000	euro 16.89	euro 27.25		18,000	
		Stock Option 2008 plan (BOD resolution March 13, 2008)	30,000	euro 18.08	March 14, 2011 – March 14, 2017											30,000	
		Reassigned ordinary plan 2009 non-US (BOD resolution May 7, 2009)	30,000	euro 13.45	May 7, 2012 – May 7, 2018											30,000	
		Reassigned ordinary plan 2009 US (BOD resolution May 7, 2009)	130,000	euro 15.03	June 12, 2012 – March 31, 2017								60,000	euro 15.03	euro 31.46		70,000

A	B	(1)	Options held at the beginning of the year			Options granted during the year						Options exercised during the year			Options expired during the year	Options held at the end of the year	Options of the year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15) = (2)+(5)-(11)-(14)	(16)
Name	Office	Plan	Number of options	Exercise price	Exercise period	Number of options	Exercise price	Exercise period	Fair value on grant date (<i>Estimated potential value</i>)	Grant date	Share market price on grant date	Number of options	Exercise price	Share market price on exercise date	Number of options	Number of options	Fair value* (<i>Estimated potential value</i>)
		Reassigned extra-ordinary plan 2009 non-US (BOD resolution May 7, 2009)	125,000	euro 13.45	December 3, 2012 – May 7, 2018							125,000	euro 13.45	euro 31.43			
		Reassigned extra-ordinary plan 2009 US (BOD resolution May 7, 2009)	150,000	euro 15.11	December 3, 2012 – June 12, 2018							12,500	euro 15.11	euro 31.17		137,500	
		Stock Option Extra-ordinary Plan 2004 (BOD resolution October 27, 2004)	40,000	usd 18.59	January 31, 2007 – January 31, 2012							40,000	usd 18.59	euro 23.32			
Total			14,013,600			35,000						5,303,100				8,745,500	euro 377,284

* The amounts reflected are equal to the proportionate share of the securities fair value, calculated through actuarial techniques, spread over the relevant vesting period

Table 3A - Incentive plans awarding financial instruments (other than stock options) to directors and senior managers (Performance Share Plan)

A	B	(1)	Financial Instruments granted in previous years and not vested during the year		Financial instruments granted during the year						Financial instruments vested during the year and not assigned	Financial instruments vested during the year and assignable	Financial instruments of the year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)			
Name	Office	Plan	Number and kind of financial instruments	Vesting period	Number and kind of financial instruments	Fair value on grant date <i>(Estimated potential value)</i>	Vesting period	Grant date	Market price on grant date	Number and kind of financial instruments	Number and kind of financial instruments	Value on maturity date	Fair value* <i>(Estimated potential value)</i>
Luigi Francavilla	Deputy Chairman	PSP Plan 2009 (BOD resolution May 7, 2009)									212,500	euro 5,675,663	
Andrea Guerra	Chief Executive Officer and Director	PSP Plan 2009 (BOD resolution May 7, 2009)									375,000	euro 10,015,875	
		PSP Plan 2010 (BOD resolution April 29, 2010)	125,000	April 29, 2010 – December 31, 2012									euro 837,500
		PSP Plan 2011 (BOD resolution April 29, 2011)	97,750	April 28, 2011 – December 31, 2013									euro 706,406
		PSP Plan 2012 (BOD resolution May 7, 2012)			90,000	euro 26.65	May 7, 2012 – December 31, 2014	May 7, 2012	euro 28.23				euro 799,500

A	B	(1)	Financial Instruments granted in previous years and not vested during the year		Financial instruments granted during the year					Financial instruments vested during the year and not assigned	Financial instruments vested during the year and assignable		Financial instrument of the year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	(10)	
Name	Office	Plan	Number and kind of financial instruments	Vesting period	Number and kind of financial instruments	Fair value on grant date (<i>Estimated potential value</i>)	Vesting period	Grant date	Market price on grant date	Number and kind of financial instruments	Number and kind of financial instruments	Value on maturity date	Fair value* (<i>Estimated potential value</i>)
Enrico Cavatorta	Chief Financial Officer, General Manager—Corporate Functions and Director	PSP Plan 2009 (BOD resolution May 7, 2009)		May 7, 2009 – December 31, 2011							112,500	euro 3,004,763	
		PSP Plan 2010 (BOD resolution April 29 2010)	50,000	April 29, 2010 – December 31, 2012									euro 335,000
		PSP Plan 2011 (BOD resolution April 28, 2011)	40,250	April 28, 2011 – December 31, 2013									euro 290,873
		PSP Plan 2012 (BOD resolution May 7, 2012)			36,000	euro 26.65	May 7, 2012 – December 31, 2014	May 7, 2012	euro 28.23				euro 319,800

			Financial Instruments granted in previous years and not vested during the exercise		Financial instruments granted during the year					Financial instruments vested during the year and not assigned	Financial instruments vested during the year and assignable		Financial instrument of the year
A	B	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Name	Office	Plan	Number and kind of financial instruments	Vesting period	Number and kind of financial instruments	Fair value on grant date <i>(Estimated potential value)</i>	Vesting period	Grant date	Market price on grant date	Number and kind of financial instruments	Number and kind of financial instruments	Value on maturity date	Fair value* <i>(Estimated potential value)</i>
Senior Managers (Aggregate amounts for 15 executives with strategic responsibilities of the Company)		PSP Plan 2009 (BOD resolution May 7, 2009)									362,500	euro 9,682,012	
		PSP Plan 2010 (BOD resolution April 29, 2010)	193,750	April 29, 2010 – December 31, 2012									euro 1,298,125
		PSP Plan 2011 (BOD resolution April 28, 2011)	184,000	April 28, 2011 – December 31, 2013									euro 1,329,707
		PSP Plan 2012 (BOD resolution May 7, 2012)				180,000	euro 26.65	May 7, 2012 – December 31, 2014	May 7, 2012	euro 28.23			

A	B	(1)	Financial Instruments granted in previous years and not vested during the exercise		Financial instruments granted during the year					Financial instruments vested during the year and not assigned	Financial instruments vested during the year and assignable	Financial instrument of the year	
			(2)	(3)	(4)	(5)	(6)	(7)	(8)				
Name	Office	Plan	Number and kind of financial instruments	Vesting period	Number and kind of financial instruments	Fair value on grant date (<i>Estimated potential value</i>)	Vesting period	Grant date	Market price on grant date	Number and kind of financial instruments	Number and kind of financial instruments	Value on maturity date	Fair value* (<i>Estimated potential value</i>)
Senior Managers (Aggregate amounts for 7 executives with strategic responsibilities employed by subsidiary companies)		PSP Plan 2009 (BOD resolution May 7, 2009)									143,750	euro 3,839,418	
		PSP Plan 2010 (BOD resolution April 29, 2010)	106,250	April 29, 2010 – December 31, 2012									euro 711,875
		PSP Plan 2011 (BOD resolution April 28, 2011)	109,250	April 28, 2011 – December 31, 2013									euro 789,513
		PSP Plan 2012 (BOD resolution May 7, 2012)			132,000	euro 26.65	May 7, 2012 – December 31, 2014	May 7, 2012	euro 28.23				euro 1,172,600
Total			906,250		438,000						1,206,250	euro 32,217,731	euro 10,189,899

* The amounts reflected are equal to the proportionate share of the securities fair value, calculated through actuarial techniques, spread over the relevant vesting period

Table 3B - Cash Incentive plans for directors and senior managers (in euros)

A Name	B Office	(1) Plan	(2)			(3)			(4)
			2012 Bonus			Previous years bonuses			Other bonuses
			(A) Payable/paid	(B) Deferred	(C) Term of deferral	(A) Non payable	(B) Payable/paid	(C) Deferred	
Andrea Guerra	CEO	MBO 2012	1,817,000						
Enrico Cavatorta	Director- General Manager	MBO 2012	561,000						
Senior Managers (Aggregate amounts for 15 executives with strategic responsibilities of the Company)		MBO 2012	3,319,600						
Senior Managers (Aggregate amounts for 7 executives with strategic responsibilities employed by subsidiary companies)		MBO 2012	2,866,643						
		Long Term Incentive Cash Plan 2010						589,285	
(III) Total			8,564,243					589,285	

Share ownership of directors, auditors and senior managers

NAME	OFFICE	COMPANY'S SHARES	SHARES HELD AS OF DECEMBER 31, 2011	SHARES BOUGHT DURING 2012	SHARES SOLD DURING 2012	SHARES HELD AS OF DECEMBER 31, 2012
Leonardo Del Vecchio	Chairman	Luxottica Group S.p.A.	(1) 313,258,339	1,402,000	(1bis) 21,900,000	(1ter) 292,760,339
Luigi Francavilla	Deputy Chairman	Luxottica Group S.p.A.	(2) 3,625,000	(2bis) 1,862,500	1,451,500	(2ter) 4,036,000
Andrea Guerra	CEO	Luxottica Group S.p.A.	0	(3) 375,000	170,000	205,000
Enrico Cavatorta	Director - General Manager	Luxottica Group S.p.A.	45	(4) 636,000	636,000	45
Roberto Chemello*	Director	Luxottica Group S.p.A.	(5) 1,077,875	(5bis) 1,140,500	1,218,375	(5ter) 1,000,000
Claudio Del Vecchio	Director	Luxottica Group S.p.A.	(6) 3,381,000	0	(6bis) 213,000	(6ter) 3,310,000
Sabina Grossi*	Director	Luxottica Group S.p.A.	62,600	0	0	62,600
Gianni Mion*	Director	Luxottica Group S.p.A.	1,500	1,000	2,500	0
Enrico Cervellera*	Auditor	Luxottica Group S.p.A.	0	1,000	0	1,000
Key Managers employed by the Company (15)		Luxottica Group S.p.A.	180,755	(7) 2,067,100	2,233,205	14,650
Key Managers employed by subsidiary companies (7)		Luxottica Group S.p.A.	19,818	(8) 517,350	488,400	48,768

(*) Held the office until April 27, 2012

(1) 312,533,339 shares held through Delfin S.à r.l., a company controlled by Leonardo Del Vecchio who holds the 98.328% of the share capital in usufructus with voting rights and owns directly the remaining 1.672%. In addition, 275,000 ADRs and 450,000 shares are held by his wife Nicoletta Zampillo

(1bis) 3,900,000 shares transferred by Delfin S.à r.l. in execution of the Delfin incentive plan

(1ter) 292,035,339 shares held by Delfin S.à r.l.; 275,000 ADRs and 450,000 shares held by Leonardo Del Vecchio's wife Nicoletta Zampillo

(2) 190,100 owned by Luigi Francavilla; 70,100 owned by his wife Elisabeth Engler, 3,364,800 held in usufruct with his wife

(2bis) 1,580,000 shares bought under the Delfin incentive plan; 212,500 shares granted under the PSP Plan 2009 and 70,000 shares bought following the exercise of stock options

(2ter) 601,100 owned by Luigi Francavilla; 70,100 owned by his wife Elisabeth Engler; 3,364,800 held in usufruct with his wife

(3) Shares granted under the PSP Plan 2009

(4) 500,000 shares bought under the Delfin Incentive Plan; 112,500 granted under the PSP Plan 2009 and 23,500 shares bought following the exercise of stock options.

(5) Shares held by Filuni S.r.l.

(5bis) No. 1,000,000 Shares bought under the Delfin incentive plan and no. 140,500 shares bought following the exercise of stock option.

(5ter) Shares held by Filuni S.r.l., a company owned by Roberto Chemello

(6) Includes 40,000 represented by ADRs, 10,000 of which are held through the Del Vecchio Family Foundation.

(6bis) Shares gifted to two trusts

(6ter) 40,000 represented by ADRs, 10,000 of which are held through the Del Vecchio Family Foundation, 142,000 shares held by a trust constituted for the benefit of his minor children

(7) 820,000 acquired under the exercise of the Delfin Incentive Plan and 362,500 granted under the PSP Plan 2009

(8) 143,750 granted under the PSP Plan 2009

In addition to the holdings disclosed in the above chart, three senior managers employed by Luxottica's US subsidiaries who participate in the Luxottica Group Tax Incentive Savings Plan, a company-sponsored 401(k) savings plan for Luxottica's U.S. employees (the "Plan"), beneficially own Luxottica ADRs through interests in the Plan. As of December 31, 2011 and 2012, such senior managers beneficially owned interests in the Plan equivalent to, in the aggregate, 2,293,545 ADRs in each period. During 2012, there were no additional purchases in the Plan by these senior managers. The ADRs beneficially owned by Plan participants are held in the form of "units" of an investment fund offered under the Plan and are allocated by the Plan administrator to participant accounts based on U.S. dollar allocation amounts specified by the participants, which may result in holdings of fractional ADR investments.

Remuneration plans based on financial instruments – Performance Shares Plan 2010

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

On February 28, 2013, the Board of Directors of Luxottica Group S.p.A. granted to 34 beneficiaries of the Performance Shares Plan 2010 approved by the board directors on April 29, 2010, a total of 523,800 Luxottica Group shares, effective March 1, 2013. These awards were made upon the recommendation of the Human Resource Committee and after the Board of Directors verified that the EPS objective for the three-year period 2010-2012 had been met. The Performance Shares Plan which grants beneficiaries the right to receive Luxottica Group ordinary shares, without consideration, is conditioned on the Company achieving a consolidated EPS (Earnings per Share) target, over a three-year period. The performance objectives defined by the Board of Directors under this plan were approved at the Ordinary Meeting of Stockholders held on May 13, 2008.

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
Andrea Guerra	CEO of the Company	May 13, 2008	Luxottica Group shares	90,000	March 1, 2013		Euro 36.15	-
Enrico Cavatorta	Director and General manager of the Company	May 13, 2008	Luxottica Group shares	36,000	March 1, 2013		Euro 36.15	-
Paolo Alberti	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	27,000	March 1, 2013		Euro 36.15	-
Antonio Miyakawa	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	22,500	March 1, 2013		Euro 36.15	-
Nicola Pelà	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	22,500	March 1, 2013		Euro 36.15	-
Fabio d'Angelantonio	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	18,000	March 1, 2013		Euro 36.15	-
Claudio Francavilla	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Massimiliano Mutinelli	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Hugo Porchia	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Luca Tait	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Andrea Dorigo	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Massimo Vian	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Alessio Ferrareso	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-

Riccardo Vaghi	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Giorgio Pradi	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Christopher Beer	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	13,500	March 1, 2013		Euro 36.15	-
Elizabeth Digjandomenico	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	13,500	March 1, 2013		Euro 36.15	-
Colin Baden	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	27,000	March 1, 2013		Euro 36.15	-
Michael Boxer	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Peter Mc Clelland	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Brian Michel	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
James S. Neitzke	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	9,000	March 1, 2013		Euro 36.15	-
Josee Perreault	Director of a subsidiary company	May 13, 2008	Luxottica Group shares	13,500	March 1, 2013		Euro 36.15	-
Other executives with strategic responsibilities employed by the Company(2)		May 13, 2008	Luxottica Group shares	27,000	March 1, 2013		Euro 36.15	-
Other executives with strategic responsibilities employed by subsidiary companies (1)		May 13, 2008	Luxottica Group shares	13,500	March 1, 2013		Euro 36.15	-
Other beneficiaries (8) **		May 13, 2008	Luxottica Group shares	82,800	March 1, 2013		Euro 36.15	-

*On February 28, 2013, the date of the Board of Directors resolution, the market price of Luxottica's Ordinary Shares was Euro 35.13.

**An additional 5 beneficiaries whose employment was terminated received substitute cash payments in accordance with the Plan's regulation, equal to Euro 1,817,000, calculated by taking into account Luxottica Group stock's fair market value at the assignment date and the quantity of shares they would have been entitled to had actual shares been issued to these beneficiaries.