



PRESS RELEASE

## **THE BOARD OF DIRECTORS OF GEOX S.P.A. IS TO PROPOSE A NEW STOCK OPTION PLAN AT THE NEXT SHAREHOLDERS' MEETING**

**Biadene di Montebelluna, 7<sup>th</sup> March 2016** – The Board of Directors of Geox S.p.A., which is listed on the Milan Stock Exchange (GEO.MI), has decided to submit a new stock option Plan (2016-2018 Plan) for approval to the next Shareholders' Meeting, convened for 19<sup>th</sup> April 2016 in a single call.

The Plan involves a maximum of 4,000,000 options, which are valid for the subscription of 4,000,000 ordinary shares, forming part of the share capital increase authorized by the Shareholders' Meeting held on 18<sup>th</sup> December 2008 (through the issue of a maximum of 12,000,000 ordinary shares up to a maximum nominal amount of Euro 1,200,000.00).

The Plan is reserved for the CEO, key executives and other senior managers and employees of the Geox Group, identified by the Board of Directors, based on the proposal of the Remuneration Committee.

The Plan involves a cycle of options being issued, beginning on 7<sup>th</sup> March 2016 – whose validity, for all intents and purposes, is nevertheless subject to the approval of the Shareholders' Meeting to be held on 19<sup>th</sup> April 2016 - and ending by 31<sup>st</sup> December 2017. Exercising the options will depend on and be proportional to the achievement of performance results based on the consolidated net income reported in the Geox Group's 2016-2018 Plan. The options may be exercised from the date of board approval of the draft financial statements for the year ending 31<sup>st</sup> December 2018.

The strike price of the options is equal to the arithmetic average of the official Geox stock prices recorded in the month prior to the option issue date. The strike price is equal to Euro 2.86 for the options issued on 7<sup>th</sup> March 2016.

By implementing this Plan, the Company intends to promote and pursue the following objectives:

- to link the remuneration of key employees to the Company's actual performance and to value creation for the Geox Group;
- to guide key employees more towards strategies designed to pursue medium-long term results;
- to align the interests of top and middle management with those of shareholders and investors.

### **FOR ADDITIONAL INFORMATION**

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### **THE GEOX GROUP**

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The Geox Group operates in the classic and casual footwear sector for men, women and children in a medium-high price range and in the apparel sector. Geox owes its success to constant focus on the product, which features the use of innovative and technological solutions that can guarantee the ability to breathe and to remain waterproof at the same time, and bases its future growth strategies on constant technological innovation.

Geox is one of the market leaders world-wide in the "International Lifestyle Casual Footwear Market". Geox's innovation is protected by more than 60 different patents for inventions that have been registered in Italy and extended worldwide.□

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