

ANNEX 1

# TO 2019 FINECOBANK 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)

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**FINECO. SIMPLIFYING BANKING.**

FinecoBank S.p.A. – Member of Unicredit



# 7. Compensation Tables

### 7.1 Disclosure as per section 84-quater of the Italian National Commission for Listed Companies (Consob) Issuers Regulation no.11971

A set of tables presents in the following pages the information that the Company is required to provide as per Section 84-quater of Consob's Issuers Regulation nr. 11971.

For a more detailed 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 Chief Executive Officer and General Manager, to the members of the Board of Directors and of the Board of Statutory Auditors.

For the other 5 Executives with strategic responsibilities (included an Executive with strategic responsibilities whose the employment relationship termination occurred during the year) the information is provided on an aggregate basis.

The overall compensation paid by FinecoBank to the Board of Directors for 2018 amounts to Euro 1.864.064.

The overall compensation paid by FinecoBank to the Board of Statutory Auditors for 2018 amounts to Euro 185.823.

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 the 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**

Nor 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 and General Manager and the Executives with strategic responsibilities benefit from Stock Option/Performance Stock Options plans launched by UniCredit Group in the previous years.

At current prices, all stock options, for which it could be possible to exercise the right ("vested"), are largely underwater.

#### **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**

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

#### **TABLE 3B: Monetary Incentive Plans in Favour of Members of the Administrative Body, General Managers and other Executives with strategic responsibilities**

Provides the details of all the cash incentives accrued during the year in favour of the Chief Executive Officer and General Manager and of the 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 shareholding in FinecoBank held by the Chief Executive Officer and General Manager, the other members of the Board of Directors, the members of the Board of Statutory Auditors and the other Executives with strategic responsibilities.

# 7. Compensation Tables

## 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 (B)	Period of which office was held (C)	Office expiry (D)	(E) Fixed compensation					(F) Variable compensation		Compensation for committee participation (G)	Non-monetary benefits (H)	Other remuneration (I)	Total (J)	Fair Value of equity compensation (K)	Severance indemnity for end of office or termination of employment (L)
					Emoluments payable by the Shareholders Meeting (1)	Attendance at Board Meetings (2)	Lump sum expenses reimbursements *** (3)	Compensation for expenses incurred by the Board of Directors (3889) Italian Civil Code (4)	Employment fixed salary (5)	Total (6)	Bonus and other incentives (7)						
	Enrico Gotta Ramusino	Chairman of the Board of Directors 01/01/2018 - 31/12/2018 <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018	approv. At.a.31/12/19 approv. At.a.31/12/19	50.000 65.000 65.000	4.200 7.500 7.500	5.877 5.877 5.877	150.000 150.000 150.000	- - -	210.077 228.377 228.377	- - -	- - -	- - -	210.077 228.377 228.377	- - -	- - -	
	Francesco Sella	Vice Chairman of the Board of Directors Chairman of Risk and Related Parties Committee Chairman of the Remuneration Committee <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018	approv. At.a.31/12/19 approv. At.a.31/12/19 approv. At.a.31/12/19	40.000 20.000 20.000 75.000 75.000	3.900 3.900 3.900 9.000 9.000	- - - - -	50.000 50.000 50.000 50.000 50.000	- - - - -	93.900 23.900 23.900 134.800 134.800	- - - - -	- - - - -	- - - - -	93.900 23.900 23.900 134.800 134.800	- - - - -	- - - - -	
	Alessandro Iotti	Chief Executive Officer / General Manager** <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018	approv. At.a.31/12/19	75.000 40.000	9.000 3.600	- -	850.000 850.000	- -	850.000 850.000	255.000 255.000	6.288 6.288	- -	1.111.288 1.111.288	1.192.232 1.192.232	- -	- -
	Manuela Di Onofrio *	Member of the Board of Directors <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018	approv. At.a.31/12/19	40.000 40.000	3.600 3.600	- -	- -	- -	43.600 43.600	- -	- -	- -	43.600 43.600	- -	- -	
	Giuseppe Montanari	Member of the Board of Directors Member of the Remuneration Committee Chairman of the Sustainability Committee <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018	approv. At.a.31/12/19 approv. At.a.31/12/19 approv. At.a.31/12/19	40.000 20.000 20.000 75.000 75.000	3.900 2.700 2.700 10.500 10.500	5.137 5.137 5.137	40.000 40.000 40.000	- - -	49.037 22.700 22.700 90.697 90.697	- - -	- - -	- - -	49.037 22.700 22.700 90.697 90.697	- - -	- - -	
	Maria Chiara Malagutti	Member of the Board of Directors <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018	approv. At.a.31/12/19	40.000 40.000	3.600 3.600	3.763 3.763	- -	- -	47.363 47.363	- -	- -	- -	47.363 47.363	- -	- -	
	Fabrizio Albano	Member of the Board of Directors Member of the Appointments and Sustainability Committee <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018	approv. At.a.31/12/19 approv. At.a.31/12/19	40.000 55.000	3.900 6.000	41 41	- -	- -	43.941 61.041	- -	- -	- -	43.941 61.041	17.100 61.041	- -	- -
	Elena Biffi	Member of the Board of Directors Chairman of the Appointments and Sustainability Committee Member of the Remuneration Committee <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018	approv. At.a.31/12/19 approv. At.a.31/12/19 approv. At.a.31/12/19	40.000 20.000 15.000 75.000 75.000	3.900 2.100 3.000 9.000 9.000	41 41 41	- -	- -	43.900 22.100 18.000 96.000 96.000	- -	- -	- -	43.900 22.100 18.000 96.000 96.000	- -	- -	
	Mauro Di Santoro	Member of the Board of Directors Member of Risk and Related Parties Committee <b>(I) Total compensation in the company preparing the financial statements</b> <b>(II) Total</b>	01/01/2018 - 31/12/2018 01/01/2018 - 31/12/2018	approv. At.a.31/12/19 approv. At.a.31/12/19	40.000 55.000	3.900 7.800	- -	- -	- -	43.900 62.800	- -	- -	- -	43.900 62.800	- -	- -	
	* Related member employees of Banca di Gruppo. The fix amount of member employees of Banca di Gruppo has been defined in compliance with the in force policy "Policy in materia di attrattori, compensazione e remunerazione degli Organi Sociali della Società di Gruppo".																
	<b>TOTAL BOARD OF DIRECTORS</b>				480.000 890.000	57.900 57.900	14.876 14.876	200.000 200.000	- -	850.000 850.000	255.000 255.000	6.288 6.288	- -	1.864.064 1.864.064	1.192.232 1.192.232	- -	- -

# 7. Compensation Tables

(A)	(B)	(C)	(D)	(E) TABLE 1. Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities											(F)	(G)	(H)		
				Emoluments received by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements ***	Fixed compensation		Variable non-equity compensation			Other remuneration	Total	Fair Value of equity compensation				Severance indemnity for end of office or termination of employment ****	
Compensation for specific offices ex. sec. 2389 Italian Civil Code	Employment fixed salary	Compensation for committee participation	Bonuses and incentives				Profit sharing	Non-monetary benefits											
Elena Spagnol	Chairman of the Board of Statutory Auditors	01/01/2018 - 31/12/2018	Approv. AR at 31/12/19	(I) Total compensation in the company preparing the financial statements	50,000	9,900	3,151	6,077	-	6,077	60,128	-	-	-	-	-	-		
				(II) Compensation from subsidiaries and associates	50,000	9,900	3,151	-	-	60,128	-	-	-	-	-	-	-	-	
				(III) Total	50,000	9,900	3,151	6,077	-	60,128	-	-	60,128	-	-	-	-	-	-
				(IV) Compensation from subsidiaries and associates	40,000	10,200	397	6,077	-	56,674	-	-	56,674	-	-	-	-	-	-
Barbara Aloisi	Standing Auditor	01/01/2018 - 31/12/2018	Approv. AR at 31/12/19	(I) Total compensation in the company preparing the financial statements	40,000	3,300	4,545	5,077	-	5,077	60,021	-	-	-	-	-	-		
				(II) Compensation from subsidiaries and associates	40,000	3,300	4,545	-	-	60,021	-	-	-	-	-	-	-	-	
				(III) Total	40,000	3,300	4,545	5,077	-	60,021	-	-	60,021	-	-	-	-	-	-
				(IV) Compensation from subsidiaries and associates	40,000	3,300	4,545	5,077	-	58,945	-	-	58,945	-	-	-	-	-	-
Mariano Vozzi	Standing Auditor	01/01/2018 - 31/12/2018	Approv. AR at 31/12/19	(I) Total compensation in the company preparing the financial statements	40,000	3,300	4,545	5,077	-	5,077	60,021	-	-	-	-	-	-		
				(II) Compensation from subsidiaries and associates	40,000	3,300	4,545	-	-	60,021	-	-	-	-	-	-	-	-	
				(III) Total	40,000	3,300	4,545	5,077	-	60,021	-	-	60,021	-	-	-	-	-	-
				(IV) Compensation from subsidiaries and associates	40,000	3,300	4,545	5,077	-	58,945	-	-	58,945	-	-	-	-	-	-
Federica Bovaldo	Alternate Auditor	01/01/2018 - 31/12/2018	Approv. AR at 31/12/19	(I) Total compensation in the company preparing the financial statements	-	-	-	-	-	-	-	-	-	-	-	-			
				(II) Compensation from subsidiaries and associates	-	-	-	-	-	-	-	-	-	-	-	-	-		
				(III) Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
				(IV) Compensation from subsidiaries and associates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sant'Elia Comotti	Alternate Auditor	11/01/2018 - 31/12/2018	Approv. AR at 31/12/19	(I) Total compensation in the company preparing the financial statements	-	-	-	-	-	-	-	-	-	-	-	-			
				(II) Compensation from subsidiaries and associates	-	-	-	-	-	-	-	-	-	-	-	-	-		
				(III) Total	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
				(IV) Compensation from subsidiaries and associates	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
TOTAL BOARD OF STATUTORY AUDITORS				(I) Total compensation in the company preparing the financial statements	130,000	29,400	8,139	16,227	-	16,227	167,958	-	-	-	-	-			
				(II) Compensation from subsidiaries and associates	130,000	29,400	8,139	-	-	167,958	-	-	167,958	-	-	-	-	-	
				(III) Total	130,000	29,400	8,139	16,227	-	167,958	-	-	167,958	-	-	-	-	-	
				(IV) Compensation from subsidiaries and associates	130,000	29,400	8,139	16,227	-	151,731	-	-	151,731	-	-	-	-	-	
Other Executives with Strategic Responsibilities (Total no. 5)****				(I) Total compensation in the company preparing the financial statements	-	-	-	1,622,207	-	1,622,207	1,622,207	-	-	-	-	-			
				(II) Compensation from subsidiaries and associates	-	-	-	-	-	-	-	-	-	-	-	-	-		
				(III) Total	-	-	-	1,622,207	-	1,622,207	-	-	1,622,207	-	-	-	-		
				(IV) Compensation from subsidiaries and associates	-	-	-	-	-	-	-	-	-	-	-	-	-		
TOTAL				(I) Total compensation in the company preparing the financial statements	260,000	58,800	16,278	32,454	-	32,454	335,916	-	-	-	-	-			
				(II) Compensation from subsidiaries and associates	260,000	58,800	16,278	-	-	335,916	-	-	335,916	-	-	-	-		
				(III) Total	260,000	58,800	16,278	32,454	-	335,916	-	-	335,916	-	-	-	-		
				(IV) Compensation from subsidiaries and associates	260,000	58,800	16,278	32,454	-	303,462	-	-	303,462	-	-	-	-		

\*\*\* To be considered as expense reimbursements "p.a. di lista" and reimbursement per Km

\*\*\*\* The amount is referred to the fringe benefit of the insurance policy Directors & Officers (D&O).

\*\*\*\*\* Included an Executive with strategic responsibilities whose the employment relationship termination occurred during the year

\*\*\*\*\* 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 (€ 889,916,40), the remaining 80% of the severance (€ 633,277,60) is deferred in cash and shares, subject to malus e clawback, over a further 5 years period.

# 7. Compensation Tables

**TABLE 2: Stock Option assigned to the Members of the Administrative Body, to General Managers and other Executives with Strategic Responsibilities**

(A)	(B)	(1)	Options held at the beginning of the year				Options assigned during the year							Options exercised during the year			(16)
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	
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 Assignment 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 (Number)**	Options relevant to this year (Fair Value)
Alessandro Foti Chief Executive Officer/ General Manager																	
(I) Compensation in the Company preparing the Financial Statement		LTI Unicredit - Plan 2008 Stock Options	7.738	117,019	09/07/2012 09/07/2018										7.738		
(II) Compensation from Subsidiaries and Associates																	
<b>(III) Total</b>			<b>7.738</b>												<b>7.738</b>		
Other Executives with Strategic Responsibilities																	
(I) Compensation in the Company preparing the Financial Statement		LTI Unicredit - Plan 2005 Stock Options	1.626	134,691	26/11/2009 31/12/2018											1.626	
		LTI Unicredit - Plan 2006 Stock Options	1.229	166,399	28/06/2010 31/12/2019											1.229	
(II) Compensation from Subsidiaries and Associates		LTI Unicredit - Plan 2008 Stock Options	6.961	117,019	09/07/2012 09/07/2018										6.961		
<b>(III) Total</b>			<b>9.816</b>												<b>6.961</b>		<b>2.855</b>

\* The data is referred to the number of Financial Instruments underlying the options assigned and have been adjusted because of the capital operation resolved by UniCredit General Meeting on 29, April 2009 (script dividendo), on 15, November 2009, on 16, December 2011 and on 12, January 2017.

\*\* The exercise price has been modified after Capital Increase resolved on March, 13th 2017

\*\*\* Included an Executive with strategic responsibilities whose the employment relationship termination occurred during the year

# 7. Compensation Tables

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														
Amounts in euro	(A) Name and surname	(B) Office	(1) Plan	Financial instruments assigned 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
				(2) Number and type of financial instruments	(3) Vesting period	(4) Number and type of financial instruments	(5) Fair Value on assignment date	(6) Vesting period	(7) Assignment date	(8) Market price upon assignment	(9) Number and type of financial instruments	(10) Number and type of financial instruments	(11) Value on maturity date	
	<b>Alessandro Foti</b>	<b>Chief Executive Officer/ General Manager</b>												
	(I) Compensation in the Company preparing the Financial Statement													
			Unicredit shares - 2013 Group Incentive System*									2.401	40.663	
			Fineco shares - 2014 Group Incentive System									35.978	361.687	
			Fineco shares - 2015 Group Incentive System									24.404	245.333	
			Fineco shares - 2014-2017 Multi-year Plan Top Management - 2 <sup>a</sup> tranche									179.894	1.746.771	
			Fineco shares promised - 2014 Group Incentive System	53.968	50% 31.12.2018 50% 31.12.2019									38.440
			Fineco shares promised - 2014-2017 Multi-year Plan Top Management	275.728	44% 31.12.2018 56% 31.12.2019									314.222
			Fineco shares promised - 2015 Group Incentive System	36.606	34% 31.12.2017 33% 31.12.2018 33% 31.12.2019									32.081
			Fineco shares promised - 2016 Group Incentive System	30.432	34% 31.12.2018 33% 31.12.2019 33% 31.12.2020						20.289			38.058
			Fineco shares promised - 2017 Group Incentive System	26.313	34% 31.12.2019 33% 31.12.2020 33% 31.12.2021						17.543			38.228
			Fineco share promised - 2018 Group Incentive System	44.406	40% 31.12.2018 20% 31.12.2020 20% 31.12.2021 20% 31.12.2022			05/02/2019	9,57					236.983
			Fineco share promised - 2018-20120 LTI Plan	258.096	40% 31.12.2020 60% 31.12.2023			08/05/2018	9,88					494.619
	(II) Total													
							2.974.954				37.832		2.394.654	1.192.232

(III) Compensation from Subsidiaries and Associates

\* The Shares amounts are expressed with conversion rate and after Capital increase resolved on March, 13th 2017

# 7. Compensation Tables

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)	(1)	(2)		(3)	(4)			(5)			(12)
			Number and type of financial instruments	Vesting period		Number and type of financial instruments	Assignment date	Market price upon assignment	Number and type of financial instruments	Value on maturity date	Financial instruments vested during the year and assignable	
Name and surname	Office	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Assignment date	Market price upon assignment	Number and type of financial instruments	Value on maturity date	Financial instruments vested during the year and assignable	Financial instruments relevant to the year	
Other Executives with Strategic Responsibilities												
(I) Compensation in the Company preparing the Financial Statement		Fineco shares - 2014 Group Incentive System								67.997	683.574	
	n. 5 Executives**	Fineco shares - 2015 Group Incentive System								42.632	428.579	
	n. 5 Executives**	Fineco shares - 2014 2017 Multi year Plan Top Management 2^ <sup>a</sup> tranche								314.599	3.054.756	
	n. 5 Executives**	Fineco shares promised - 2014 Group Incentive System	87.448	50% 31.12.2018 50% 31.12.2019								62.288
	n. 5 Executives**	Fineco shares promised - 2014 2017 Multi year Plan Top Management	482.675	44% 31.12.2018 56% 31.12.2019								550.060
	n. 5 Executives**	Fineco share promised - 2015 Group Incentive System	63.945	34% 31.12.2017 33% 31.12.2018 33% 31.12.2019								56.040
	n. 5 Executives**	Fineco share promised - 2016 Group Incentive System	53.268	34% 31.12.2018 33% 31.12.2019 33% 31.12.2020						35.515		66.616
	n. 5 Executives**	Fineco share promised - 2017 Group Incentive System	46.059	34% 31.12.2019 33% 31.12.2020 33% 31.12.2021						30.708		66.916
	n. 4 Executives	Fineco share promised - 2018 Group Incentive System										
	n. 4 Executives	Fineco share promised - 2018-2020 LTI Plan										
(II) Compensation from Subsidiaries and Associates												
(III) Total										3.089.702	4.166.910	1.788.514

\*\* Included an Executive with strategic responsibilities whose the employment relationship termination occurred during the year



## 7. Compensation Tables

Amounts in euro		TABLE 3B: Monetary Incentive Plans in favour of Members of the Administrative Body, General Managers and other Executives with Strategic Responsibilities									
(A)	(B)	(1)		(2)			(3)			(4)	
		Name and surname	Office	Plan	(A)	(B)	(C)	(A)	(B)		(C)
					Payable / Paid	Deferred	Deferral period	Non longer payable	Payable / Paid	Still deferred	Other Bonuses
	<b>Chief Executive Officer/ General Manager</b>										
	(I) Compensation in the Company preparing the Financial Statement	2018 Group Incentive System	170.000	255.000	33% 31.12.2019						
		2017 Group Incentive System			67% 31.12.2023			85.000		170.000	
		2016 Group Incentive System								112.200	
		2015 Group Incentive System								170.000	
(II) Compensation from Subsidiaries and Associates											
<b>(III) Total</b>			<b>170.000</b>	<b>255.000</b>				<b>85.000</b>		<b>452.200</b>	
	<b>Other Executives with Strategic Responsibilities</b>										
	(I) Compensation in the Company preparing the Financial Statement	n. 4 Executives									
		2018 Group Incentive System	362.632	543.948	33% 31.12.2019						
		2017 Group Incentive System			67% 31.12.2023			148.798		297.594	
		2016 Group Incentive System								196.412	
	n. 5 Executives*	2016 Group Incentive System								297.000	
(II) Compensation from Subsidiaries and Associates											
<b>(III) Total</b>			<b>362.632</b>	<b>543.948</b>				<b>148.798</b>		<b>791.006</b>	

\* included an Executive with strategic responsibilities whose the employment relationship termination occurred during the year

# 7. Compensation Tables

## 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 2017	Acquired*	Sold
<b>BOARD OF DIRECTORS</b>						
Enrico Cotta Ramusino	Chairman	FincoBank	Ord.	65.000	65.000	-
Francesco Saita	Vice Chairman			-		-
Alessandro Foti	Chief Executive Officer / General Manager	FincoBank	Ord.	123.330	240.276	239.778
Patrizia Albano	Director			-		-
Elena Biffi	Director			-		-
Manuela D'Onofrio	Director			-		-
Maria Chiara Malaguti	Director			-		-
Gianmarco Montanari	Director			-		-
	indirect ownership (spouse)			100		100
Maurizio Santacroce	Director			-		-
<b>BOARD OF STATUTORY AUDITORS</b>						
Elena Spagnol	Chairman of the Board Statutory Auditors	FincoBank	Ord.	-		-
Barbara Aloisi	Standing Auditor			-		-
Marziano Viozzi	Standing Auditor			-		-
Federica Bonato	Alternate Auditor			-		-
Gianfranco Consorti	Alternate Auditor			-		-

TABLE 2: Investments of Other Executives with Strategic Responsibilities

Number of Executives with Strategic responsibilities	Investee Company	Type of shares	Number of shares		
			Held at the end of 2017	Acquired*	Sold
4	FincoBank	Ord.	142.985	341.672	209.608
					275.049

\*including shares related to the assignments of Incentive Systems Plans

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