

One Bank One UniCredit



Annex 1 to 2018 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 2018

Banking that matters. |

 UniCredit

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 following set of tables 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. It also provides at an individual level the compensation paid to the Head of Strategy Business Development and M&A, being that higher than the highest one paid to anyone of the above mentioned subjects.

For the other Executives with strategic responsibilities, the information is provided on an aggregate basis. Please note that the related perimeter - defined by the Board of Directors - has changed during the year. Up to March 31st, 2017 the other Executives with strategic responsibilities were - additionally to the Group Chief Executive Officer and the Group General Manager, the Group Chief Risk Officer, the Head of Group Human Capital, the Group Compliance Officer, the Head of Group Legal, the co-Chief Operating Officers, the Head of Internal Audit and the Head of Strategy, Business Development e M&A. From April 1st , 2017 the Head of Strategy, Business Development and M&A exited the perimeter, while on October 1st, 2017 a succession occurred in the position of Group Chief Risk Officer and the new role of Chief Lending Officer was included. The related data are reported pro quota and, for comparability purposes, correspond to 7.25 Full Time Equivalent (FTE).

The overall compensation paid by UniCredit S.p.A. for 2017 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 4,851,185 and € 711,850 .

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 some Executives with strategic responsibilities benefit from stock option/performance stock options plans launched by the Company in the previous years.

The Stock Options 2007 lapsed having ended their exercise period.

The rights granted within plans launched before 2007 to managers terminated during the year, lapsed according to the respective Rules. At current prices, all outstanding 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 short / long term incentive systems.

With reference to the Group Incentive Systems, the table reports the shares granted/promised in relation to equity deferrals, subject to malus and claw-back clauses. For the plans' features reference is made to the description contained in the Compensation Report.

Please note that for both the Chief Executive Officer and the General Manager, the 2017-2019 LTI Plan, linked to the Transform 2019 strategic plan, represents the sole incentive tool over the plan horizon, while for other two Executives it represents 50% of the annual bonus opportunity, which is then correspondingly reduced.

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.

As already mentioned, neither the Chief Executive Officer nor the General Manager participated into the 2017 annual incentive scheme.

The positive performance achieved in 2017 allowed the full payout of the deferred amounts which were subject to verification of access conditions as at December 31st, 2017.

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.

Ownerships at the start of period have been rectified to take into account the reverse split operation, in the measure of 10 to 1, enacted on January 23, 2017.

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) 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 compensation		(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						Profit sharing
Giuseppe Vita	Chairman of the Board	01/01/2017	31/12/2017	approv. AR 2017	125,000	7,200		676,600		808,800			4,732	3,957	817,489			
	Member of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	5,200				45,200					45,200			
	Member of Remuneration Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	3,200				43,200					43,200			
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,800				44,800					44,800			
	Attendance Off Site Meeting and other Committees as guest					1,600				1,600					1,600			
	(I) Compensation in the company preparing the financial statements					245,000	22,000		676,600		943,600			4,732	3,957	952,289		
	(II) Compensation from subsidiaries and associates																	
(III) Total					245,000	22,000		676,600		943,600			4,732	3,957	952,289			
Vincenzo Calandra Buonaura	Deputy Vice Chairman of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	7,200		93,000		190,200			7,250		197,450			
	Member of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,800				44,800					44,800			
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,400				44,400					44,400			
	Attendance Off Site Meeting and other Committees as guest					1,600				1,600					1,600			
	(I) Compensation in the company preparing the financial statements					170,000	18,000		93,000		281,000			7,250		288,250		
	(II) Compensation from subsidiaries and associates																	
(III) Total					170,000	18,000		93,000		281,000			7,250		288,250			
Luca Cordero di Montezemolo	Vice Chairman of the Board	01/01/2017	19/04/2017					27,773		27,773					27,773			
	Member of the Board	20/04/2017	31/12/2017	approv. AR 2017	90,000	7,200				97,200					97,200			
	Chairman of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	31/12/2017	approv. AR 2017	50,000	5,200				55,200					55,200			
	Attendance Off Site Meeting and other Committees as guest					400				400					400			
	(I) Compensation in the company preparing the financial statements					140,000	12,800		27,773		180,573				180,573			
	(II) Compensation from subsidiaries and associates					300,000					300,000				300,000			
(III) Total					440,000	12,800		27,773		480,573					480,573			

(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 compensation		(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						Profit sharing
Fabrizio Palenzona	Vice Chairman of the Board	01/01/2017	28/02/2017					15,033		15,033					15,033			
	Member of the Board	01/03/2017	08/11/2017		76,932	6,800				83,732					83,732			
	Member of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	08/11/2017		34,192	4,400				38,592					38,592			
	Member of Internal Control and Risks Comm.	01/01/2017	08/11/2017		34,192	3,600				37,792					37,792			
	Attendance Off Site Meeting and other Committees as guest					400				400					400			
	(I) Compensation in the company preparing the financial statements					145,315	15,200		15,033		175,548				175,548			
	(II) Compensation from subsidiaries and associates																	
(III) Total					145,315	15,200		15,033		175,548				175,548				
Jean Pierre Mustier	Chief Executive Officer	01/01/2017	31/12/2017	approv. AR 2017	90,000	7,200		402,000	708,000	1,207,200			12,032	1,325	1,220,558	1,039,054		
	Attendance Off Site Meeting and other Committees as guest					1,600				1,600					1,600			
	(I) Compensation in the company preparing the financial statements					90,000	8,800		402,000	708,000	1,208,800			12,032	1,325	1,222,158	1,039,054	
	(II) Compensation from subsidiaries and associates																	
	(III) Total					90,000	8,800		402,000	708,000	1,208,800			12,032	1,325	1,222,158	1,039,054	
Mohamed Hamad Al Mehairi	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,400				96,400					96,400			
	(I) Compensation in the company preparing the financial statements					90,000	6,400				96,400				96,400			
	(II) Compensation from subsidiaries and associates																	
	(III) Total					90,000	6,400				96,400				96,400			
Sergio Balbinot	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,000				96,000					96,000			
	Attendance Off Site Meeting and other Committees as guest					400				400					400			
	(I) Compensation in the company preparing the financial statements					90,000	6,400				96,400				96,400			
	(II) Compensation from subsidiaries and associates																	
	(III) Total					90,000	6,400				96,400				96,400			

(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 compensation		(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					
Cesare Bioni	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,800				96,800					96,800		
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,800				44,800					44,800		
	Chairman of Related Parties and Equity Investments Committee	01/01/2017	31/12/2017	approv. AR 2017	50,000	5,600				55,600					55,600		
	Attendance Off Site Meeting and other Committees as guest					1,600				1,600					1,600		
	(I) Compensation in the company preparing the financial statements					180,000	18,800				198,800				198,800		
	(II) Compensation from subsidiaries and associates																
(III) Total					180,000	18,800				198,800				198,800			
Henryka Bochniarz	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,400				96,400					96,400		
	Member of Remuneration Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	3,200				43,200					43,200		
	Attendance Off Site Meeting and other Committees as guest					1,200				1,200					1,200		
	(I) Compensation in the company preparing the financial statements					130,000	10,800				140,800				140,800		
	(II) Compensation from subsidiaries and associates																
	(III) Total					130,000	10,800				140,800				140,800		
Martha Boeckenfeld	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,400				96,400					96,400		
	Attendance Off Site Meeting					800				800					800		
	(I) Compensation in the company preparing the financial statements					90,000	7,200				97,200				97,200		
	(II) Compensation from subsidiaries and associates																
(III) Total					90,000	7,200				97,200				97,200			
Alessandro Caltagirone	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,000				96,000					96,000		
	Member of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,800				44,800					44,800		
	Chairman of Remuneration Comm.	01/01/2017	31/12/2017	approv. AR 2017	50,000	2,800				52,800					52,800		
	(I) Compensation in the company preparing the financial statements					180,000	13,600				193,600				193,600		
	(II) Compensation from subsidiaries and associates																
	(III) Total					180,000	13,600				193,600				193,600		

(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 compensation		(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	Profit sharing					
Lucrezia Reichlin	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,800					96,800					96,800		
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	3,600					43,600					43,600		
	Member of Related Parties and Equity Investments Committee	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,400					44,400					44,400		
	Attendance Off Site Meeting and other Committees as guest					800					800					800		
	(I) Compensation in the company preparing the financial statements					170,000	15,600					185,600				185,600		
	(II) Compensation from subsidiaries and associates																	
(III) Total					170,000	15,600					185,600				185,600			
Fabrizio Saccomanni	Member of the Board	08/11/2017	31/12/2017	approv. AR 2017	13,315						13,315					13,315		
	Member of Corp.Governance, Nomination & Sustainability Comm.	11/12/2017	31/12/2017	approv. AR 2017	2,301						2,301					2,301		
	Member of Internal Control and Risks Comm.	11/12/2017	31/12/2017	approv. AR 2017	2,301						2,301					2,301		
	(I) Compensation in the company preparing the financial statements					17,918						17,918				17,918		
	(II) Compensation from subsidiaries and associates																	
	(III) Total					17,918						17,918				17,918		
Clara Streit	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,000					96,000					96,000		
	Member of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	5,200					45,200					45,200		
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,000					44,000					44,000		
	Attendance Off Site Meeting and other Committees as guest					1,200					1,200					1,200		
	(I) Compensation in the company preparing the financial statements					170,000	16,400					186,400				186,400		
	(II) Compensation from subsidiaries and associates																	
(III) Total					170,000	16,400					186,400				186,400			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)		
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation							
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		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	
Paola Vezzani	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	7,200				97,200						97,200			
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,800				44,800						44,800			
	Member of Related Parties and Equity Investments Committee	01/01/2017	31/12/2017	approv. AR 2017	40,000	5,600				45,600						45,600			
	Attendance Off Site Meeting and other Committees as guest					1,600				1,600						1,600			
	(I) Compensation in the company preparing the financial statements					170,000	19,200				189,200						189,200		
	(II) Compensation from subsidiaries and associates																		
(III) Total					170,000	19,200				189,200						189,200			
Alexander Wolfgring	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	7,200				97,200				7,250		104,450			
	Member of Remuneration Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	3,200				43,200						43,200			
	Chairman of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	150,000	4,800				154,800						154,800			
	Attendance Off Site Meeting and other Committees as guest					1,200				1,200						1,200			
	(I) Compensation in the company preparing the financial statements					280,000	16,400				296,400				7,250		303,650		
	(II) Compensation from subsidiaries and associates																		
(III) Total					280,000	16,400				296,400				7,250		303,650			
Anthony Wyand	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	6,800				96,800						96,800			
	Member of Remuneration Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	3,200				43,200						43,200			
	Member of Internal Control and Risks Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,400				44,400						44,400			
	Attendance Off Site Meeting and other Committees as guest					1,600				1,600						1,600			
	(I) Compensation in the company preparing the financial statements					170,000	16,000				186,000					186,000			
	(II) Compensation from subsidiaries and associates																		
(III) Total					170,000	16,000				186,000						186,000			

(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 compensation		(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	Profit sharing					
Elena Zambon	Member of the Board	01/01/2017	31/12/2017	approv. AR 2017	90,000	5,200				95,200					95,200			
	Member of Corp.Governance, Nomination & Sustainability Comm.	01/01/2017	31/12/2017	approv. AR 2017	40,000	4,000				44,000					44,000			
	Attendance Off Site Meeting and other Committees as guest					1,200				1,200					1,200			
	(I) Compensation in the company preparing the financial statements					130,000	10,400				140,400				140,400			
	(II) Compensation from subsidiaries and associates																	
(III) Total					130,000	10,400				140,400					140,400			
TOTAL BOARD OF DIRECTORS	(I) Compensation in the company preparing the financial statements					2,658,233	234,000		1,214,405	708,000	4,814,638			31,264	5,282	4,851,185	1,039,054	
	(II) Compensation from subsidiaries and associates					300,000					300,000					300,000		
	(III) Total					2,958,233	234,000		1,214,405	708,000	5,114,638			31,264	5,282	5,151,185	1,039,054	

(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 compensation		(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					
Pierpaolo Singer	Chairman of the Board of Statutory Auditors	01/01/2017	31/12/2017	approv. AR 2018	140,000	27,600				167,600			7,250		174,850		
	(I) Compensation in the company preparing the financial statements				140,000	27,600				167,600			7,250		174,850		
	(II) Compensation from subsidiaries and associates																
	(III) Total				140,000	27,600				167,600			7,250		174,850		
Antonella Bientinesi	Standing Auditor	26/10/2017	31/12/2017	approv. AR 2018	18,356	4,800				23,156					23,156		
	(I) Compensation in the company preparing the financial statements				18,356	4,800				23,156					23,156		
	(II) Compensation from subsidiaries and associates																
	(III) Total				18,356	4,800				23,156					23,156		
Angelo Rocco Bonisconi	Standing Auditor	01/01/2017	31/12/2017	approv. AR 2018	100,000	27,200				127,200			7,250		134,450		
	(I) Compensation in the company preparing the financial statements				100,000	27,200				127,200			7,250		134,450		
	(II) Compensation from subsidiaries and associates																
	(III) Total				100,000	27,200				127,200			7,250		134,450		
Enrico Laghi	Standing Auditor	01/01/2017	02/05/2017		33,424	5,200				38,624			7,250		45,874		
	(I) Compensation in the company preparing the financial statements				33,424	5,200				38,624			7,250		45,874		
	(II) Compensation from subsidiaries and associates				25,000					25,000					25,000		
	(III) Total				58,424	5,200				63,624			7,250		70,874		
Benedetta Navarra	Standing Auditor	01/01/2017	31/12/2017	approv. AR 2018	100,000	27,200				127,200			7,250		134,450		
	(I) Compensation in the company preparing the financial statements				100,000	27,200				127,200			7,250		134,450		
	(II) Compensation from subsidiaries and associates				26,389	300				26,689	6,568				33,257		
	(III) Total				126,389	27,500				153,889	6,568		7,250		167,707		
Guido Paolucci	Standing Auditor	03/05/2017	31/12/2017	approv. AR 2018	66,576	18,000				84,576					84,576		
	(I) Compensation in the company preparing the financial statements				66,576	18,000				84,576					84,576		
	(II) Compensation from subsidiaries and associates				22,708		71			22,779			797		23,576		
	(III) Total				89,284	18,000	71			107,355			797		108,152		

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation					
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		Bonuses and other incentives	Profit sharing	Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation
Maria Enrica Spinardi	Standing Auditor	01/01/2017	25/10/2017		84,044	23,200				107,244				7,250		114,494	
	(I) Compensation in the company preparing the financial statements				84,044	23,200				107,244				7,250		114,494	
	(II) Compensation from subsidiaries and associates																
	(III) Total				84,044	23,200				107,244				7,250		114,494	
TOTAL BOARD STATUTORY AUDITORS	(I) Compensation in the company preparing the financial statements				542,400	133,200				675,600				36,250		711,850	
	(II) Compensation from subsidiaries and associates				74,097	300	71			74,468	6,568			797		81,833	
	(III) Total				616,497	133,500	71			750,068	6,568			37,047		793,683	

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)		
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation							
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			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
Gianni Franco Papa	General Manager	01/01/2017	31/12/2017						1,200,000	1,200,000				340,312	108,199	1,648,511	1,553,415		
	(I) Compensation in the company preparing the financial statements								1,200,000	1,200,000				340,312	108,199	1,648,511	1,553,415		
	(II) Compensation from subsidiaries and associates																		
	(III) Total								1,200,000	1,200,000				340,312	108,199	1,648,511	1,553,415		
Marina Natale	Head of Strategy, Business Dev & M&A	01/01/2017	31/03/2017						250,633	250,633				62,704	403,797	717,133	132,004	3,271,422	
	(I) Compensation in the company preparing the financial statements								250,633	250,633				62,704	403,797	717,133	132,004	3,271,422	
	(II) Compensation from subsidiaries and associates																		
	(III) Total								250,633	250,633				62,704	403,797	717,133	132,004	3,271,422	
Other Key Management Personnel	(I) Compensation in the company preparing the financial statements								4,691,464	4,691,464		718,000		240,394	148,874	5,798,732	2,335,652	1,072,870	
	(II) Compensation from subsidiaries and associates																		
	(total 7.25 FTE)	(III) Total								4,691,464	4,691,464		718,000		240,394	148,874	5,798,732	2,335,652	1,072,870

(1) The indemnities related to the termination of the employment have been defined and paid in compliance with the applicable Severance Policy. The notice and 20% of the severance have been paid immediately after the termination, the remaining 80% of the severance is deferred in cash and shares, subject to malus e clawback, over a further 5 years period

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

A Name and Surname	B Office	(1) Plan	Options Held at Star of the Year			Options Assigned During the Year						Options Exercised During the Year			(14) Options Lapsed During the Year (Number)	(15) Options Held at the End of the Year	(16) Options Relevant to the Year (Fair Value)
			(2) Number of Options	(3) Exercise Price	(4) Period of Possible Exercise (from..to)	(5) Number of Options	(6) Exercise Price	(7) Period of Possible Exercise (from..to)	(8) Fair Value at Assign. Date	(9) Assignment Date	(10) Market Price of Underlying Shares upon Assignment of Options	(11) Number of Options	(12) Exercise Price	(13) Market Price of Underlying Shares on Exercise Date			
Gianni Franco Papa	General Manager																
(I) Compensation in company preparing financial statements		2004 Stock Options	375	112.35	03/09/2008 31/12/2017	-	-	-	-	-	-	-	-	-	-	375	-
		2005 Stock Options	1,430	134.69	18/11/2009 31/12/2018	-	-	-	-	-	-	-	-	-	-	1,430	-
		2006 Stock Options	1,076	166.40	13/06/2010 31/12/2019	-	-	-	-	-	-	-	-	-	-	1,076	-
		2007 Stock Options	1,680	198.36	15/07/2011 15/07/2017	-	-	-	-	-	-	-	-	-	1,680	0	-
		2008 Stock Options	4,200	117.02	09/07/2012 09/07/2018	-	-	-	-	-	-	-	-	-	-	4,200	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			8,761	-	-	0	-	-	0	-	-	0	-	-	1,680	7,081	0
Marina Natale	Head of Strategy, Business Dev & M&A																
(I) Compensation in company preparing financial statements		2004 Stock Options	1,716			-	-	-	-	-	-	-	-	-	1,716	-	-
		2005 Stock Options	2,861			-	-	-	-	-	-	-	-	-	2,861	-	-
		2006 Stock Options	2,689			-	-	-	-	-	-	-	-	-	2,689	-	-
		2007 Stock Options	5,041			-	-	-	-	-	-	-	-	-	5,041	-	-
		2008 Stock Options	28,190			-	-	-	-	-	-	-	-	-	-	28,190	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			40,497	-	-	0	-	-	0	-	-	0	-	-	12,307	28,190	0
Other Executives with Strategic Responsibilities																	
(I) Compensation in company preparing financial statements	n. 4 Executives	2004 Stock Options	12,230	112.349	03/09/2008 31/12/2017	-	-	-	-	-	-	-	-	-	-	12,230	-
	n. 4 Executives	2005 Stock Options	24,317	134.691	18/11/2009 31/12/2018	-	-	-	-	-	-	-	-	-	-	24,317	-
	n. 4 Executives	2006 Stock Options	23,072	166.399	13/06/2010 31/12/2019	-	-	-	-	-	-	-	-	-	-	23,072	-
	n. 5 Executives	2007 Stock Options	26,676	198.359	15/07/2011 15/07/2017	-	-	-	-	-	-	-	-	26,676	-	-	
	n. 6 Executives	2008 Stock Options	94,076	117.019	09/07/2012 09/07/2018	-	-	-	-	-	-	-	-	-	-	94,076	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			180,371	-	-	0	-	-	0	-	-	0	-	-	26,676	153,695	0

(III) Total			36,130	-	-	-	-	-	-	-	-	-	132,004	
Other Executives with Strategic Responsibilities														
	n. 4 Executives	Group Incentive System 2012	0	-	-	-	-	-	-	-	-	22,521	320,406	-
	n. 6 Executives	Group Incentive System 2013	9,898	100% - 31/12/2017	-	-	-	-	-	-	-	20,101	285,977	61,961
	n. 9 Executives	Group Incentive System 2014	64,922	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	-	-	-	-	-	-	-	-	-	415,950
	n. 9 Executives	Group Incentive System 2015	136,293	40% - 31/12/2017 20% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020	-	-	-	-	-	-	-	-	-	295,386
	n. 3 Executives	Group Incentive System 2016	48,131	40% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020 20% - 31/12/2021	-	-	-	-	-	-	-	-	-	88,679
	n. 2 Executives	LTI 2017 _ 2019	-	-	225,824	13.816	40% - 31/12/2019 60% - 31/12/2022	10/01/2017	13.427	-	-	-	-	593,223
	n. 9 Executives	Group Incentive System 2017	-	-	84,841	1,480,560	40% - 31/12/2019 20% - 31/12/2020 20% - 31/12/2021 20% - 31/12/2022	04/2018	17.451	-	-	-	-	880,452
(II) Compensation from Subsidiaries and Associates			-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			259,244	-	225,824	-	-	-	-	-	-	42,622	606,383	2,335,652

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

A Name and Surname	B 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	
Gianni Franco Papa	General Manager								
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2015				-	-	200,000	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			-	-	-	-	-	200,000	-
Marina Natale	Head of Strategy, Business Development & M&A (up to 31.03.17)								
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2014	-	-	-	-	-	-	-
		Group Incentive System 2015	-	-	-	-	-	160,000	-
(II) Compensation from Subsidiaries and Associates		nn							
(II) Total			-	-	-	-	-	160,000	-
Other Key Executives									
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2015	-	-	-	-	-	932,000	-
		Group Incentive System 2016					125,700	251,400	
		Group Incentive System 2017	592,300	888,450	-				
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			592,300	888,450	-	-	125,700	1,183,400	-

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

Name and Surname	Office	Investee Company	Type of Shares	Number of Shares					
				Held at the End of 2016 (1) (2)	Subscribed Within Capital Increase	Acquired	Sold	Held at the End of 2017 (1)	
BOARD OF DIRECTORS									
Giuseppe Vita	Chairman	UniCredit	ord.	53,483	139,048				192,531
	indirect ownership (spouse)	UniCredit	ord.	540	1,404				1,944
Vincenzo Calandra Buonaura	Deputy Vice Chairman	UniCredit	ord.	1,972	5,122				7,094
Luca Cordero di Montezemolo	Vice Chairman / Director				39,000	35,720			74,720
Jean Pierre Mustier	Chief Executive Officer					140,548			140,548
Cesare Bioni	Director					1,586			1,586
Clara Streit	Director	UniCredit	ord.	104	273				377
Paola Vezzani	Director					481			481
Anthony Wyand	Director	UniCredit	ord.	612	1,586				2,198
BOARD OF STATUTORY AUDITORS									
Guido Paolucci (a)	Auditor								319
GENERAL MANAGER									
Gianni Franco Papa	General Manager	UniCredit	ord.	13,947	36,257	6,566 (3)			56,770

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

(a) from 03/05/2017

(2) Values rectified considering the 10:1 reverse split of UniCredit shares effective 23rd January 2017

(3) Granting during 2017 of free ordinary shares within the Group Incentive System, net of the shares sold within the Share Netting process

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

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 2016 (1) (2)	Subscribed Within Capital Increase	Acquired	Sold	Held at the End of 2017 (1)
10	UniCredit	ord.	191,292	59,124	6,797	0	257,213

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

(2) Values rectified considering the 10:1 reverse split of UniCredit shares effective 23rd January 2017

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