

One Bank, One UniCredit.

Annex 1 to 2019 Group Compensation Policy

Information Tables Pursuant Art. 84 -quarter “Annual Report - Section II” of the Regulation n° 11971 Issued by Commissione Nazionale per le Società e la Borsa (Consob) - Year 2018

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.

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 September 30th , 2018 the other executives with strategic responsibilities were – additionally to the Chief Executive Officer and General Manager – the co-Chief Operating Officers, the Heads of Group Compliance, Group Human Capital, Group Legal, Group Risk Management, Group Lending Office and Internal Audit. From October 1st , 2018 the Head of Group Transformation Office joined the perimeter. The related data are reported pro quota and, for comparability purposes, correspond to 8.25 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 € 4,341,051 and € 698,850 .

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 2004 and 2008 lapsed, having ended their exercise period.

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 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 2018 annual incentive scheme.

The positive performance achieved in 2018 allowed the payout of the incentives foreseen within the 2018 Group Incentive System, as well as the full payout of the deferred amounts which were subject to verification of access conditions as at December 31st, 2018.

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.

Consob issuers Regulation nr. 11971 - Annex 3A / Schedule 7-bis
 TABLE I: 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
		01/01/2018	12/04/2018		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					
Giuseppe Vita	Chairman of the Board	01/01/2018	12/04/2018		34,932	2,800	189,077	226,809			4,732	3,957	235,498			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2018	12/04/2018		11,178	2,000		13,178					13,178			
	Member of Remuneration Committee	01/01/2018	12/04/2018		11,178	1,600		12,778					12,778			
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000		13,178					13,178			
	Participation Off Site Meeting and other Committees as guests				400			400					400			
	(I) Compensation in the company preparing the financial statements				68,466	8,800	189,077	266,343			4,732	3,957	275,032			
	(II) Compensation from subsidiaries and associates				68,466	8,800	189,077	266,343			4,732	3,957	275,032			
	(III) Total				25,151	2,800	189,077	27,951			10,687		38,638			
Fabrizio Saccomanni	Member of the Board	01/01/2018	12/04/2018		54,041	10,000	556,425	622,466					622,466			
	Chairman of the Board	12/04/2018	31/12/2018	approv. A.R. 2020												
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2018	12/04/2018		11,178	2,000		13,178					13,178			
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	1,600		12,778					12,778			
	Participation Off Site Meeting and other Committees as guests					800		800					800			
	(I) Compensation in the company preparing the financial statements				101,548	17,200	556,425	677,173			10,687		687,860			
	(II) Compensation from subsidiaries and associates				101,548	17,200	556,425	677,173			10,687		687,860			
	(III) Total				101,548	17,200	556,425	677,173			10,687		687,860			
Vincenzo Calandra Buonaura	Deputy Vice Chairman of the Board	01/01/2018	12/04/2018		25,151	2,800		27,951			2,026		29,977			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2018	12/04/2018		11,178	2,000		13,178					13,178			
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000		13,178					13,178			
	Participation Off Site Meeting and other Committees as guests					400		400					400			
		(I) Compensation in the company preparing the financial statements				47,507	7,200		54,707			2,026		56,733		
	(II) Compensation from subsidiaries and associates				47,507	7,200		54,707			2,026		56,733			
	(III) Total				47,507	7,200		54,707			2,026		56,733			

(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					
Cesare Bisoni	Member of the Board	01/01/2018	12/04/2018		25,151	2,800			27,951					27,951		
	Deputy Vice Chairman of the Board	12/04/2018	31/12/2018	approv. A.R. 2020	54,041	9,400			63,441					63,441		
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000			13,178					13,178		
	Chairman Related Parties Committee	01/01/2018	31/12/2018	approv. A.R. 2020	46,397	10,000			56,397					56,397		
	Member of Corp. Gov., Nomination & Sustainability Committee	13/04/2018	31/12/2018	approv. A.R. 2020	25,219	8,000			33,219					33,219		
	Participation Off Site Meeting and other Committees as guests				400	400			400					400		
	(I) Compensation in the company preparing the financial statements				161,966	32,600			194,566					194,566		
(II) Compensation from subsidiaries and associates																
(III) Total				161,966	32,600			194,566					194,566			
Luca Condero di Montezemolo	Member of the Board	01/01/2018	12/04/2018		25,151	2,400			27,551					27,551		
	Chairman of Corp. Gov., Nomination & Sustainability Committee	01/01/2018	12/04/2018		13,973	2,000			15,973					15,973		
	(I) Compensation in the company preparing the financial statements				39,124	4,400			43,524					43,524		
(II) Compensation from subsidiaries and associates				83,835				83,835					83,835			
(III) Total				122,959	4,400			127,359					127,359			
Jean Pierre Mustier	Chief Executive Officer	01/01/2018	31/12/2018	approv. A.R. 2020	79,192	12,800		402,000	1,201,991		13,900	1,243		1,217,135	1,039,054	
	Participation Off Site Meeting and other Committees as guests				400	400			400					400		
	(I) Compensation in the company preparing the financial statements				79,192	13,200		402,000	1,202,391		13,900	1,243		1,217,535	1,039,054	
(II) Compensation from subsidiaries and associates																
(III) Total				79,192	13,200		402,000	1,202,391	1,202,391	13,900	1,243		1,217,535	1,039,054		
Mohamed Hamad Al Mehairi	Member of the Board	01/01/2018	31/12/2018	approv. A.R. 2020	79,192	10,400			89,592					89,592		
	(I) Compensation in the company preparing the financial statements				79,192	10,400			89,592					89,592		
	(II) Compensation from subsidiaries and associates															
(III) Total				79,192	10,400			89,592	89,592				89,592			

(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							
Lamberto Andreotti	Member of the Board	12/04/2018	31/12/2018	approv. A.R. 2020	54,041	7,600				61,641				61,641		
	Chairman Remuneration Committee	13/04/2018	31/12/2018	approv. A.R. 2020	32,425	2,800				35,225				35,225		
	(I) Compensation in the company preparing the financial statements					86,466	10,400				96,866			96,866		
	(II) Compensation from subsidiaries and associates					86,466	10,400				96,866			96,866		
Sergio Balbinot	Member of the Board	01/01/2018	31/12/2018	approv. A.R. 2020	79,192	10,400				89,592				89,592		
	(I) Compensation in the company preparing the financial statements					79,192	10,400				89,592			89,592		
	(II) Compensation from subsidiaries and associates					79,192	10,400				89,592			89,592		
Henryka Bochniarz	Member of the Board	01/01/2018	12/04/2018		25,151	2,800				27,951				27,951		
	Member of Remuneration Committee	01/01/2018	12/04/2018		11,178	1,200				12,378				12,378		
	Participation Off Site Meeting and other Committees as guests				400	400				400				400		
	(I) Compensation in the company preparing the financial statements					36,329	4,400				40,729			40,729		
	(II) Compensation from subsidiaries and associates					36,329	4,400				40,729			40,729		
Martha Boeckentfeld	Member of the Board	01/01/2018	31/12/2018	approv. A.R. 2020	79,192	11,400				90,592				90,592		
	Member of Internal Control & Risks Committee	13/04/2018	31/12/2018	approv. A.R. 2020	36,027	7,400				43,427				43,427		
	Participation Off Site Meeting				400	400				400				400		
	(I) Compensation in the company preparing the financial statements					115,219	19,200				134,419			134,419		
	(II) Compensation from subsidiaries and associates					115,219	19,200				134,419			134,419		
Alessandro Calligaris	Member of the Board	01/01/2018	12/04/2018		25,151	2,400				27,551				27,551		
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2018	12/04/2018		11,178	800				11,978				11,978		
	Chairman Remuneration Committee	01/01/2018	12/04/2018		13,973	1,600				15,573				15,573		
	(I) Compensation in the company preparing the financial statements					50,302	4,800				55,102			55,102		
	(II) Compensation from subsidiaries and associates					50,302	4,800				55,102			55,102		

(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							
Vincenzo Carliello	Member of the Board	12/04/2018	31/12/2018	approv. A.R. 2020	54,041	9,000				63,041		5,501		68,542		
	Member Related Parties Committee	13/04/2018	31/12/2018	approv. A.R. 2020	25,219	8,000				33,219				33,219		
	(I) Compensation in the company preparing the financial statements					79,260	17,000				96,260		5,501	101,762		
	(II) Compensation from subsidiaries and associates					79,260	17,000				96,260		5,501	101,762		
Isabelle de Wisemes	Member of the Board	12/04/2018	31/12/2018	approv. A.R. 2020	54,041	9,400				63,441				63,441		
	Member of Internal Control & Risks Committee	13/04/2018	31/12/2018	approv. A.R. 2020	36,027	8,000				44,027				44,027		
	(I) Compensation in the company preparing the financial statements					90,068	17,400				107,468			107,468		
	(II) Compensation from subsidiaries and associates					90,068	17,400				107,468			107,468		
Stefano Microssi	Member of the Board	12/04/2018	31/12/2018	approv. A.R. 2020	54,041	8,800				62,841				62,841		
	Chairman of Corp. Gover., Nomination & Sustainability Committee	13/04/2018	31/12/2018	approv. A.R. 2020	32,425	7,600				40,025				40,025		
	Member Related Parties Committee	13/04/2018	31/12/2018	approv. A.R. 2020	25,219	6,800				32,019				32,019		
	(I) Compensation in the company preparing the financial statements					111,685	23,200				134,885			134,885		
(II) Compensation from subsidiaries and associates					111,685	23,200				134,885			134,885			
Maria Pierdicchi	Member of the Board	12/04/2018	31/12/2018	approv. A.R. 2020	54,041	10,000				64,041				64,041		
	Member of Internal Control & Risks Committee	13/04/2018	31/12/2018	approv. A.R. 2020	36,027	8,000				44,027				44,027		
	(I) Compensation in the company preparing the financial statements					90,068	18,000				108,068			108,068		
	(II) Compensation from subsidiaries and associates					90,068	18,000				108,068			108,068		
Lucrezia Reichlin	Member of the Board	01/01/2018	12/04/2018		25,151	2,800				27,951				27,951		
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000				13,178				13,178		
	Member Related Parties Committee	01/01/2018	12/04/2018		11,178	2,000				13,178				13,178		
	Participation Off Site Meeting and other Committees as guests				400	400				400				400		
(I) Compensation in the company preparing the financial statements					47,507	7,200				54,707			54,707			
(II) Compensation from subsidiaries and associates					47,507	7,200				54,707			54,707			

(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							
Andrea Sironi	Member of the Board	12/04/2018	31/12/2018	approx. A.R. 2020	54,041	8,000						62,041			
	Member Remuneration Committee	13/04/2018	31/12/2018	approx. A.R. 2020	25,219	2,800						28,019			
	Member of Internal Control & Risks Committee	13/04/2018	31/12/2018	approx. A.R. 2020	36,027	7,400						43,427			
	(I) Compensation in the company preparing the financial statements				115,287	18,200						133,487			
(II) Compensation from subsidiaries and associates															
(III) Total				115,287	18,200							133,487		133,487	
Clara Streit	Member of the Board	01/01/2018	12/04/2018		25,151	2,400						27,551			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2018	12/04/2018		11,178	1,600						12,778			
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000						13,178			
	(I) Compensation in the company preparing the financial statements				47,507	6,000						53,507			
(II) Compensation from subsidiaries and associates															
(III) Total				47,507	6,000							53,507		53,507	
Francesca Tondi	Member of the Board	12/04/2018	31/12/2018	approx. A.R. 2020	54,041	6,800						60,841			
	Member of Corp. Gover., Nomination & Sustainability Committee	13/04/2018	31/12/2018	approx. A.R. 2020	25,219	6,000						31,219			
	(I) Compensation in the company preparing the financial statements				79,260	12,800						92,060			
	(II) Compensation from subsidiaries and associates														
(III) Total				79,260	12,800							92,060		92,060	
Paola Vezzani	Member of the Board	01/01/2018	12/04/2018		25,151	2,800						27,951			
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000						13,178			
	Member Related Parties Committee	01/01/2018	12/04/2018		11,178	2,400						13,578			
	Participation Off Site Meeting and other Committees as guests					400						400			
(I) Compensation in the company preparing the financial statements				47,507	7,600							55,107			
(II) Compensation from subsidiaries and associates															
(III) Total				47,507	7,600							55,107		55,107	

(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(E) Fixed compensation					(2) Compensation for committee participation		(3) Variable non-equity compensation Bonuses and other incentives	(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	01/01/2018	31/12/2018	approv. A.R. 2020	79,192	11,600				90,792					98,319		
	Member of Remuneration Committee	01/01/2018	12/04/2018		11,178	1,600				12,778		7,527			12,778		
	Chairman Internal Control & Risks Committee	01/01/2018	31/12/2018	approv. A.R. 2020	150,000	10,000				160,000					160,000		
	Member of Corp. Gover., Nomination & Sustainability Committee	13/04/2018	31/12/2018	approv. A.R. 2020	25,219	6,800			400	400					400		
	Participation Off Site Meeting and other Committees as guests																
(I) Compensation in the company preparing the financial statements					265,589	30,400				295,989		7,527		303,516			
(II) Compensation from subsidiaries and associates																	
(III) Total					265,589	30,400				295,989		7,527		303,516			
Anthony Wyand	Member of the Board	01/01/2018	12/04/2018		25,151	2,400				27,551					27,551		
	Member of Remuneration Committee	01/01/2018	12/04/2018		11,178	1,600				12,778					12,778		
	Member of Internal Control & Risks Committee	01/01/2018	12/04/2018		11,178	2,000				13,178					13,178		
					47,507	6,000				53,507					53,507		
(I) Compensation in the company preparing the financial statements																	
(II) Compensation from subsidiaries and associates																	
(III) Total					47,507	6,000				53,507					53,507		
Elena Zambon	Member of the Board	01/01/2018	31/12/2018	approv. A.R. 2020	79,192	10,200				89,392					89,392		
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2018	31/12/2018	approv. A.R. 2020	36,397	7,200				43,597					43,597		
	Member of Remuneration Committee	13/04/2018	31/12/2018	approv. A.R. 2020	25,219	2,800											
					140,808	20,600				161,408					161,408		
(I) Compensation in the company preparing the financial statements																	
(II) Compensation from subsidiaries and associates																	
(III) Total					140,808	20,600				161,408					161,408		
TOTAL BOARD					2,106,576	327,400		1,149,502	707,999	4,291,478		44,373	5,200	4,341,051	1,039,054		
(II) Compensation from subsidiaries and associates					83,835					83,835				83,835			
(III) Total					2,190,411	327,400		1,149,502	707,999	4,375,313		44,373	5,200	4,424,866	1,039,054		

(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(E) 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	
		01/01/2018	31/12/2018		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
Pierpaolo Singer	Chairman Board Statutory Auditors	01/01/2018	31/12/2018	approx. A.R. 2018	140,000	27,200							7,690		174,890			
		(I) Compensation in the company preparing the financial statements																
		(II) Compensation from subsidiaries and associates																
	(II) Total				140,000	27,200							7,690		174,890			
Antonella Bientinesi	Standing Auditor	01/01/2018	31/12/2018	approx. A.R. 2018	100,000	23,200							7,690		130,890			
		(I) Compensation in the company preparing the financial statements																
		(II) Compensation from subsidiaries and associates																
	(II) Total				100,000	23,200							7,690		130,890			
Angelo Rocco Bonisconi	Standing Auditor	01/01/2018	31/12/2018	approx. A.R. 2018	100,000	23,200							7,690		130,890			
		(I) Compensation in the company preparing the financial statements																
		(II) Compensation from subsidiaries and associates																
	(II) Total				100,000	23,200							7,690		130,890			
Benedetta Navarra	Standing Auditor	01/01/2018	31/12/2018	approx. A.R. 2018	100,000	23,200							7,690		130,890			
		(I) Compensation in the company preparing the financial statements																
		(II) Compensation from subsidiaries and associates																
	(II) Total				130,000	23,200							7,690		160,890			
Guido Paolucci	Standing Auditor	01/01/2018	31/12/2018	approx. A.R. 2018	100,000	23,600							7,690		131,290			
		(I) Compensation in the company preparing the financial statements																
		(II) Compensation from subsidiaries and associates																
	(II) Total				26,416	797							1,063		28,276			
	(II) Total				126,416	24,397							8,753		159,566			
TOTAL BOARD STATUTORY AUDITORS	TOTAL BOARD STATUTORY AUDITORS	(I) Compensation in the company preparing the financial statements			540,000	120,400							38,450		698,850			
		(II) Compensation from subsidiaries and associates			56,416	797								1,063		58,276		
		(II) Total		596,416	121,197									39,513		757,126		

(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 Bonuses and other incentives	(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							
Gianni Franco Papa	General Manager	01/01/2018 - 31/12/2018							272,654	122,240	1,594,894	1,563,766		
									272,654	122,240	1,594,894	1,563,766		
									272,654	122,240	1,594,894	1,563,766		
Other Executives with Strategic Responsibilities (total 8.25 FTE)								1,392,150	281,502	212,271	7,695,161	3,513,216		
								1,392,150	281,502	212,271	7,695,161	3,513,216		

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 Name and Surname	B Office	(1) Plan	(2) Options Held at Star of the Year			(3) Options Assigned During the Year					(4) 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 Underlyi ng Shares upon Assigne ment of	(11) Number of Options	(12) Exercise Price			
Gianni Franco Papa Direttore Generale																
(I) Compensation in company preparing financial statements																
		2004 Stock Options	375	112.35	03/09/2008 31/12/2017	-	-	-	-	-	-	-	-	375	0	0
		2005 Stock Options	1,430	134.69	18/11/2009 31/12/2018	-	-	-	-	-	-	-	-	-	1,430	0
		2006 Stock Options	1,076	166.40	13/06/2010 31/12/2019	-	-	-	-	-	-	-	-	-	1,076	0
		2008 Stock Options	4,200	117.02	09/07/2012 09/07/2018	-	-	-	-	-	-	-	-	4,200	0	0
(II) Compensation from Subsidiaries and Associates			-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			7,081	-	-	0	-	-	-	0	-	-	4,575	2,506	0	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	0	0
	n. 4 Executives	2005 Stock Options	24,317	134.691	18/11/2009 31/12/2018	-	-	-	-	-	-	-	-	0	24,317	0
	n. 5 Executives	2006 Stock Options	23,072	166.399	13/06/2010 31/12/2019	-	-	-	-	-	-	-	-	0	23,072	0
	n. 5 Executives	2008 Stock Options	92,750	117.019	09/07/2012 09/07/2018	-	-	-	-	-	-	-	-	92,750	0	0
(II) Compensation from Subsidiaries and Associates			-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			152,369	-	-	0	-	-	-	0	-	-	104,980	47,389	0	0

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 Name and surname	B Office	(1) Plan	Financial instruments assigned during previous years and not vested during the year		Financial instruments assigned during the year			(9) Number and type of financial instruments 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 val. on assign. date	(6) Vesting period		(7) Assignment date	(8) Market price upon assignment	
Jean Pierre Mustier	Chief Executive Officer										
(I) Compensation in company preparing financial statements			521,134	31/12/2022	-	-	-	-	-	-	1,039,054
(II) Compensation from Subsidiaries and Associates											
(III) Total			521,134	-	-	-	-	-	-	-	1,039,054
Gianni Franco Papa											
(I) Compensation in company preparing financial statements											
			9,548	50% - 31/12/2018 50% - 31/12/2019	-	-	-	-	3,102	52,535	0
			17,550	33.3% - 31/12/2018 33.3% - 31/12/2019 33.3% - 31/12/2020	-	-	-	-	6,366	107,815	53,506
			521,134	40% - 31/12/2019 60% - 31/12/2022	-	-	-	-	11,700	198,151	35,196
(II) Compensation from Subsidiaries and Associates			-	-	-	-	-	-	-	-	1,475,064
(III) Total			548,232	-	-	-	-	-	21,168	358,501	1,563,766
Other Executives with Strategic Responsibilities											
(I) Compensation in company preparing financial statements			0	100% - 31/12/2017	-	-	-	-	9,898	167,633	0
			35,132	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	-	-	-	-	24,220	410,190	196,877
			72,996	40% - 31/12/2017 20% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020	-	-	-	-	48,672	824,309	146,390
			48,131	40% - 31/12/2018 20% - 31/12/2019 20% - 31/12/2020 20% - 31/12/2021	-	-	-	-	0	0	95,427
			225,824	40% - 31/12/2019 60% - 31/12/2022	-	-	-	-	0	0	1,119,611
			79,111	40% - 31/12/2019 20% - 31/12/2020 20% - 31/12/2021 20% - 31/12/2022	-	-	-	-	0	0	187,263
			0	40% - 31/12/2020 20% - 31/12/2021 20% - 31/12/2022 20% - 31/12/2023	105,745	1,164,781	04/2019	-	0	0	1,767,648
(II) Compensation from Subsidiaries and Associates			-	-	-	-	-	-	0	0	-
(III) Total			461,194	-	105,745	1,164,781	-	-	82,790	1,402,131	3,513,216

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

A Name and Surname	B Office	(1) Plan	(2) Annual Bonus			(3) Previous Years Bonuses			(4) Other Bonuses
			(A) Payable / Paid	(B) Deferred	(C) Deferral Period	(A) Non Longer Payable	(B) Payable / Paid	(C) Still Deferred	
Jean Pierre Mustier	Chief Executive Officer								
		Group Incentive System 2018							
(I) Compensation In The Company Preparing the Financial Statements		nn	-	-	-	-	-	-	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			-	-	-	-	-	-	-
Gianni Franco Papa	General Manager								
		Group Incentive System 2015							
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2017							
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			-	-	-	-	-	-	-
Other Executives with Strategic Responsibilities									
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2015							
		Group Incentive System 2016							
		Group Incentive System 2017							
		Welcome Bonus							
		Group Incentive System 2018	466,000	699,000	-	-	-	-	650,000
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			466,000	699,000	-	-	276,150	1,635,700	650,000

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 (1)	Acquired	Sold
Held at the End of 2018 (1)						
BOARD OF DIRECTORS						
Giuseppe Vita (a)	Chairman	UniCredit	ord.	192,531		192,531
	indirect ownership (spouse)	UniCredit	ord.	1,944		1,944
Vincenzo Calandra Buonauro (a)	Deputy Vice Chairman	UniCredit	ord.	7,094		7,094
Cesare Bisonsi	Deputy Vice Chairman	UniCredit	ord.	1,586		1,586
Luca Cordero di Montezemolo (a)	Vice Chairman / Director	UniCredit	ord.	74,720		74,720
Jean Pierre Mustier	Chief Executive Officer	UniCredit	ord.	140,548	53,100	193,648
Clara Streit (a)	Director	UniCredit	ord.	377		377
Paola Vezzani (a)	Director	UniCredit	ord.	481		481
Anthony Wwand (a)	Director	UniCredit	ord.	2,198		2,198

BOARD OF STATUTORY AUDITORS	
Guido Paolucci	Auditor
	319

GENERAL MANAGER	
Gianni Franco Papa	Direttore Generale
	56,770
	12,066 (2)
	68,836

(1) Or start / end date of appointment if different from indicated period
(a) up to 12/04/2018
(b) from 12/04/2018

(2) Resulting from the granting in 2018 of free ordinary shares under the Group Incentive Schemes, net of the shares sold as part of 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 2017 (1)	Acquired	Sold
Held at the End of 2018 (1)					
9	UniCredit	ord.	242,886	91,782 (2)	0
					334,668

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

(2) Of which 46,662 resulting from the granting in 2018 of free ordinary shares under the Group Incentive Schemes, net of the shares sold as part of the Share Netting process.

Banking that matters. |  **UniCredit**

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