### One Bank, One UniCredit Compensation strategy



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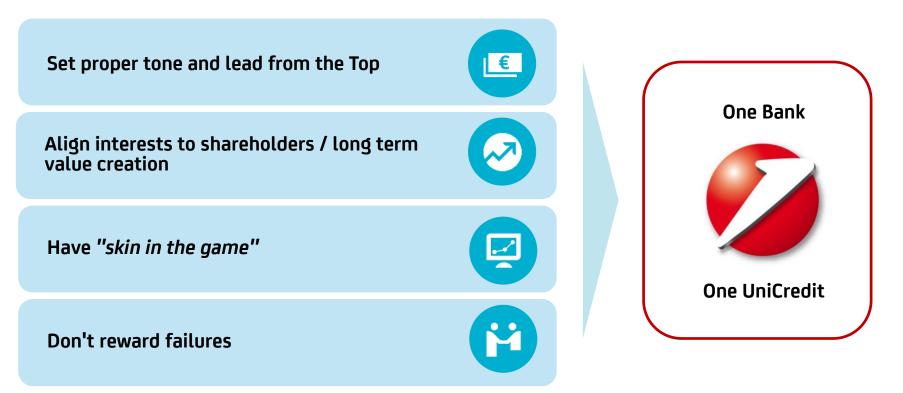
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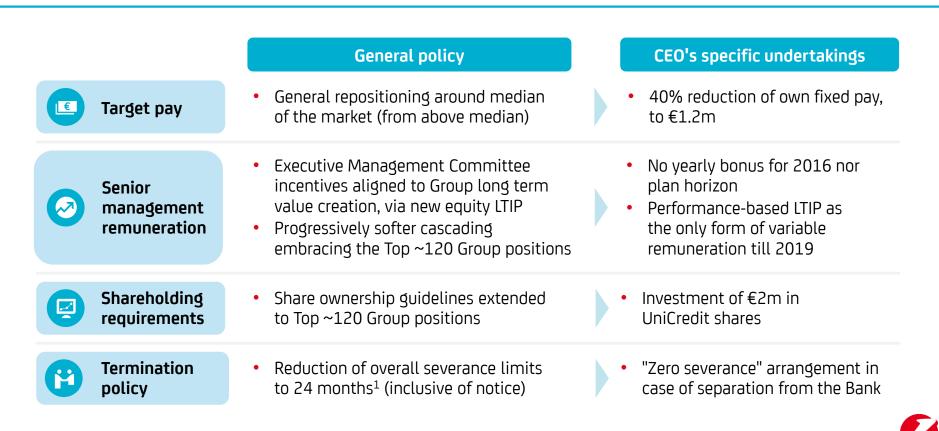
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#### The compensation framework review is based on 4 key principles...





## ...leading to substantial changes to current Company policies as well as specific actions for the CEO





# The new equity based LTI plan foresees a 3-year performance period aligned with Group plan targets

Amount at stake	Plan length
<ul> <li>Up to 100% of max variable remuneration for senior managers</li> </ul>	<ul> <li>3 performance years (plan horizon)</li> <li>3 years deferral, subject to "malus" conditions</li> <li>1 additional year of mandatory holding</li> </ul>
Award	
Awaru	Vehicles and vesting

