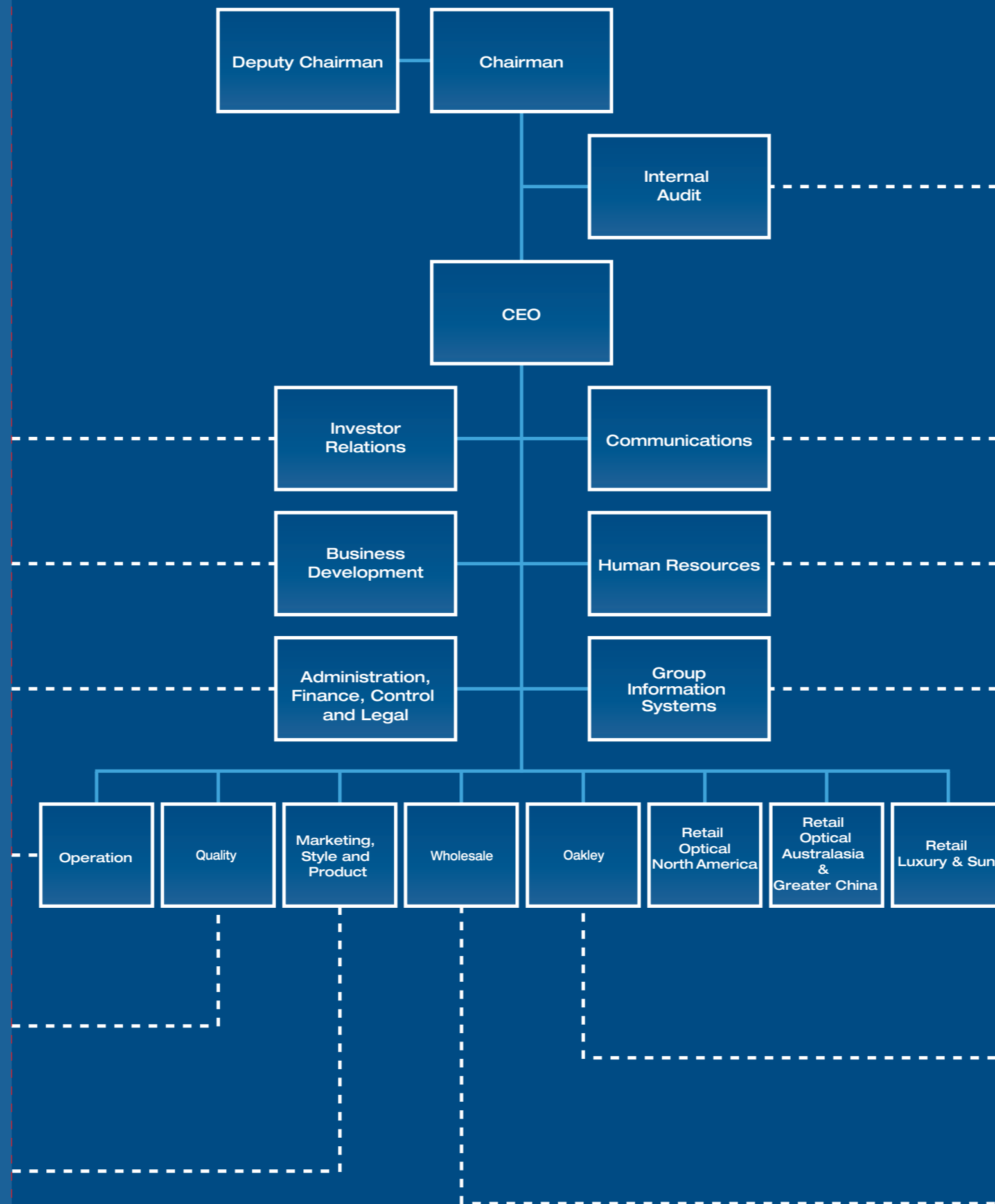


GROUP ORGANIZATION STRUCTURE



The **Investor Relations** department manages relationships with analysts and investors as well as with regulatory bodies that oversee the financial markets.

Consequently, the department works closely with research analysts and fund managers to assist them in building models that support their stock recommendations and investment decisions.

At the same time, the department also interfaces with the Group's top management for the purpose of sharing market insight and investor feedback.

The **Business Development** department identifies and guides the development of new business opportunities and initiatives, such as new and/or more effective sources of revenues, new areas of investment (technology, markets, operators...), possible partnerships, strategic alliances, etc.

The **Administration, Finance, Control and Legal** department plans and manages activities in the fields of Group administration, treasury and finance, legal affairs, financial reporting and taxation and business control.

It is also responsible for ensuring the reliability, timing and transparency of information communicated to the outside world (eg. the stockmarket, investors, banks).

People in this function also define and manage processes and instruments (budgets, forecasts, actuals, 3-year plan) in support of decision making processes.

Luxottica's **Operations** area works on planning and management of production processes (six plants in Italy and two in China), logistics and production programming.

Its tasks also include:

- planning and management of procurement activities (raw materials, components, semi-finished goods and services);
- routine and extraordinary maintenance, compliance with worker health and safety standards and environmental safety regulations, and security services.

Luxottica's **Quality** department is responsible for management, organization and development of the Quality System in line with our quality standards and current legislation.

This area is also responsible for ensuring the highest quality levels for our products through the application of strict control processes and the development of new methodologies and techniques.

Marketing identifies and satisfies consumer needs, defining product and brand communication strategies and choosing the most appropriate media through which to implement them. People in this function also manage promotion activities specially designed for the various and differing markets and distribution channels.

The **Product Development** team carries out research and development of new models for prescription glasses (frames only) and sunglasses (frames and lenses), from the design phase to the making of prototypes and the production and distribution of samples for agents.

Internal Auditing is an independent assessment, supervision and consulting function serving all the companies and organizational units in Luxottica Group. People working in this department help management achieve its objectives by carrying out analyses to assess and improve control, risk management and corporate governance processes. Such audits provide a reasonable guarantee that business plans are carried through, policies and procedures are respected, property is protected and reporting and accounting records are reliable.

The **Communication** department manages relations with the mass media, the financial community and major institutions, public and private.

Its tasks include coordinating the design, organization and implementation of events and other initiatives and maintaining the Company's corporate identity in line with its communication strategies.

People in **Human Resources** design and promote the application of processes and instruments for the management and development of human resources, with the dual purpose of:

- attracting, retaining and developing people having the skills the organization needs;
- offering personnel a working environment capable of satisfying their personal and career development aspirations.

Information Technology handles all Corporate IT activities and projects, especially the "Transformation" ones which have the aim to define new operating structures and IT platforms for the Group's various manufacturing and commercial processes.

It is also responsible for the co-ordination and delivery of the Group-wide projects and Group contract negotiations.

Luxottica Group's **Retail** divisions manage around 5,500 optical and sun stores in the United States, Canada, Australia, New Zealand, Hong Kong, China, Europe and the Middle East.

In North America, Luxottica Group controls the two biggest prescription eyewear chains - LensCrafters and Pearle Vision - and the most relevant chains in the sun segment - Sunglass Hut and Ilori.

In Europe, Luxottica manages all the European location of the largest sun wear chain in the world: Sunglass Hut.

Luxottica Retail Australasia is the leading optical product business in Australia, where it controls the OPSM, Laubman & Pank and Budget Eyewear chains, New Zealand and South Africa.

In China, Luxottica Retail operates in Beijing, Shanghai, Guangdong, Thailand and Hong Kong. It operates various chains in these markets, the most important being LensCrafters.

Oakley is a global leader in sport performance optics including premium sunglasses, goggles, and prescription eyewear.

Headquartered in Southern California, the company's optic brand portfolio includes Dragon, Eye Safety Systems, Fox Racing, Mosley Tribes, Oliver Peoples and Paul Smith Spectacles.

In addition to its global wholesale business, the company operates retail chains including Bright Eyes, Oakley Stores, Sunglass Icon and The Optical Shop of Aspen.

The **Wholesale** department tracks all the commercial branches, directly or indirectly controlled by Luxottica, and the independent distributors. Each commercial branch coordinates its own network of sales agents.

This area is thus responsible for communicating and implementing distribution and brand strategies in all the various countries.