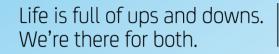
ANNEX 1 TO 2015 GROUP COMPENSATION POLICY Information Tables Pursuant Art. 84-quater "Annual Report – Section II" of the Regulation n° 11971 Issued by Commissione Nazionale per le Società e la Borsa (Consob)

Year 2014





In the following pages a set of tables presents the quantitative information that the Company must provide in compliance with article 84-quater of Consob's Issuers Regulation nr. 11971.

In such regards, please note that the information requested at Section I and at the Firstr Part of Section II of the Compensation Report, to be prepared in compliance with Attachment 3A, Schedule 7-bis of the above mentioned Regulation is contained in the Annual Compensation Report, published within the Group Compensation Policy, of which this document represents an enclosure.

The set of tables that follow provides in particular the information foreseen by the Second Part of the above mentioned Section II.

For a deeper understanding of the methodological criteria underlying the information reported in the various tables, reference is made to Annex 3A of the said Consob Regulation.

Here below is reported some brief information on the contents of the various tables:

TABLE 1: Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities

Provides, at an individual level and on an accrual basis, the details of the compensation paid to the members of the Board of Directors, Board of Statutory Auditors and General Managers.

For the other 7 executives with strategic responsibilities – who are represented by the remaining members of the CEO Office plus the Group Compliance Officer and the Head of Internal Audit – the information is provided on an aggregate basis.

The overall compensation paid by UniCredit S.p.A. for 2014 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 8,029,225 and € 647,352.

The "Fair value of equity compensation" (column 7) does not represent a value actually paid to/gained by the beneficiaries of equity plans, being instead the cost that the Company is booking - on an accrual basis and during the vesting period - in consideration of the provision of incentives based on financial instruments. More details on such plans are provided at the following Table 2 and Table 3A.

Life is full of ups and downs. We're there for both.



TABLE 2: Stock Options assigned to the members of the administrative body, to general managers and other executives with strategic responsibilities

Neither the non-executive members of the Board of Directors, nor the members of the Board of Statutory Auditors benefit from any incentive plan, be it based on financial instruments or cash.

Only the Chief Executive Officer (CEO) and some other executives with strategic responsibilities benefit from Stock Option/Performance Stock Options plans launched by the Company in the previous years.

At current prices, all vested stock options are largely out of the money.

TABLE 3A: Incentive plans based on financial instruments other than stock options, in favor of members of the administrative body, general managers and other executives with strategic responsibilities

The table reports - additionally to the shares granted within UniCredit medium and/or long term incentive equity plans - also the number of shares promised and/or granted in connection with the deferrals of the annual incentive systems.

TABLE 3B: Monetary incentive plans in favor of members of the administrative body, general managers and other executives with strategic responsabilities

Provides the details of all the cash incentives accrued during the year in favor of the Chief Executive Officer, General Manager and other executives with strategic responsibilities. Neither the non-executive members of the Board of Directors, nor the Statutory Auditors receive any variable compensation.

Information on the investments held by the members of the administrative and auditing bodies, by general managers and by other executives with strategic responsibilities

Table 1 and Table 2, drafted in compliance with schedule 7-ter, provide the shareholdings in UniCredit or its controlled/associated companies held respectively by the members of the administrative / auditing bodies and by the general managers as well as by other executives with strategic responsibilities.



Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-bis

TABLE 1: Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities. Amounts in Euro

(A)	(B)	(0	C)	(D)			(1	1)			(2)	(;	3)	(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for v was	vhich office held	Office expiry	Emolument s resolved by the Shareholde rs' Meeting	Attendance tokens	Fixed com Lump sum expense reimbursem ents	pensation Comp.for specific offices ex sec. 2389 Italian Civil Code	Employmen t fixed salary	Total	Compensati on for committee participatio n	Variable n Bonuses and other incentives	on-equity Profit sharing	Non- monetary benefits	Other remuneratio n	Total	Fair value of equity compensati on	Severance indemnity for end of office or termination of employment
Giuseppe Vita	Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	125.000	4.800		1.375.000		1.504.800						1.504.800		
	Chairman of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014		4.800				4.800						4.800		
	Chairman of the Corporate Governance, HR and Nomination	01/01/2014	31/12/2014	Approv. AR 2014		4.000				4.000						4.000		
	Committee Chairman of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014		2.400				2.400						2.400		
	Member of the Internal Controls and Risks Committee	01/01/2014		Approv. AR 2014	36.000	2.400				38.400						38.400		
	Member of the Internal Controls Sub-Committee	01/01/2014		Approv. AR 2014		1.200				1.200						1.200		
	Member of the Risks Sub-Committee			Approv. AR 2014		1.600				1.600						1.600		
	(I) Compensation in the company preparing the financial statem				161.000	21.200		1.375.000		1.557.200						1.557.200		
	(II) Compensation from subsidiaries and associates																	
	(III) Total				161.000	21.200		1.375.000		1.557.200						1.557.200		
Candido Fois	Deputy Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.000		155.000		239.000				6.737		245.737		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.400				40.400						40.400		
	Member of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600				37.600						37.600		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000		
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		800				800						800		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200						1.200		
	Permanent guest Corporate Governance, HR and Nomination																	
	Committee (I) Compensation in the company preparing the financial statem	ents			188.000	14.000		155.000		357.000				6.737		363.737		
	(II) Compensation from subsidiaries and associates				56.250	7.280		127.500		191.030						191.030		
	(III) Total				244.250	21.280		282.500		548.030				6.737		554.767		
Vincenzo	Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800		155.000		239.800				6.737		246.537		
Calandra	Member of the Permanent Strategic Committee			Approv. AR 2014	36.000	4.800				40.800						40.800		
Buonaura	•			Approv. AR 2014	36.000	4.000				40.000						40.000		
	(I) Compensation in the company preparing the financial statem	ents			152.000	13.600		155.000		320.600				6.737		327.337		
	(II) Compensation from subsidiaries and associates																	
	(III) Total				152.000	13.600		155.000		320.600				6.737		327.337		
Luca Cordero	Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	3.600		155.000		238.600						238.600		
di Montezemolo	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600				37.600						37.600		
Montezenioio	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600				37.600						37.600		
	(I) Compensation in the company preparing the financial statem	ents			152.000	6.800		155.000		313.800						313.800		
	(II) Compensation from subsidiaries and associates																	
	(III) Total				152.000	6.800		155.000		313.800						313.800		
Fabrizio	Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800		155.000		239.800						239.800		
Palenzona	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.800				40.800						40.800		
			31/12/2014	Approv. AR 2014	36.000	4.000				40.000						40.000		
	Compensation in the company preparing the financial statements				152.000	13.600		155.000		320.600						320.600		
	(II) Compensation from subsidiaries and associates																	
	Total				152.000	13.600		155.000		320.600						320.600		



(A)	(B)	(C) (D)				\	1)			(2)	(3)	(4)	(5)	(6)	(7)	(8)	
Name and surname	Office	Period for w was I		Office expiry	Emolument s resolved by the Shareholde rs' Meeting	Attendance tokens	Fixed com Lump sum expense reimbursem ents	pensation Comp.for specific offices ex sec. 2389 Italian Civil Code	Employmen t fixed salary	Total	Compensati on for committee participatio n	Variable n Bonuses and other incentives	on-equity Profit sharing	Non- monetary benefits	Other remuneratio n	Total	Fair value of equity compensati on	Severance indemnity for end of office or termination of employment
Federico Ghizzoni	Chief Executive Officer		31/12/2014	Approv. AR 2014	80.000	4.800		340.000	1.508.000	1.932.800		440.000		347.328	225.534	2.945.662	1.313.657	
Gnizzoni	Member of the Permanent Strategic Committee		31/12/2014	Approv. AR 2014	36.000	4.800				40.800						40.800		
	Member of the Corporate Governance, HR and Nomination Committee		31/12/2014	Approv. AR 2014	36.000	3.600				39.600						39.600		
	(I) Compensation in the company preparing the financial statem	ents			152.000	13.200		340.000	1.508.000	2.013.200		440.000		347.328	225.534	3.026.062	1.313.657	
	(II) Compensation from subsidiaries and associates																	
	(III) Total	T			152.000	13.200		340.000	1.508.000	2.013.200		440.000		347.328	225.534	3.026.062	1.313.657	
Mohamed Ali Al Fahim	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800						84.800		
-	Invitated Permanent Strategic Committee of 28/2/2014					400				400						400		
	(I) Compensation in the company preparing the financial statem	ents			80.000	5.200				85.200						85.200		¦
	(II) Compensation from subsidiaries and associates																	
	(III) Total	T			80.000	5.200				85.200						85.200		
Manfred Bischoff	Member of the Board of Directors			Approv. AR 2014	80.000	3.600				83.600						83.600		
	-		31/12/2014	Approv. AR 2014	36.000	3.200				39.200						39.200		
	(I) Compensation in the company preparing the financial statem	ents			116.000	6.800				122.800						122.800		¦
	Compensation from subsidiaries and associates) Total																	¦
Hannaha				116.000	6.800				122.800						122.800		<u> </u>	
Henryka Bochniarz	Member of the Board of Directors		31/12/2014	Approv. AR 2014	80.000	3.200				83.200						83.200		
Dooman	Member of the Remuneration Committee		31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000		
	(I) Compensation in the company preparing the financial statem	ents			116.000	5.200				121.200						121.200		¦
	(II) Compensation from subsidiaries and associates																	¦
Alesseeder	(III) Total				116.000	5.200				121.200						121.200		<u> </u>
Alessandro Caltagirone	Member of the Board of Directors		31/12/2014	Approv. AR 2014	80.000	4.000				84.000						84.000		¦
g	Member of the Corporate Governance, HR and Nomination Committee		31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000		i
	Member of the Remuneration Committee	I	31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000		i
	(I) Compensation in the company preparing the financial statem	ents			152.000	8.000				160.000						160.000		i
	(II) Compensation from subsidiaries and associates				450.000	0.000				400.000						400.000		i
Francesco	(III) Total	01/01/2014	21/10/2014		152.000 80.000	8.000	I			160.000 84.800			l	I		160.000		
Francesco Giacomin	Member of the Board of Directors Member of the Internal Controls and Risks Committee		31/12/2014	Approv. AR 2014 Approv. AR 2014	36.000	4.800 2.400				84.800 38.400						84.800 38.400		
	Member of the Internal Controls and Risks Committee		31/12/2014		30.000	2.400				38.400						38.400		
	Entitled to attend also Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200						1.200		
	Entitled to attend also Risks Sub-Committee Invited to Permanent Strategic Committee of 6/2 - 28/2 and 6/3/2014					1.200				1.200						1.200		
	-	ente			116.000	10.400				126.400						1200		
	Compensation in the company preparing the financial statements) Compensation from subsidiaries and associates				110.000	10.400				120.400						120.400		
) Compensation from subsidiaries and associates I) Total				116.000	10.400				126.400						126.400		
Helga Jung	Total mber of the Board of Directors 01/01/2014 31/12/2014 Approv. AR 201			Annroy AR 2014	80.000	4.000				84.000						84.000		
		01/01/2014	51/12/2014	Approv. All 2014	00.000	4.000				800						800		
	ited to Permanent Strategic Committee of 28/2 and 6/3.2014				80.000	4.800				84.800						84.800		
	(II) Compensation from subsidiaries and associates	Compensation in the company preparing the financial statements				7.000				04.000						57.000		
	(III) Total				80.000	4.800				84.800						84.800		
	(11) 10(a)		00.000	4.000	I			04.000				I		04.000		,		



(A)	(B)	(C)	(D)			(1	1)			(2)	(3	8)	(4)	(5)	(6)	(7)	(8)
Name and surname	Office		which office held	Office expiry	Emolument s resolved by the Shareholde rs' Meeting	Attendance tokens	Fixed com Lump sum expense reimbursem ents	pensation Comp.for specific offices ex sec. 2389 Italian Civil Code	Employmen t fixed salary	Total	Compensati on for committee participatio n	Variable n Bonuses and other incentives	on-equity Profit sharing	Non- monetary benefits	Other remuneratio n	Total	Fair value of equity compensati on	Severance indemnity for end of office or termination of employment
Marianna Li	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800				6.737		91.537		
Calzi	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400						38.400		
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200						1.200		
	Entitled to attend also Risks Sub-Committee	01/01/2014	31/12/2014			1.200				1.200						1.200		
	Chair of Related Parties & Equity Investments Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	6.400				42.400						42.400		
	Invited to Permanent Strategic Committee of 14/1 - 6/2- 28/2 and 6/3/2014					1.600				1.600						1.600		
	(I) Compensation in the company preparing the financial statem	ents			152.000	17.600				169.600				6.737		176.337		
	(II) Compensation from subsidiaries and associates																	
	(III) Total				152.000	17.600				169.600				6.737		176.337		
Luigi Maramotti	Member of the Board of Directors		31/12/2014	Approv. AR 2014	80.000	4.000				84.000						84.000		
Maramotti	Member of the Permanent Strategic Committee		31/12/2014	Approv. AR 2014	36.000	4.400				40.400						40.400		
	Member of the Corporate Governance, HR and Nomination Committee		31/12/2014	Approv. AR 2014	36.000	3.600				39.600						39.600		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400						38.400		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600						1.600		
	Entitle to attend also Internal Controls Sub-Committee					1.200				1.200						1.200		
	(I) Compensation in the company preparing the financial statem	ents			188.000	17.200				205.200						205.200		
	(II) Compensation from subsidiaries and associates																	
	(III) Total			-	188.000	17.200				205.200						205.200		
Giovanni	Member of the Board of Directors		31/12/2014	Approv. AR 2014	80.000	4.800				84.800						84.800		
Quaglia	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.000				40.000						40.000		
	Member of the Related Parties and Equities Investments Committee		31/12/2014	Approv. AR 2014	36.000	6.400				42.400						42.400		
	Member of the Supervisory Body ex D.Lgs. 231/2001	21/01/2014	31/12/2014	Approv. AR 2014	17.014	2.000				19.014						19.014		
	Invited to Permanent Strategic Committee of 14/1 - 6/2 - 28/2 and 6/3/2014					1.600				1.600						1.600		
	(I) Compensation in the company preparing the financial statem	ents			169.014	18.800				187.814						187.814		
	(II) Compensation from subsidiaries and associates																	
	(III) Total				169.014	18.800				187.814						187.814		
Lucrezia Reichlin	Member of the Board of Directors			Approv. AR 2014	80.000	4.400				84.400						84.400		
	Member of the Permanent Strategic Committee		31/12/2014	Approv. AR 2014	36.000	3.600				39.600						39.600		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600				37.600						37.600		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600						1.600		
	Entitled to attend also Internal Controls Sub-Committee	04/04/0011	04/40/0011	4.00011	00.000	1.200				1.200						1.200		
	Chair of the Supervisory Body ex D.Lgs. 231/2001 (pro-tempore) Invited to Corporate Governance, HR e Nomination Committee of 6/3/2014	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400 400				38.400 400						38.400 400		
			188.000	15.200				203.200						203.200				
	Compensation in the company preparing the financial statements				100.000	10.200				200.200						200.200		
	(III) Total	II) Compensation from subsidiaries and associates			188.000	15.200				203.200						203.200		
l	Total				100.000	15.200				203.200				I	I	203.200		



Name and Name and Name Office Performance of the subsci all sectors of the subsci all secto	(A)	(B)	(C)	(D)			(*	1)			(2)	(;	3)	(4)	(5)	(6)	(7)	(8)
Summa Office Particip Office spr. Description Second by the symme result Lengans by the symme result Second by the symme result Second the symme result Second the symm			````	-1				Fixed com	pensation				Variable n	on-equity					Severance
Sessed is also in the concent of herman Controls and Relas Committee 0101/2014 Stratuped 98.000 2.000 <		Office			Office expiry	s resolved by the Shareholde		expense reimbursem	specific offices ex sec. 2389 Italian Civil	t fixed	Total	on for committee participatio	and other		monetary	remuneratio	Total	of equity compensati	indemnity for end of office or termination of employment
Sessed is also in the concent of herman Controls and Relas Committee 0101/2014 Stratuped 98.000 2.000 <		Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.400				84.400						84.400		
Marter of the internal Controls Sub-Committee 011/12/01 4 page / Approv. AR 2014 1.20 1.200 1.200 1.200 1.200 Herefor of the Related Parks and Eguldes Investments Committee 010/12/01 311/22/01 Approv. AR 2014 6400 </th <th></th> <th>Member of the Internal Controls and Risks Committee</th> <th>01/01/2014</th> <th>31/12/2014</th> <th>Approv. AR 2014</th> <th>36.000</th> <th>2.400</th> <th></th> <th></th> <th></th> <th>38.400</th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>38.400</th> <th></th> <th></th>		Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400						38.400		
Member of the Raised Parkes and Equites Investments Committee 0101/2014 311/2014 Approv. AR 2014 3600 6400 800 6400 800 6400 800 6400 800 6400 800 6400 800 6400 800 6400 800 6400 800 6400 800 6400 <t< th=""><th>Bianchi</th><th>Member of the Internal Controls Sub-Committee</th><th>01/01/2014</th><th>31/12/2014</th><th>Approv. AR 2014</th><th></th><th>1.200</th><th></th><th></th><th></th><th>1.200</th><th></th><th></th><th></th><th></th><th></th><th>1.200</th><th></th><th></th></t<>	Bianchi	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200						1.200		
mide b Permanent Strategic Committee of 6/2 and 28/2014 image of 6/2 and 2		Entitled to attend al Risks Sub-Committee					400				400						400		
(i) Compensation in the company preparing the financial statements (ii) Compensation in subsidiaries and associates 152.000 155.600 167.600 160.00 160.00 160.00		Member of the Related Parties and Equities Investments Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	6.400				42.400						42.400		
Image: control of the subsidiaries and associates Image: control of the stand of of the		Invited to Permanent Strategic Committee of 6/2 and 28/2/2014					800				800						800		
Itil Total Tisse Itil Total Tisse Itil Total		(I) Compensation in the company preparing the financial statem	ents			152.000	15.600				167.600						167.600		
Alexander Wolgring Menber of he Board of Directors 0101/2014 311/22014 Approv. AR 2014 80.000 4.800 84.800 67.37 91.537 Member of he Benuncation Committee 0101/2014 311/22014 Approv. AR 2014 36.000 2.400 38.400 <th></th> <th>(II) Compensation from subsidiaries and associates</th> <td></td>		(II) Compensation from subsidiaries and associates																	
Wolfgring Member of the Ramuneration Committee 0101/2014 311/20214 Approv. AR 2014 36.00 2.400 38.400 0 38.400 Member of the Ramuneration Committee 0101/2014 311/22014 Approv. AR 2014 36.00 2.400 38.400 0 0 38.400 Member of the Ramuneration Committee 0101/2014 311/22014 Approv. AR 2014 1.600 1.600 0 1.600<		(III) Total				152.000	15.600				167.600						167.600		
Anthony Member of the lineral Controls and Risks Committee 0101/2014 311/20214 Approv. AR 2014 1.600 1.6		Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800				6.737		91.537	1	
Member of the Risks Sub-Committee 0101/2014 31/12/2014 Approv. AR 2014 1.600 1.600 1.600 1.600 1.600 Initiable of bermanent Strategic Committee 0101/2014 31/12/2014 Approv. AR 2014 1.600 1.700 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.737 1.72.73	Wolfgring	Member of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400						38.400		
Entitled to altend also Internal Controls Sub-Committee Image: Committee of 14/1 - 62 - 28/2 and response response of 14/1 - 62 - 28/2 and response of 14/1 -		Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400						38.400		
Invitabid b Permanent Strategic Committee of 14/1 - 6/2 - 28/2 and close of 14/1 - 6/2 - 28/2 and clo		Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600						1.600		
6/2/014 C 1.000 1							1.200				1.200						1.200		
(1) Compensation in the company preparing the financial statements 152.00 14.000 166.000 6.737 172.737 (11) Compensation from subsidiaries and associates 152.000 14.000 166.000 6.737 172.737 (11) Compensation from subsidiaries and associates 0101/2014 31/12/2014 Approv. AR 2014 80.000 4.800 84.800 0 84.800 39.600 Anthony Member of the Corporate Governance, HR and Nomination Committee 0101/2014 31/12/2014 Approv. AR 2014 36.000 39.600 39.600 39.600 39.600 39.600 178.400 178.400 Chairman of the Internal Controls and Risks Committee 0101/2014 31/12/2014 Approv. AR 2014 1.200 1.20							1.600				1.600						1.600		
Image: constraint of the line of the Board of Directors 01/01/2014 31/12/2014 Approv. AR 2014 80.000 4.800 84.800 0 6.737 172.73 Anthony Wyand Member of the Board of Directors 01/01/2014 31/12/2014 Approv. AR 2014 80.000 4.800 84.800 0 6.737 172.73 Anthony Wyand Member of the Corporate Governance, HR and Nomination Committee 01/01/2014 31/12/2014 Approv. AR 2014 36.000 3.600 39.600 0 6.737 172.73 Chairman of the Internal Controls and Risks Committee 01/01/2014 31/12/2014 Approv. AR 2014 176.000 2.400 178.400 0 0 178.400 Chairman of the Internal Controls Sub-Committee 01/01/2014 31/12/2014 Approv. AR 2014 1.200 1			ents			152.000	14.000				166.000				6.737		172.737		
Anthony Wyand Member of the Board of Directors 01/01/2014 31/12/2014 Approv. AR 2014 80.000 4.800 84.800 0 84.800 Wyand Member of the Corporate Governance, HR and Nomination Committee 01/01/2014 31/12/2014 Approv. AR 2014 36.000 3.600 39.600 0 39.600 0 39.600 0 39.600 0 0 39.600 0		(II) Compensation from subsidiaries and associates																	
Wy and before of the Corporate Governance, HR and Nomination Committee 01/01/2014 3/1/2/2014 Approv. AR 2014 36.00 3.600 39.600 10 39.600 178.400 Chairman of the Internal Controls and Risks Committee 01/01/2014 3/1/2/2014 Approv. AR 2014 176.000 2.400 178.4		(III) Total				152.000	14.000				166.000				6.737		172.737		
Image: Solution of the Colliginal C		Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800						84.800		
Chairman of the Internal Controls Sub-Committee 01/01/2014 31/12/2014 Approv. AR 2014 1.200<	Wyand	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	3.600				39.600						39.600		
Chairman of the Risks Sub-Committee 01/01/2014 31/12/2014 Approv. AR 2014 1.600		Chairman of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	176.000	2.400				178.400						178.400		
Invited to Permanent Stategic Committee of 14/1 - 6/2 - 28/2 and 1.600 1.6		Chairman of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200						1.200		
6/3/2014 6/3/2014 1.000			01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600						1.600		
(1) Compensation in the company preparing the financial statements 292.000 15.200 16.200 307.200 16.200							1.600				1.600						1.600		
Image: Non-State (III) Total 292.000 15.200 307.200 Mode 307.200 Mode 307.200 TOTAL BOARD OF (I) Compensation in the company preparing the financial statements 2.910.014 236.400 2.335.000 1.508.000 6.989.414 440.000 374.278 225.534 8.029.225 1.313.657			ents			292.000	15.200				307.200						307.200		
TOTAL BOARD OF (1) Compensation in the company preparing the financial statements 2.910.014 236.400 2.335.000 1.508.000 6.989.414 440.000 374.278 225.534 8.029.225 1.313.657		(II) Compensation from subsidiaries and associates																	
OF		(III) Total				292.000	15.200				307.200						307.200		
		(I) Compensation in the company preparing the financial statem	ents			2.910.014	236.400		2.335.000	1.508.000	6.989.414		440.000		374.278	225.534	8.029.225	1.313.657	
	•.	(II) Compensation from subsidiaries and associates				56.250	7.280		127.500		191.030						191.030		
(III) Total 2.966.264 243.680 2.462.500 1.508.000 7.180.444 440.000 374.278 225.534 8.220.255 1.313.657		, .					243.680			1.508.000	7.180.444		440.000		374,278	225.534		1.313.657	



(A)	(B)	(C)	(D)			(1)			(2)	(3)	(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held	Office expiry	Emolument s resolved by the Shareholde rs' Meeting	Attendance tokens	Fixed com Lump sum expense reimbursem ents	pensation Comp.for specific offices ex sec. 2389 Italian Civil Code	Employmen t fixed salary	Total	Compensati on for committee participatio n	Variable n Bonuses and other incentives	on-equity Profit sharing	Non- monetary benefits	Other remuneratio n	Total	Fair value of equity compensati on	Severance indemnity for end of office or termination of employment
Maurizio Lauri	Chairman of the Board of Statutory Auditors	01/01/2014 31/12/2014	Approv. AR 2015	140.000	17.200				157.200)			6.738		163.938		
	(I) Compensation in the company preparing the financial statem	ents		140.000	17.200				157.200)			6.738		163.938		
	(II) Compensation from subsidiaries and associates																
	(III) Total			140.000	17.200				157.200				6.738		163.938		
	Standing Auditor	01/01/2014 31/12/2014	Approv. AR 2015	100.000	17.200				117.200				6.738		123.938		
Battista	(I) Compensation in the company preparing the financial statem	ents		100.000	17.200				117.200)			6.738		123.938		
Alberti	(II) Compensation from subsidiaries and associates																
	(III) Total			100.000	17.200				117.200				6.738		123.938		
Cesare Bisoni	Standing Auditor	01/01/2014 31/12/2014	Approv. AR 2015	100.000	16.400				116.400						116.400		
	(I) Compensation in the company preparing the financial statem	ents		100.000	16.400				116.400)					116.400		
	(II) Compensation from subsidiaries and associates																
	(III) Total			100.000	16.400				116.400						116.400		
Enrico Laghi	Standing Auditor	01/01/2014 31/12/2014	Approv. AR 2015	100.000	12.400				112.400				6.738		119.138		
	(I) Compensation in the company preparing the financial statem	ents		100.000	12.400				112.400				6.738		119.138		
	(II) Compensation from subsidiaries and associates																
	(III) Total			100.000	12.400				112.400				6.738		119.138		
	Standing Auditor	01/01/2014 31/12/2014	Approv. AR 2015	100.000	17.200				117.200				6.738		123.938		
Spinardi	(I) Compensation in the company preparing the financial statem	ents		100.000	17.200				117.200)			6.738		123.938		
	(II) Compensation from subsidiaries and associates																
	(III) Total			100.000	17.200				117.200				6.738		123.938		
Federica	Alternate Auditor	01/01/2014 31/12/2014	Approv. AR 2015														
Bonato	(I) Compensation in the company preparing the financial stateme	ents															
	(II) Compensation from subsidiaries and associates			31.109	5.600	1.281			37.990				4.750		42.740		
	(III) Total			31.109	5.600	1.281			37.990				4.750		42.740		
Beatrice	Alternate Auditor	01/01/2014 31/12/2014	Approv. AR 2015														
Lombardini	(I) Compensation in the company preparing the financial statem	ents															
	(II) Compensation from subsidiaries and associates																
	(III) Total																
Paolo	Alternate Auditor	01/01/2014 31/12/2014	Approv. AR 2015														
Domenico Sfameni	(I) Compensation in the company preparing the financial stateme	ents															
oramoni	(II) Compensation from subsidiaries and associates			10.000					10.000						10.000		
	(III) Total			10.000					10.000						10.000		
Pierpaolo	Alternate Auditor	01/01/2014 31/12/2014	Approv. AR 2015														
Singer	(I) Compensation in the company preparing the financial stateme	ents															
	(II) Compensation from subsidiaries and associates																
	(III) Total																
				-						_			-				
TOTAL	(I) Compensation in the company preparing the financial stateme	ents		540.000	80.400	1	1		620.400				26.952		647.352		

TOTAL	(I) Compensation in the company preparing the financial statements	540.000	80.400		620	400		26.952	647.352	
STATUTORY AUDITORS	(II) Compensation from subsidiaries and associates	41.109	5.600	1.281	47	990		4.750	52.740	1
AUDITORS	(III) Total	581.109	86.000	1.281	668	390		31.702	700.092	



(A)	(B)	(C)	(D)			(1)			(2)	(3)	(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Emolument s resolved by the Shareholde rs' Meeting	Attendance tokens	Fixed com Lump sum expense reimbursem ents	pensation Comp.for specific offices ex sec. 2389 Italian Civil Code	Employmen t fixed salary	Total	Compensati on for committee participatio n	Variable n Bonuses and other incentives	on-equity Profit sharing	Non- monetary benefits	Other remuneratio n	Total	Fair value of equity compensati on	Severance indemnity for end of office or termination of employment
Nicastro	General Manager (I) Compensation in the company preparing the financial statem (II) Compensation from subsidiaries and associates (III) Total	01/01/2014 31/12/2014 ents						1.301.040 1.301.040 1.301.040	1.301.040 1.301.040 1.301.040		200.000 200.000 200.000		247.902 247.902 247.902		1.748.942 1.748.942 1.748.942	386.091	
Executives	(I) Compensation in the company preparing the financial statem (II) Compensation from subsidiaries and associates (III) Total	ents						6.173.439 6.173.439	6.173.439 6.173.439		932.867 932.867		658.769 658.769	355.132 355.132	8.120.206	1.181.730 1.181.730	

(1) amount paid in connection with the undertaking of post termination commitments, to benefit of the Bank, by an executive with strategic responsibilities who terminated in the course of 2014



Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-bis TABLE 2: Stock Options Assigned to the Members of theAdministrative Body, to General Managers and Other Executives with Strategic Responsibilities

			O	ptions Held	at Star of the Year			Options Assiç	jned During t	he Year		Options Ex	xercised Duri	ng the Year	(14)	(15)	(16)
А	в	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)			
Name and Surname	Office	Plan	Number of Options	Exercise Price	Period of Possible Exercise (fromto)	Number of Options	Exercise Price	Period of Possible Exercise (fromto)	Fair Value at Assign. Date	Assignment Date	Market Price of Underlying Shares upon Assignement of Options	Number of Options	Exercise Price	Market Price of Underlying Shares on Exercise Date	Options Lapsed During the Year (Number)	Options Held at the End of the Year	Options Relevant to the Year (Fair Value)
Federico Ghizzoni	Chief Executive Officer																
(I) Compensation in company	preparing financial	2004 Stock Options	26.882	22,419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-		26.882	-
statements		2005 Stock Options	35.843	26,878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	-	35.843	-
		2006 Stock Options	32.349	33,205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	-	32.349	-
		2007 Stock Options	56.137	39,583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	-	56.137	-
		2008 Stock Options	141.270	23,351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	141.270	-
		2011 Perf. Stock Options	672.125	4,010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	-	672.125	324.543
(II) Compensation from Subsid	diaries and Associates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			964.606	-		0	•	-	0		-	0	-		0	964.606	324.543
Roberto Nicastro	General Manager																
(I) Compensation in company statements	preparing financial	2004 Stock Options	161.297	22,419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	-	161.297	-
otatemento		2005 Stock Options	322.595	26,878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	-	322.595	-
		2006 Stock Options	242.556	33,205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	-	242.556	-
		2007 Stock Options	210.516	39,583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	-	210.516	-
		2008 Stock Options	451.235	23,351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	451.235	-
		2010 Perf. Stock Options	322.679	11,901	31/03/2014 - 31/12/2020	-	-	-	-	-	-	-	-	-	322.679	-	-
		2011 Perf. Stock Options	611.022	4,010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	-	611.022	295.039
(II) Compensation from Subsid	diaries and Associates	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		1	2.321.900	-	•	0	•	-	0	-	-	0	-	•	322.679	1.999.221	295.039
Other Executives with Strategie	-																
(I) Compensation in company preparing financial	n. 5 Executives	2004 Stock Options	161.474	22,419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	-	161.474	-
statements	n. 5 Executives	2005 Stock Options	320.622	26,878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	-	320.622	-
	n. 5 Executives	2006 Stock Options	267.807	33,205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	-	267.807	-
	n. 5 Executives	2007 Stock Options	289.179	39,583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	-	289.179	-
	n. 5 Executives	2008 Stock Options	793.607	23,351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	793.607	-
	n. 4 Executives	2010 Perf. Stock Options	482.605	11,901	31/03/2014 - 31/12/2020	-	-	-	-	-	-	-	-	-	482.605	-	-
	n. 5 Executives	2011 Perf. Stock Option	1.594.767	4,010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	-	1.594.767	770.051
(II) Compensation from Subsid	diaries and Associates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			3.910.061	-	-	0	-	-	0	-		0	•	-	482.605	3.427.456	770.051



Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-bis

TABLE 3A: Incentive plans based on financial instruments other than stock options, in favour of members of the administrative body, general managers and other executives with strategic responsibilities

			during previ	truments assigned ous years and not luring the year		Financial inst	ruments assigned du	uring the year		Financial instruments vested during the year and not assigned	Financial in vested during asign	the year and	Financial instruments relevant to the year
A	В	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Name and surname	Office	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair val. on assign. date	Vesting period	Assignment date	Market price upon assignment	Number and type of financial instruments	Number and type of financial instruments	Value on maturity date	Fair Value
Federico Ghizzoni	Chief Executive Officer		-	-	-	-			-	-		-	
(I) Compensation in co financial statements	mpany preparing	Ordinary Shares UniCredit Piano	-	-	-	-	-	-	-	-	84.024	494.759	-
		Ordinary Shares UniCredit Piano 2013_2015	568.181	50% 31.12.2014 50% 31.12.2015	-	-	-	-	-	-	-	-	788.800
		Bonus 2014	-	-	175.464	1.100.000	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	09/04/2015	6,269		-	-	200.314
(II) Compensation from Associates	NSubsidiaries and	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			-	-	-	1.100.000		-	-	-	-	494.759	989.114
Roberto Nicastro	General Manager	-	-		-	-	-	-		-	-	-	-
(I) Compensation in co financial statements	mpany preparing	2010 - Performance share	-	-	-	-	-	-	-	75.631	-	-	-
		Bonus 2014	-	-	79.757	500.000	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	09/04/2015	6,269	-	-	-	91.052
(II) Compensation from Associates	Subsidiaries and	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			-	-	-	500.000	-		-	-	-	0	91.052
Other Executives with S Responsibilities	Strategic		-		-					-	-	-	-
(I) Compensation in company preparing	n. 4 Executives	2010 - Performance share	-	-	-	-	-	-	-	142.232	-	-	-
financial statements	n. 1 Executive	Promise Shares UniCredit 2011 Bonus Opportunity Plan	37.094	50% 31.12.2014	-	-	-	-	-	-	37.094	218.421	39.205
	n. 1 Executive	Promise Shares UniCredit 2013 Bonus Opportunity Plan	7.177	40% - 31/12/2015 40% - 31/12/2016 20%_31.12.2017	-	-	-	-	-	-	-	-	891
	n. 6 Executives	Bonus 2014	-	-	325.481	2.040.500	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	09/04/2015	6,269	-	-	-	371.583
(II) Compensation from Associates	Subsidiaries and	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			-		-	2.040.500	•		•	-		218.421	411.679



Consob Issuers' Regulation nr. 11971 - Attachment 3A / Schedule 7-bis TABLE 3B: Monetary Incentive Plans in Favour of Members of the Administrative Body, General Managers and Other Executives

Α	В	(1)		(2)			(3)		(4)
				Annual Bonu	IS	Pre	vious Years Bonu	ISes	
Name and Surname	Office	Plan	(A)	(B)	(C)	(A)	(B)	(C)	Other Bonuses
			Payable / Paid	Deferred	Deferral Period	Non Longer Payable	Payable / Paid	Still Deferred	
Federico Ghizzoni	Chief Executive Officer								
(I) Compensation In Th Financial Statements	ne Company Preparing the	Bonus 2014	440.000	660.000	50% - 31/12/2015 50% - 31/12/2016	-	-	-	
(II) Compensation from	Subsidiaries and Associates	nn	-	-	-	-	-	-	-
(III) Total			440.000	660.000	-	-	-	-	-
Roberto Nicastro	General Manager								
(I) Compensation In Th Financial Statements	ne Company Preparing the	Bonus 2014	200.000	300.000	50% - 31/12/2015 50% - 31/12/2016	-	-	-	-
(II) Compensation from	Subsidiaries and Associates	nn	-	-	-	-	-	-	-
(III) Total			200.000	300.000	-	-	-	-	-
Other executives wit	h strategic responsibilities								
(I) Compensation In Th Financial Statements	ne Company Preparing the	Bonus 2014	816.200	1.224.300	50% - 31/12/2015 50% - 31/12/2016	-	-	-	-
		Cash LTI Plans for Control Functions	-	-	-	-	116.667	-	-
(II) Compensation from	Subsidiaries and Associates	nn	-	-	-	-	-	-	-
(III) Totale			816.200	1.224.300	-	-	116.667	-	-

Amounts in Euro



Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-ter

TABLE 1: Investments of the Members of the Administrative and Auditing Bodies and General Managers

					N	umber of Shares		
Name and Surname	Office	Investee Company	Type of Shares	Held at the End of 2013 (1)	Coming from Scrip Dividend 2014	Acquired	Sold	Held at the End of 2014 (1)
BOARD OF DIRECTORS								
Giuseppe Vita	Chairman	UniCredit	ord.	101.400	5.022	200.000		306.42
	indirect ownership (spouse)	UniCredit	ord.	5.000	83			5.08
Candido Fois	Deputy Vice Chairman							
Vincenzo Calandra Buonaura	1.7	UniCredit	ord.	18.231	303			18.53
Luca Cordero di Montezemolo		Chiefean	0.01	10.201				
Fabrizio Palenzona	Vice Chairman							
Federico Ghizzoni	Chief Executive Officer	UniCredit	ord.	219.046	5.051	84.024 (2)	32.200	275.92
	indirect ownership (spouse)	UniCredit	ord.	1.500		04.024 (=/	32.200	1.52
Mohamed Ali Al Fahim	Director	UNICIEUIL	oru.	1.500	20			1.52
Manfred Bischoff	Director	UniCredit	ord.	14.997				14.99
Henryka Bochniarz	Director	oniorodit	010.	11.001				11.00
Alessandro Caltagirone	Director							
Francesco Giacomin	Director							
Helga Jung	Director	UniCredit	ord.	1.213	19			1.23
Marianna Li Calzi	Director							
Luigi Maramotti	Director	UniCredit	ord.	2.288.682	38.144			2.326.82
Giovanni Quaglia	Director	UniCredit	ord.	1.000	16			1.01
Lucrezia Reichlin	Director							
Lorenzo Sassoli de Bianchi	Director							
Alexander Wolfgring	Director							
Anthony Wyand	Director	UniCredit	ord.	6.123				6.12
BOARD OF STATUTORY AUI								
Maurizio Lauri	Chairman of the Board of Statut	tory Auditors				4.500		4.50
Giiovanni Battista Alberti	Standing Auditor	ory Additions				4.000		4.00
	indirect ownership (spouse)	UniCredit	ord.	1.200	20			1.22
Cesare Bisoni	Standing Auditor							
Enrico Laghi	Standing Auditor							
Maria Enrica Spinardi	Standing Auditor							
· · · ·	indirect ownership (spouse)	UniCredit	ord.	1.000			1.000	
Federica Bonato	Alternate Auditor	UniCredit	ord.	756	12			76
Beatrice Lombardini	Alternate Auditor	UniCredit	ord.	3.775	63			3.83
Paolo Domenico Sfameni	Alternate Auditor							
	indirect ownership (spouse)	UniCredit	ord.			658		65
Pierpaolo Singer	Alternate Auditor							
DIRETTORI GENERALI								
Roberto Nicastro	Direttore Generale	UniCredit	ord.	245.364				245.36

(1) Or start / end date of appointment if different from indicated period

(2) Of which nr. 84.023 free ordinary shares granted during 2013 in execution of the UniCredit Share Plan approved by the Shareholders' Meeting

(2) Free ordinary shares granmled during 2014 in execution of the UniCredit Share Plan approved by the Shareholders Meeting



Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-ter TABLE 2: Investments of Other Executives with Strategic Responsibilities

				1	lumber of Shares			
Number of Executives with Strategic Responsibilities	Investee Company	Type of Share	Held at the End of 2013 (1)	Coming from Scrip Dividend 2014	Acquired	Sold		Held at the End of 2014 (1)
7	UniCredit	ord.	375.183	(2) (37.094 (3)		0	418.719 (2

(1) Or start / end date of appointment if different from indicated period

(2) Of which 42 indirect possess

(3) Free ordinary shares granted in 2014 in relation to the payment of deferred incentives under the Group incentive system

