

# Valoptec Member Charter



## About us

The Valoptec Association is an international community of EssilorLuxottica shareholders, men and women attached to the company, its values, and its sustainable development.

Valoptec members have made a long-term financial commitment by establishing and maintaining a portfolio of EssilorLuxottica shares. They endorse the Valoptec mission and commit personally to actively supporting it.

They are represented in a structure for activities, information and consultation to ensure a coherent voice and make Valoptec shareholders an effective supporting force for Essilor Luxottica.

## Our Mission

The Valoptec Association aims to contribute to the sustainable growth of EssilorLuxottica, while respecting its human values and social responsibility.

Valoptec's Mission is expressed by:

- The long-term personal and financial commitment of its members to the company's development;
- Voting in the General Meeting on the group's Human Resources and Social Policy;
- The votes cast by the Association's representatives on the Group's Board of Directors;
- The rapid expansion of its community to include new employee shareholders

The reconciliation of the economic development of EssilorLuxottica with a thriving human community is the constant daily challenge for Valoptec members within the diversity of their cultures.

## Our principles

Our members are attached to the founding principles of EssilorLuxottica:

- The company's **autonomy** and the involvement of its members, based on a coherent human community and its continuous striving for excellence.
- **Respect of individuals, cultures** and the **environment**, promoting dialogue, consultation and information, as well as the expression of creativity, while regarding differences as a strength and carrying the torch of sustainable development.
- Keeping **watch** for useful information and sharing it: all Valoptec members undertake to pass on, as quickly as possible, any useful information to which they have access, to the appropriate company representatives.
- Valoptec members personally **commit** to setting a good example.
- They will **promote** the Valoptec Association around the world, in their own circle, and, in particular, with new employees.

## Why join Valoptec?

Valoptec enables its members to enter into a **dialogue with the Group's Management** and to **take part in the company's development by participating in its governance**. This translates into:

- Access to **information**: Members receive regular updates from the Valoptec bodies consisting of elected representatives.
- **Dialogue** with representatives of the Board and Management: Members can talk to executives and receive explanations on the Group's Strategy; they can ask questions, either directly at a General Meeting or through the intermediary bodies.
- **Consultation** on the company's projects: Members can express their opinions on the company's projects and on its policies, especially the Human Resources and Social Policy.
- Belonging to an **international community**: Members can participate in events for information and dialogue and establish a network beyond their own professional perimeter.