

ANNEX 1 TO 2016 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 2015

Life is full of ups and downs.
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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 First 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 a brief information on the contents of the various tables is reported:

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 2015 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 8,005,391 and € 660.371.

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.

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..

The Performance Shares 2011 lapsed since the Board of Directors of 10th March 2016 verified that the underlying vesting conditions have not been met.

All the stock options granted to the General Manager between 2004 and 2007 lapsed according to the respective Rules in view of the beneficiary's termination.

At current prices, all 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 the number of shares promised and/or granted in connection with the annual incentive systems, as well as information regarding the Long Term Incentive Plan 2015 - 2018 based on Phantom Shares for the CEO, the General Manager and 2 Deputy General Managers that was launched in 2015, with vesting subject to the achievement of performance conditions at the end of 2016 and 2018.

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

Provides the details of all the cash incentives accrued and / or paid 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 Manager as well as by other executives with strategic responsibilities.

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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)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)	
					Fixed compensation						Variable non-equity							
Name and surname	Office	Period for which office was held	Office expiry	Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary	Total	Compensation for committee participation	Bonuses and other incentives	Profit sharing	Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment	
Giuseppe Vita	Chairman of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	1.321.378	6.800			1.453.178				12.906	10.792	1.476.876			
	Chairman of the Permanent Strategic Committee	01/01/2015	12/05/2015			2.000			2.000						2.000			
	Chairman of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015			2.000			2.000						2.000			
	Member of the Corporate Governance, HR and Nomination Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.000			27.534						27.534			
	Chairman of the Remuneration Committee	01/01/2015	12/05/2015			1.600			1.600						1.600			
	Member of the Remuneration Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	1.200			26.734						26.734			
	Member of the Internal Controls and Risks Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	4.800			43.353						43.353			
	Member of the Internal Controls Sub-Committee	01/01/2015	12/05/2015															
	Member of the Risks Sub-Committee	01/01/2015	12/05/2015			400			400						400			
	Attendance Off Site Meeting					1.200			1.200						1.200			
(I) Compensation in the company preparing the financial statements					1.411.000	22.000			1.558.000				12.906	10.792	1.581.698			
(II) Compensation from subsidiaries and associates																		
(III) Total					1.411.000	22.000			1.558.000				12.906	10.792	1.581.698			
Candido Fois	Deputy Vice Chairman of the Board of Directors	01/01/2015	12/05/2015		29.151	2.800			88.430				2.551		90.981			
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.118	1.600			14.718						14.718			
	Member of the Remuneration Committee	01/01/2015	12/05/2015		13.118	1.200			14.318						14.318			
	Member of the Internal Controls and Risks Committee	01/01/2015	12/05/2015		13.118	2.000			15.118						15.118			
	Member of the Internal Controls Sub-Committee	01/01/2015	12/05/2015			400			400						400			
	Member of the Risks Sub-Committee	01/01/2015	12/05/2015															
	Permanent Guest of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015															
	(I) Compensation in the company preparing the financial statements					68.504	8.000			132.984				2.551		135.534		
(II) Compensation from subsidiaries and associates					82.301				82.301						82.301			
(III) Total					150.805	8.000			215.285				2.551		217.835			
Vincenzo Calandra Buonauro	Vice Chairman of the Board of Directors	01/01/2015	12/05/2015		28.932	3.600			88.586				7.114		95.700			
	Deputy Vice Chairman of the Board of Directors	12/05/2015	31/12/2015	approv. bil. 2017	57.452	3.200			159.597						159.597			
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.019	2.000			15.019						15.019			
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	4.400			42.953						42.953			
	Member of the Internal Controls and Risks Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.800			28.334						28.334			
	Attendance Off Site Meeting					1.200			1.200						1.200			
	(I) Compensation in the company preparing the financial statements					163.490	17.200			335.690				7.114		342.804		
(II) Compensation from subsidiaries and associates																		
(III) Total					163.490	17.200			335.690				7.114		342.804			
Luca Cordero di Montezemolo	Vice Chairman of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	5.600			246.984						246.984			
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.019	1.200			14.219						14.219			
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015		13.019	1.200			14.219						14.219			
	Chairman of the Corporate Governance, HR and Nomination Committee	01/01/2015	31/12/2015	approv. bil. 2017	31.918	2.000			33.918						33.918			
	Attendance Off Site Meeting					800			800						800			
	(I) Compensation in the company preparing the financial statements					144.340	10.800			310.140						310.140		
(II) Compensation from subsidiaries and associates					300.000				300.000						300.000			
(III) Total					444.340	10.800			610.140						610.140			

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(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Fabrizio Palenzona	Vice Chairman of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	6.800		155.000		248.184					248.184		
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.019	2.000				15.019					15.019		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	4.000				42.553					42.553		
	Member of the Internal Controls and Risks Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.400				27.934					27.934		
	Attendance Off Site Meeting					1.200				1.200					1.200		
	(I) Compensation in the company preparing the financial statements				163.490	16.400		155.000		334.890					334.890		
(II) Compensation from subsidiaries and associates																	
(III) Total				163.490	16.400		155.000		334.890					334.890			
Federico Ghizzoni	Chief Executive Officer	01/01/2015	31/12/2015	approv. bil. 2017	86.384	6.800		379.578	1.579.030	2.051.792	770.000		347.317	30.111	3.199.220	1.918.772	
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.019	2.000				15.019					15.019		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015		13.019	2.000				15.019					15.019		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400					400		
	Attendance Off Site Meeting					1.200				1.200					1.200		
	(I) Compensation in the company preparing the financial statements				112.422	12.400		379.578	1.579.030	2.083.430	770.000		347.317	30.111	3.230.858	1.918.772	
(II) Compensation from subsidiaries and associates																	
(III) Total				112.422	12.400		379.578	1.579.030	2.083.430	770.000		347.317	30.111	3.230.858	1.918.772		
Mohamed Ali Al Fahim	Member of the Board of Directors	01/01/2015	12/05/2015		29.151	3.600				32.751					32.751		
	(I) Compensation in the company preparing the financial statements				29.151	3.600				32.751					32.751		
	(II) Compensation from subsidiaries and associates																
(III) Total				29.151	3.600				32.751					32.751			
Mohamed Hamed Badawy Al-Husseiny	Member of the Board of Directors	13/05/2015	14/10/2015		38.219	1.600				39.819					39.819		
	Attendance Off Site Meeting																
	(I) Compensation in the company preparing the financial statements				38.219	1.600				39.819					39.819		
(II) Compensation from subsidiaries and associates																	
(III) Total				38.219	1.600				39.819					39.819			
Mohamed Hamad Al Mehairi	Member of the Board of Directors	15/10/2015	31/12/2015	approv. bil. 2015	19.233	400				19.633					19.633		
	Attendance Off Site Meeting																
	(I) Compensation in the company preparing the financial statements				19.233	400				19.633					19.633		
(II) Compensation from subsidiaries and associates																	
(III) Total				19.233	400				19.633					19.633			
Manfred Bischoff	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	4.800				91.184					91.184		
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.019	1.200				14.219					14.219		
	Attendance Off Site Meeting					1.200				1.200					1.200		
	(I) Compensation in the company preparing the financial statements				99.403	7.200				106.603					106.603		
(II) Compensation from subsidiaries and associates																	
(III) Total				99.403	7.200				106.603					106.603			
Cesare Bisoni	Member of the Board of Directors	13/05/2015	31/12/2015	approv. bil. 2017	57.452	3.200				60.652					60.652		
	Member of the Internal Controls and Risks Committee	13/05/2015	31/12/2015	approv. bil. 2017	25.534	2.800				28.334					28.334		
	Chairman of the Related Parties and Equities Investments Committee	13/05/2015	31/12/2015	approv. bil. 2017	31.918	2.800				34.718					34.718		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400					400		
	Attendance Off Site Meeting					1.200				1.200					1.200		
	(I) Compensation in the company preparing the financial statements				114.904	10.400				125.304					125.304		
(II) Compensation from subsidiaries and associates																	
(III) Total				114.904	10.400				125.304					125.304			

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(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Henryka Bochniarz	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	6.400				92.784					92.784		
	Member of the Remuneration Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	3.200				41.753					41.753		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400					400		
	Attendance Off Site Meeting					400				400					400		
	(I) Compensation in the company preparing the financial statements (II) Compensation from subsidiaries and associates (III) Total					124.937	10.400				135.337					135.337	
Alessandro Caltagirone	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	5.200				91.584					91.584		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	2.800				41.353					41.353		
	Member of the Remuneration Committee	01/01/2015	12/05/2015		13.019	800				13.819					13.819		
	Chairman of the Remuneration Committee	12/05/2015	31/12/2015	approv. bil. 2017	31.918	1.200				33.118					33.118		
	Attendance Off Site Meeting																
(I) Compensation in the company preparing the financial statements (II) Compensation from subsidiaries and associates (III) Total					169.874	10.000				179.874					179.874		
Francesco Giacomini	Member of the Board of Directors	01/01/2015	12/05/2015		29.151	3.600				32.751					32.751		
	Member of the Internal Controls and Risks Committee	01/01/2015	12/05/2015		13.118	1.600				14.718					14.718		
	Member of the Internal Controls Sub-Committee	01/01/2015	12/05/2015														
	Entitled to attend also Risks Sub-Committee	01/01/2015	12/05/2015			400				400					400		
	(I) Compensation in the company preparing the financial statements (II) Compensation from subsidiaries and associates (III) Total					42.268	5.600				47.868					47.868	
Helga Jung	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	5.600				91.984					91.984		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400					400		
	Attendance Off Site Meeting					800				800					800		
	(I) Compensation in the company preparing the financial statements (II) Compensation from subsidiaries and associates (III) Total					86.384	6.800				93.184				93.184		
	Marianna Li Calzi	Member of the Board of Directors	01/01/2015	12/05/2015		29.151	3.600				32.751			2.551		35.301	
Member of the Internal Controls and Risks Committee		01/01/2015	12/05/2015		13.118	2.000				15.118					15.118		
Member of the Internal Controls Sub-Committee		01/01/2015	12/05/2015			400				400					400		
Entitled to attend also Risks Sub-Committee		01/01/2015	12/05/2015														
Chairman of the Related Parties and Equities Investments Committee		01/01/2015	12/05/2015		13.118	3.200				16.318					16.318		
(I) Compensation in the company preparing the financial statements (II) Compensation from subsidiaries and associates (III) Total					55.386	9.200				64.586			2.551		67.137		
Luigi Maramotti	Member of the Board of Directors	01/01/2015	12/05/2015		29.151	2.400				31.551					31.551		
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.118	1.200				14.318					14.318		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015		13.118	1.200				14.318					14.318		
	Member of the Internal Controls and Risks Committee	01/01/2015	12/05/2015		13.118	1.200				14.318					14.318		
	Member of the Risks Sub-Committee	01/01/2015	12/05/2015														
	Entitled to attend also Internal Controls Sub-Committee	01/01/2015	12/05/2015			400				400					400		
	(I) Compensation in the company preparing the financial statements (II) Compensation from subsidiaries and associates (III) Total					68.504	6.400				74.904					74.904	

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(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Total	(3) Variable non-equity	(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary							
Giovanni Quaglia	Member of the Board of Directors	01/01/2015	12/05/2015		29.151	3.600				32.751				32.751		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015		13.118	2.000				15.118				15.118		
	Member of the Related Parties and Equities Investments Committee	01/01/2015	12/05/2015		13.118	3.200				16.318				16.318		
	Member of the Supervisory Body ex D.Lgs. 231/2001	01/01/2015	10/06/2015		7.940	1.600				9.540				9.540		
	(I) Compensation in the company preparing the financial statements				63.326	10.400				73.726				73.726		
(II) Compensation from subsidiaries and associates					7.288					7.288			7.288			
(III) Total					70.614	10.400				81.014				81.014		
Lucrezia Reichlin	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	5.600				91.984				91.984		
	Member of the Permanent Strategic Committee	01/01/2015	12/05/2015		13.019	1.600				14.619				14.619		
	Member of the Internal Controls and Risks Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	4.000				42.553				42.553		
	Member of the Risks Sub-Committee	01/01/2015	12/05/2015			400				400				400		
	Entitled to attend also Internal Controls Sub-Committee	01/01/2015	12/05/2015													
	Member of the Related Parties and Equities Investments Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.800				28.334				28.334		
	Chairman of the Supervisory Body ex D.Lgs. 231/2001 (pro tempore)	01/01/2015	10/06/2015		15.879	1.600				17.479				17.479		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400				400		
	Attendance Off Site Meeting					800				800				800		
	(I) Compensation in the company preparing the financial statements				179.370	17.200				196.570				196.570		
(II) Compensation from subsidiaries and associates																
(III) Total					179.370	17.200				196.570				196.570		
Lorenzo Sassoli de Bianchi	Member of the Board of Directors	01/01/2015	12/05/2015		29.151	3.600				32.751				32.751		
	Member of the Internal Controls and Risks Committee	01/01/2015	12/05/2015		13.118	1.200				14.318				14.318		
	Member of the Internal Controls Sub-Committee	01/01/2015	12/05/2015			400				400				400		
	Entitled to attend also Risks Sub-Committee	01/01/2015	12/05/2015													
	Member of the Related Parties and Equities Investments Committee	01/01/2015	12/05/2015		13.118	2.800				15.918				15.918		
(I) Compensation in the company preparing the financial statements				55.386	8.000				63.386				63.386			
(II) Compensation from subsidiaries and associates																
(III) Total					55.386	8.000				63.386				63.386		
Clara Streit	Member of the Board of Directors	12/05/2015	31/12/2015	approv. bil. 2017	57.452	3.200				60.652				60.652		
	Member of the Corporate Governance, HR and Nomination Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.000				27.534				27.534		
	Member of the Internal Controls and Risks Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.400				27.934				27.934		
	Attendance Off Site Meeting					1.200				1.200				1.200		
	(I) Compensation in the company preparing the financial statements				108.521	8.800				117.321				117.321		
(II) Compensation from subsidiaries and associates																
(III) Total					108.521	8.800				117.321				117.321		
Paola Vezzani	Member of the Board of Directors	12/05/2015	31/12/2015	approv. bil. 2017	57.452	3.200				60.652				60.652		
	Member of the Internal Controls and Risks Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.800				28.334				28.334		
	Member of the Related Parties and Equities Investments Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.800				28.334				28.334		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400				400		
	Attendance Off Site Meeting					1.200				1.200				1.200		
(I) Compensation in the company preparing the financial statements				108.521	10.400				118.921				118.921			
(II) Compensation from subsidiaries and associates																
(III) Total					108.521	10.400				118.921				118.921		

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(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) Severance indemnity for end of office or termination of employment
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives					
Alexander Wolfgring	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	6.800				93.184			7.114		100.297		
	Member of the Remuneration Committee	01/01/2015	31/12/2015	approv. bil. 2017	38.553	3.200				41.753					41.753		
	Member of the Internal Controls and Risks Committee	01/01/2015	12/05/2015		13.019	2.000				15.019					15.019		
	Chairman of the Internal Controls and Risks Committee	12/05/2015	31/12/2015	approv. bil. 2017	95.753	2.800				98.553					98.553		
	Member of the Risks Sub-Committee	01/01/2015	12/05/2015			400				400					400		
	Entitled to attend also Internal Controls Sub-Committee	01/01/2015	12/05/2015														
	Attendance Off Site Meeting					1.600				1.600					1.600		
(I) Compensation in the company preparing the financial statements					233.710	16.800				250.510			7.114		257.623		
(II) Compensation from subsidiaries and associates																	
(III) Total					233.710	16.800				250.510			7.114		257.623		
Anthony Wyand	Member of the Board of Directors	01/01/2015	31/12/2015	approv. bil. 2017	86.384	5.600				91.984					91.984		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2015	12/05/2015		13.019	2.000				15.019					15.019		
	Member of the Remuneration Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	1.600				27.134					27.134		
	Chairman of the Internal Controls and Risks Committee	01/01/2015	12/05/2015		63.649	2.000				65.649					65.649		
	Member of the Internal Controls and Risks Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.800				28.334					28.334		
	Chairman of the Internal Controls Sub-Committee	01/01/2015	12/05/2015														
	Chairman of the Risks Sub-Committee	01/01/2015	12/05/2015			400				400					400		
	Invited Corporate Governance, HR and Nomination Committee 31.10.2015					400				400					400		
	Attendance Off Site Meeting					1.200				1.200					1.200		
(I) Compensation in the company preparing the financial statements					214.121	16.000				230.121				230.121			
(II) Compensation from subsidiaries and associates																	
(III) Total					214.121	16.000				230.121				230.121			
Elena Zambon	Member of the Board of Directors	12/05/2015	31/12/2015	approv. bil. 2017	57.452	2.800				60.252					60.252		
	Member of the Corporate Governance, HR and Nomination Committee	12/05/2015	31/12/2015	approv. bil. 2017	25.534	2.400				27.934					27.934		
	Attendance Off Site Meeting					1.200				1.200					1.200		
	(I) Compensation in the company preparing the financial statements					82.986	6.400				89.386				89.386		
(II) Compensation from subsidiaries and associates																	
(III) Total					82.986	6.400				89.386				89.386			
TOTAL BOARD OF DIRECTORS	(I) Compensation in the company preparing the financial statements				3.957.449	252.400		1.026.058	1.579.030	6.814.937		770.000		379.552	40.903	8.005.391	1.918.772
	(II) Compensation from subsidiaries and associates				389.589					389.589						389.589	
	(III) Total				4.347.038	252.400		1.026.058	1.579.030	7.204.525		770.000		379.552	40.903	8.394.980	1.918.772

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(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary	Total		Compensation for committee participation	Bonuses and other incentives					
Maurizio Lauri	Chairman of the Board of Statutory Auditors	01/01/2015	31/12/2015	approv. bil. 2015	140.000	16.400					156.400				7.113		163.513	
	(I) Compensation in the company preparing the financial statements				140.000	16.400					156.400				7.113		163.513	
	(II) Compensation from subsidiaries and associates																	
	(III) Total				140.000	16.400					156.400				7.113		163.513	
Giovanni Battista Alberti	Standing Auditor	01/01/2015	09/11/2015		85.753	14.000					99.753				5.776		105.528	
	(I) Compensation in the company preparing the financial statements				85.753	14.000					99.753				5.776		105.528	
	(II) Compensation from subsidiaries and associates																	
	(III) Total				85.753	14.000					99.753				5.776		105.528	
Cesare Bisoni	Standing Auditor	01/01/2015	14/04/2015		28.493	7.200					35.693				1.995		37.688	
	(I) Compensation in the company preparing the financial statements				28.493	7.200					35.693				1.995		37.688	
	(II) Compensation from subsidiaries and associates																	
	(III) Total				28.493	7.200					35.693				1.995		37.688	
Federica Bonato	Standing Auditor	15/04/2015 10/11/2015	12/05/2015 09/12/2015		23.119	1.200					24.319				1.127		25.446	
	(I) Compensation in the company preparing the financial statements				23.119	1.200					24.319				1.127		25.446	
	(II) Compensation from subsidiaries and associates				4.740	800					5.540				752		6.292	
	(III) Total				27.859	2.000					29.859				1.879		31.738	
Angelo Rocco Bonisconi	Standing Auditor	13/05/2015	31/12/2015	approv. bil. 2015	63.835	9.600					73.435				4.582		78.017	
	(I) Compensation in the company preparing the financial statements				63.835	9.600					73.435				4.582		78.017	
	(II) Compensation from subsidiaries and associates																	
	(III) Total				63.835	9.600					73.435				4.582		78.017	
Enrico Laghi	Standing Auditor	01/01/2015	31/12/2015	approv. bil. 2015	100.000	11.200					111.200				7.113		118.313	
	(I) Compensation in the company preparing the financial statements				100.000	11.200					111.200				7.113		118.313	
	(II) Compensation from subsidiaries and associates				25.000						25.000						25.000	
	(III) Total				125.000	11.200					136.200				7.113		143.313	
Beatrice Lombardini	Standing Auditor	09/12/2015	09/12/2015															
	(I) Compensation in the company preparing the financial statements																	
	(II) Compensation from subsidiaries and associates																	
	(III) Total																	
Paolo Domenico Sfameni	Standing Auditor	09/12/2015	09/12/2015															
	(I) Compensation in the company preparing the financial statements																	
	(II) Compensation from subsidiaries and associates																	
	(III) Total																	
Pierpaolo Singer	Standing Auditor	09/12/2015	31/12/2015	approv. bil. 2015	6.301	1.200					7.501				452		7.953	
	(I) Compensation in the company preparing the financial statements				6.301	1.200					7.501				452		7.953	
	(II) Compensation from subsidiaries and associates																	
	(III) Total				6.301	1.200					7.501				452		7.953	
Maria Enrica Spinardi	Standing Auditor	01/01/2015	31/12/2015	approv. bil. 2015	100.000	16.800					116.800				7.113		123.913	
	(I) Compensation in the company preparing the financial statements				100.000	16.800					116.800				7.113		123.913	
	(II) Compensation from subsidiaries and associates																	
	(III) Total				100.000	16.800					116.800				7.113		123.913	
TOTAL BOARD STATUTORY AUDITORS	(I) Compensation in the company preparing the financial statements				547.501	77.600					625.101				35.270		660.371	
	(II) Compensation from subsidiaries and associates				29.740	800					30.540				752		31.292	
	(III) Total				577.240	78.400					655.640				36.022		691.663	

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(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)	
					Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Compensation for committee participation						Bonuses and other incentives
Roberto Nicasastro	General Manager	01/01/2015	30/09/2015						1.076.820	1.076.820		350.000		224.650	143.718	1.795.188	959.099	5.393.691 ⁽¹⁾
	(I) Compensation in the company preparing the financial statements								1.076.820	1.076.820		350.000		224.650	143.718	1.795.188	959.099	5.393.691
	(II) Compensation from subsidiaries and associates																	
	(III) Total								1.076.820	1.076.820		350.000		224.650	143.718	1.795.188	959.099	5.393.691

Other Executives with strategic responsibilities (total 7 people on yearly basis)	(I) Compensation in the company preparing the financial statements								6.407.551	6.407.551		2.049.625		961.644	373.498	9.792.317	3.115.276	3.774.550 ⁽²⁾
	(II) Compensation from subsidiaries and associates																	
	(III) Total								6.407.551	6.407.551		2.049.625		961.644	373.498	9.792.317	3.115.276	3.774.550

(1) overall amount of the payments related to the employment resolution. As already disclosed with Press Release of 5th August 2015, the amount of € 2.716.192,00 gross (corresponding to the cost of the indemnity in lieu of notice and to 20% of the severance) has been paid upon termination, while for the remaining quota of the severance of € 2.677.499,00 gross it is foreseen the deferred disbursement over further 5 years, in cash and shares, conditional to maintenance of adequate capitalization and liquidity requirements by the Bank and subject to malus and clawback clauses.

(2) overall amount of the payments related to the employment resolution of one executive with strategic responsibilities. The amount of € 1.845.550,00 euro gross (corresponding to the cost of the indemnity in lieu of notice and to 20% of the severance) has been paid upon termination, while for the remaining quota of the severance of € 1.929.000,00 gross it is foreseen the deferred disbursement over further 5 years, in cash and shares, conditional to maintenance of adequate capitalization and liquidity requirements by the Bank and subject to malus and clawback clauses.

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

TABLE 2: Stock Options Assigned to the Members of the Administrative Body, to General Managers and Other Executives with Strategic Responsibilities

A	B	(1)	Options Held at Star of the Year			Options Assigned During the Year						Options Exercised During the Year			(14)	(15)	(16)
			(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 (from..to)	Number of Options	Exercise Price	Period of Possible Exercise (from..to)	Fair Value at Assign. Date	Assignment Date	Market Price of Underlying Shares upon Assignment 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 statements		2004 Stock Options	26.882	22.419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	-	26.882	-
		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	-	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			964.606	-	-	-	-	-	-	-	-	-	-	-	672.125	292.481	-
Roberto Nicastro	General Manager																
(I) Compensation in company preparing financial statements		2004 Stock Options	161.297	22.419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	161.297	-	-
		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	-
		2011 Perf. Stock Options	611.022	4.010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	611.022	-	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			1.999.221	-	-	-	-	-	-	-	-	-	-	-	1.547.986	451.235	-
Other Executives with Strategic Responsibilities																	
(I) Compensation in company preparing financial statements	n. 6 Executives	2004 Stock Options	163.355	22.419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	16.169	147.186	-
	n. 6 Executives	2005 Stock Options	327.790	26.878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	28.675	299.115	-
	n. 6 Executives	2006 Stock Options	273.201	33.205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	21.578	251.623	-
	n. 7 Executives	2007 Stock Options	300.209	39.583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	28.069	272.140	-
	n. 7 Executives	2008 Stock Options	821.307	23.351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	821.307	-
	n. 6 Executives	2011 Perf. Stock Option	1.061.954	4.010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	1.061.954	-	-
	(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			2.947.816	-	-	-	-	-	-	-	-	-	-	-	1.156.445	1.791.371	-

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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

A	B	Financial instruments assigned during previous years and not vested during the year		Financial instruments assigned during the year					Financial instruments vested during the year and not assigned	Financial instruments vested during the year and assignable		Financial instruments relevant to the year		
		(1)	(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	Amministratore Delegato	-	-	-	-	-	-	-	-	-	-	-	-	
(I) Compensation in company preparing financial statements		Azioni Ordinarie UniCredit Piano 2013_2015	284.091	31.12.2015	-	-	-	-	-	-	-	284.090	1.782.665	320.735
		Group Incentive System 2014	175.464	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	-	-	-	-	-	-	-	-	-	193.311
		Long Term Incentive System 2015 - 2018 (Phantom Share)	-	-	conversion in nr. of units at vesting	5.200.000	50% - 31/12/2016 50% - 31/12/2018	April 2015	ns	-	-	-	-	891.429
		Group Incentive System 2015	-	-	322.485	1.100.000	40% - 31/12/2017 20% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020	March 2016	3.411	-	-	-	-	513.297
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	
(III) Total		-	-	-	-	6.300.000	-	-	-	-	-	1.782.665	1.918.772	
Roberto Nicastro	General Manager	-	-	-	-	-	-	-	-	-	-	-	-	
(I) Compensation in company preparing financial statements		Group Incentive System 2014	79.757	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	-	-	-	-	-	-	-	-	-	87.869
		Long Term Incentive System 2015 - 2018 (Phantom Share)	-	-	conversion in nr. of units at vesting	860.000	50% - 31/12/2016 50% - 31/12/2018	April 2015	ns	-	-	-	-	589.714
		Group Incentive System 2015	-	-	146.581	500.000	40% - 31/12/2017 20% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020	March 2016	3.411	-	-	-	-	281.516
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	
(III) Total		-	-	-	-	1.360.000	-	-	-	-	-	-	959.099	
Altri Dirigenti con responsabilità strategiche		-	-	-	-	-	-	-	-	-	-	-	-	
(I) Compensation in company preparing financial statements	3 executives	Group Incentive System 2011	-	-	-	-	-	-	-	-	-	86.419	542.279	-
	2 executives	Group Incentive System 2012	108.877	66,6% 31/12/2015 33,3% 31/12/2016	-	-	-	-	-	-	-	72.585	455.471	86.012
	2 executives	Group Incentive System 2013	84.902	40% 31/12/2015 40% 31/12/2016 20% 31/12/2017	-	-	0	0	0	-	-	-	-	136.129
	8 executives	Group Incentive System 2014	423.500	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	-	-	-	-	-	-	-	-	-	466.576
	2 executives	Long Term Incentive System 2015 - 2018 (Phantom Share)	-	-	conversion in nr. of units at vesting	6.400.000	50% - 31/12/2016 50% - 31/12/2018	April 2015 (1)	ns	-	-	-	-	1.097.143
	8 executives	Group Incentive System 2015	-	-	826.716	2.820.000	40% - 31/12/2017 20% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020	March 2016	3.411	-	-	-	-	1.329.416
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	
(III) Total		-	-	-	-	9.220.000	-	-	-	-	-	997.750	3.115.276	

(1) initial granting €3.440.000, of which 75% has been waived in the consensual resolution of the employment

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TABLE 3B: Monetary Incentive Plans in Favour of Members of the Administrative Body, General Managers and Other Executives

Name and Surname	Office	(1) Plan	(2)			(3)			(4) Other Bonuses
			Annual Bonus			Previous Years Bonuses			
			(A) Payable / Paid	(B) Deferred	(C) Deferral Period	(A) Non Longer Payable	(B) Payable / Paid	(C) Still Deferred	
Federico Ghizzoni	Chief Executive Officer								
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2014	-	-	-	-	330.000	330.000	-
		Group Incentive System 2015	440.000	660.000	50% - 31/12/2016 50% - 31/12/2020	-	-	-	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			440.000	660.000	-	-	330.000	330.000	-
Roberto Nicastro	General Manager								
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2014	-	-	-	-	150.000	150.000	-
		Group Incentive System 2015	200.000	300.000	50% - 31/12/2016 50% - 31/12/2020	-	-	-	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			200.000	300.000	-	-	150.000	150.000	-
Other executives with strategic responsibilities									
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2012	-	-	-	-	34.000	-	-
		Group Incentive System 2013	-	-	-	-	91.125	8.415	-
		Group Incentive System 2014	-	-	-	-	796.500	796.500	-
		Group Incentive System 2015	1.128.000	1.692.000	50% - 31/12/2016 50% - 31/12/2020	-	-	-	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			1.128.000	1.692.000	-	-	921.625	804.915	-

Amounts in Euro

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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

Name and Surname	Office	Investee Company	Type of Shares	Number of Shares			
				Held at the End of 2014 (1)	Coming from Scrip Dividend 2015	Acquired	Sold
BOARD OF DIRECTORS							
Giuseppe Vita	Chairman	UniCredit	ord.	306.422	6.127	200.000	512.549
	indirect ownership (spouse)	UniCredit	ord.	5.083	101		5.184
Candido Fois (a)	Vice Presidente Vicario						
Vincenzo Calandra Buonaura	Vice Presidente	UniCredit	ord.	18.534	370		18.904
Luca Cordero di Montezemolo	Vice Presidente						
Fabrizio Palenzona	Vice Presidente						
Federico Ghizzoni	Chief Executive Officer	UniCredit	ord.	275.921	8.646	156.423 (2)	440.990
	indirect ownership (spouse)	UniCredit	ord.	1.525	30		1.555
Mohamed Ali Al Fahim (a)	Director						
Mohamed Hamed Badawy Al-H	Director						
Mohamed Hamad Al Mehairi	Director						
Manfred Bischoff	Director	UniCredit	ord.	14.997			14.997
Cesare Bioni (b)	Director						
Henryka Bochniarz	Director						
Alessandro Caltagirone	Director						
Francesco Giacomini (a)	Director						
Helga Jung	Director	UniCredit	ord.	1.232	23		1.255
Marianna Li Calzi (a)	Director						
Luigi Maramotti (a)	Director	UniCredit	ord.	2.326.826			2.326.826
Giovanni Quaglia (a)	Director						
	indirect ownership (spouse)	UniCredit	ord.	1.016	20		1.036
Lucrezia Reichlin	Director						
Lorenzo Sassoli de Bianchi (c)	Director						
Clara Streit (b)	Director	UniCredit	ord.			1.000	1.000
Paola Vezzani (b)	Director						
Alexander Wolfgring	Director						
Anthony Wyand	Director	UniCredit	ord.	6.123			6.123
Elena Zambon (b)	Director						
BOARD OF STATUTORY AUDITORS							
Maurizio Lauri	Chairman of the Board of Statutory Auditors			4.500	166		4.666
Giovanni Battista Alberti	Standing Auditor						
	indirect ownership (spouse)	UniCredit	ord.	1.220	24		1.244
Cesare Bioni	Standing Auditor						
Federica Bonato	Standing Auditor	UniCredit	ord.	768		15	783
Angelo Rocco Bonissoni	Standing Auditor						
Enrico Laghi	Standing Auditor						
Beatrice Lombardini	Standing Auditor	UniCredit	ord.	3.838	77		3.915
Paolo Domenico Sfameni	Standing Auditor						
	indirect ownership (spouse)	UniCredit	ord.	658			658
Pierpaolo Singer	Standing Auditor						
Maria Enrica Spinardi	Standing Auditor						
GENERAL MANAGERS							
Roberto Nicastro (d)	Direttore Generale	UniCredit	ord.	245.364			245.364

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

(a) from 1/1/2015 to 13/5/2015

(b) from 13/5/2015 to 31/12/2015

(c) Mr. Al-Husseiny from 13/5/2015 to 14/10/2015 - Mr. Al Mehairi from 15/10/2015 to 31/12/2015.

(d) from 01/01/2015 to 30/09/2015

(2) granting during 2015 of nr. 284,090 free ordinary shares, net of 127,667 shares sold within the Share Netting process, in execution of the UniCredit Share Plan approved by the Shareholders' Meeting

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TABLE 2: Investments of Other Executives with Strategic Responsibilities

Number of Executives with Strategic Responsibilities	Investee Company	Type of Share	Number of Shares				Held at the End of 2015 (1)
			Held at the End of 2014 (1)	Coming from Scrip Dividend 2014	Acquired	Sold	
8	UniCredit	ord.	489.526 (2)	8.064	70.784 (3)	0	568.374 (2)

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

(2) Of which 42 indirect possess

(3) mostly coming from the granting of free ordinary shares, net of those sold within the Share Netting process, in relation to the payment of incentives deferred under the Group Incentive Systems