

One Bank, One Team, One UniCredit.

Annex 1 to 2020 Group Remuneration Policy and Report

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 2019

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 "Remuneration Report", published within the "2020 Group Remuneration Policy and Report", 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. On February 6, 2019 the Board approved in fact a reorganization which led to immediately discontinue the General Manager position and to further changes effective March 29, 2019. Up to that date - additionally to the Chief Executive Officer (and General Manager till February 6) - the other executives with strategic responsibilities were the co-Chief Operating Officers, the Heads of Group Compliance, Group Human Capital, Group Legal, Group Risk Management, Group Lending Office, Group Transformation Office and Internal Audit. From March 29, 2019 the perimeter is made up of the co-Heads of Commercial Banking Western Europe, co-Heads Commercial Banking Central Eastern Europe, co-Chief Operating Officers, Heads of Group Compliance, Group Human Capital, Group Legal, Group Risk Management and Internal Audit. The related data are reported pro quota and, for comparability purposes, correspond to 10.5 Full Time Equivalent (FTE). The overall compensation paid by UniCredit S.p.A. for 2019 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 4,170,819 and € 842,304 .

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 2005 lapsed, having ended their exercise period.

At current prices, the still outstanding 2006 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.

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 2019 annual incentive scheme.

The positive performance achieved in 2019 allowed the payout of the incentives foreseen within the 2019 Group Incentive System, as well as the full payout of the deferred amounts which were subject to verification of access conditions as at December 31, 2019.

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 1: Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities.

(A) Name and surname	(B) Office	(C) Period for which office was held	(D) Office expiry	(E) Fixed compensation				(F) Variable non-equity compensation		(G) Fair value of equity compensation	(H) 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
(I) Compensation from subsidiaries and associates												
(II) Compensation from subsidiaries and associates												
(III) Total												
Fabrizio Saccomanni	Chairman of the Board	01/01/2019	08/08/2019	45,205	12,400	467,123	524,729			529,225		
	Participation Off Site Meeting and other Committees as guest				800		800			800		
	(I) Compensation in the company preparing the financial statements											
	(II) Compensation from subsidiaries and associates											
	(III) Total											
					45,205	13,200	467,123	525,529		4,466	530,025	
					45,205	13,200	467,123	525,529		4,466	530,025	
					45,205	13,000		58,205			58,205	
					8,630		89,178	97,808			97,808	
					21,164	4,000	218,699					
Cesare Bisoni	Chairman of the Board	01/01/2019	07/10/2019	26,849	8,000	7,671	42,521			42,521		
	Chairman of Related Parties and Equity Investments Committee	01/01/2019	07/10/2019	35,000	12,400		47,400			47,400		
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2019	31/12/2019		2,400		2,400			2,400		
	Participation Off Site Meeting and other Committees as guest			136,849	39,800	315,548	492,197			492,197		
	(I) Compensation in the company preparing the financial statements											
	(II) Compensation from subsidiaries and associates											
	(III) Total											
					136,849	39,800	315,548	492,197			492,197	
	Lamberto Andreotti	Member of the Board	01/01/2019	07/10/2019	57,534	9,000		66,534			66,534	
		Deputy Vice Chairman of the Board	08/10/2019	31/12/2019	17,466	2,800						
Chairman of Remuneration Committee		01/01/2019	31/12/2019	35,000	8,000	10,000	53,000			53,000		
Participation Off Site Meeting and other Committees as guest					1,600		1,600			1,600		
(I) Compensation in the company preparing the financial statements												
(II) Compensation from subsidiaries and associates												
(III) Total												
					110,000	21,400	10,000	141,400			141,400	
					110,000	21,400	10,000	141,400			141,400	

(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
				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							
Jean Pierre Mustier	Chief Executive Officer Participation Off Site Meeting and other Committees as guest	01/01/2019	31/12/2019	approx. A.R. 2020	75,000	17,000		402,000	707,999		5,304		1,207,303	1,039,054	
		2,000			2,000								2,000		
		19,000			75,000	19,000		402,000	707,999		5,304		1,209,303	1,039,054	
	(I) Compensation in the company preparing the financial statements														
	(II) Compensation from subsidiaries and associates														
	(III) Total				75,000	19,000		402,000	707,999		5,304		1,209,303	1,039,054	
Mohamed Hamad Al Mehairi	Member of the Board Participation Off Site Meeting and other Committees as guest	01/01/2019	31/12/2019	approx. A.R. 2020	75,000	10,800							85,800		
		1,200			75,000	1,200							1,200		
		12,000			75,000	12,000							87,000		
	(I) Compensation in the company preparing the financial statements														
	(II) Compensation from subsidiaries and associates														
	(III) Total				75,000	12,000							87,000		
Sergio Balbinot	Member of the Board Participation Off Site Meeting and other Committees as guest	01/01/2019	31/12/2019	approx. A.R. 2020	75,000	9,600							84,600		
		9,600			75,000	9,600							84,600		
		9,600			75,000	9,600							84,600		
	(I) Compensation in the company preparing the financial statements														
	(II) Compensation from subsidiaries and associates														
	(III) Total				75,000	9,600							84,600		
Martha Boeckendorf	Member of the Board Member of Internal Control and Risks Committee Participation Off Site Meeting	01/01/2019	18/09/2019		63,630	10,000							63,630		
		10,800			35,753	10,800							400		
		400			89,384	21,200							110,584		
	(I) Compensation in the company preparing the financial statements														
	(II) Compensation from subsidiaries and associates														
	(III) Total				89,384	21,200							110,584		

(A) Name and surname	(B) Office	(C) Period for which office was held	(D) Office expiry	(E) Fixed compensation					(F) Variable non-equity compensation		(G) Total	(H) Non-monetary benefits	(I) Other remuneration	(J) Total	(K) Fair value of equity compensation	(L) 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						
Vincenzo Cariello	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	17,000									99,194	
	Member of Related Parties Committee	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	9,600									44,600	
	Participation Off Site Meeting and other Committees as guest					2,400									2,400	
	(I) Compensation in the company preparing the financial statements				110,000	29,000						7,194			146,194	
(II) Compensation from subsidiaries and associates																
(III) Total				110,000	29,000						7,194				146,194	
Elena Carletti	Member of the Board	07/02/2019	31/12/2019	approv. A.R. 2020	67,397	12,200									79,597	
	Member of Remuneration Committee	07/02/2019	31/12/2019	approv. A.R. 2020	31,452	6,800									38,252	
	Member of Internal Control and Risks Committee	07/02/2019	31/12/2019	approv. A.R. 2020	44,932	13,000									57,932	
	Participation Off Site Meeting and other Committees as guest					2,400									2,400	
(I) Compensation in the company preparing the financial statements				143,781	34,400										178,181	
(II) Compensation from subsidiaries and associates																
(III) Total				143,781	34,400										178,181	
Isabelle de Wismes	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	14,200									89,200	
	Member of Internal Control and Risks Committee	01/01/2019	31/12/2019	approv. A.R. 2020	50,000	16,400									66,400	
	Participation Off Site Meeting and other Committees as guest					2,400									2,400	
	(I) Compensation in the company preparing the financial statements				125,000	33,000									158,000	
(II) Compensation from subsidiaries and associates																
(III) Total				125,000	33,000										158,000	
Stefano Micossi	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	14,600									89,600	
	Chairman del Comitato Corp. Govern. Nomination & Sustainability	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	12,400		10,000							57,400	
	Member of Related Parties Committee	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	8,000									43,000	
	Participation Off Site Meeting and other Committees as guest					2,000									2,000	
(I) Compensation in the company preparing the financial statements				145,000	37,000		10,000								192,000	
(II) Compensation from subsidiaries and associates																
(III) Total				145,000	37,000		10,000								192,000	

(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
				Emoluments resolved by Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code		Employment fixed salary	Bonuses and other incentives					
Maria Pierdicchi	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	15,400						90,400			
	Member of Internal Control and Risks Committee	01/01/2019	31/12/2019	approv. A.R. 2020	50,000	16,400						66,400			
	Chairman of Related Parties Committee	08/10/2019	31/12/2019	approv. A.R. 2020	8,151	1,600	2,329					2,400			
	Participation Off Site Meeting and other Committees as guest					2,400									
	(I) Compensation in the company preparing the financial statements				133,151	35,800	2,329					171,279			
	(II) Compensation from subsidiaries and associates														
	(III) Total				133,151	35,800	2,329					171,279			
Andrea Sironi	Member of the Board	01/01/2019	06/02/2019		7,603	2,000						9,603			
	Member of Remuneration Committee	01/01/2019	06/02/2019		3,548	1,600						5,148			
	Member of Internal Control and Risks Committee	01/01/2019	06/02/2019		5,068	3,000						8,068			
	Participation Off Site Meeting and other Committees as guest														
	(I) Compensation in the company preparing the financial statements				16,219	6,600						22,819			
	(II) Compensation from subsidiaries and associates														
	(III) Total				16,219	6,600						22,819			
Francesca Tondi	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	15,800						90,800			
	Member of Corp. Govern., Nomination & Sustainability Committee	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	12,400						47,400			
	Member of Internal Control and Risks Committee	08/10/2019	31/12/2019	approv. A.R. 2020	11,644	2,800						2,400			
	Participation Off Site Meeting and other Committees as guest					2,400									
	(I) Compensation in the company preparing the financial statements				121,644	33,400						155,044			
	(II) Compensation from subsidiaries and associates														
	(III) Total				121,644	33,400						155,044			

(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. 2369 Italian Civil Code	Employment fixed salary							
Alexander Wolfgring	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	14,600						89,600			
	Chairman of Internal Control and Risks Committee	01/01/2019	31/12/2019	approv. A.R. 2020	50,000	17,000	100,000					167,000			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	12,400						2,400			
	Participation Off Site Meeting and other Committees as guest				160,000	46,400	100,000			7,194		306,400			
(I) Compensation in the company preparing the financial statements															
(II) Compensation from subsidiaries and associates															
(III) Total															
Elena Zambon	Member of the Board	01/01/2019	31/12/2019	approv. A.R. 2020	75,000	13,600						88,600			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	10,800						45,800			
	Member of Remuneration Committee	01/01/2019	31/12/2019	approv. A.R. 2020	35,000	7,600						1,600			
	Participation Off Site Meeting and other Committees as guest				145,000	33,600						178,600			
(I) Compensation in the company preparing the financial statements															
(II) Compensation from subsidiaries and associates															
(III) Total															
(I) Compensation in the company preparing the financial statements					1,706,233	425,400		1,307,000	707,999			4,146,632			4,170,819
(II) Compensation from subsidiaries and associates															
(III) Total					1,706,233	425,400		1,307,000	707,999			4,146,632			4,170,819
TOTALE BOARD															

(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
Pierpaolo Singer	Chairman Board Statutory Auditors	01/01/2019 - 11/04/2019 in the company preparing the financial statements		38,740	9,200							47,940				
				38,740	9,200								47,940			
				38,740	9,200									47,940		
Marco Rigotti	Chairman Board Statutory Auditors	11/04/2019 - 31/12/2019 in the company preparing the financial statements	approv. bil. 2021	122,959	24,400				6,921			154,280				
				122,959	24,400								154,280			
				122,959	24,400									154,280		
Antonella Bientinesi	Sindaco Effettivo	01/01/2019 - 31/12/2019 in the company preparing the financial statements	approv. bil. 2021	125,000	27,600				6,921			159,521				
				125,000	27,600								159,521			
				125,000	27,600									159,521		
Angelo Rocco Bonisconi	Sindaco Effettivo	01/01/2019 - 31/12/2019 in the company preparing the financial statements	approv. bil. 2021	125,000	28,400				6,921			160,321				
				125,000	28,400								160,321			
				125,000	28,400									160,321		
Benedetta Navarra	Sindaco Effettivo	01/01/2019 - 31/12/2019 in the company preparing the financial statements	approv. bil. 2021	125,000	28,000				6,921			159,921				
				125,000	28,000								159,921			
				30,000										30,000		
				155,000	28,000									183,000		

(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
				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	Bonuses and other incentives					
Guido Paolucci	Sindaco Effettivo	01/01/2019 - 31/12/2019	approv. bil. 2021	125,000	28,400					6,921		160,321			
	(I) Compensation in the company preparing the financial statements			125,000	28,400					6,921		160,321			
	(II) Compensation from subsidiaries and associates			15,000		186				2,019		17,205			
	(III) Total			140,000	28,400	186				8,940		177,526			
	(I) Compensation in the company preparing the financial statements			661,699	146,000					34,605		842,304			
	(II) Compensation from subsidiaries and associates			45,000		186				2,019		47,205			
	(III) Total			706,699	146,000	186				36,624		889,508			
TOTALE COLLEGIO SINDACALE															

(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					
Gianni Franco Papa	Direttore Generale	01/01/2019	06/02/2019									25,129	10,634	155,763	84,829	3,658,383
	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
	(III) Total															
												25,129	10,634	155,763	84,829	3,658,383
Altri Dirigenti con Responsabilità Strategiche	(I) Compensation in the company preparing the financial statements															
	(II) Compensation from subsidiaries and associates															
	(III) Total															
												350,743	167,492	9,981,709	3,949,214	
(totale 10.5 FTE)												350,743	167,492	9,981,709	3,949,214	

Conso Issuers Regulation nr. 11971 - Annex 3A / Schedule 7.4bis
 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 Office	B Plan	Options Held at Start 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)	
		(1) Number of Options	(2) Exercise Price	(3) Period of Possible Exercise (from..to)	(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
Jean Pierre Mustier	Administratore Delegato															
(I) Compensation in company preparing financial statements		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		0	-	-	-	0	0	-	-	0	-	-	-	0	0	0
Gianni Franco Papa	General Manager															
(I) Compensation in company preparing financial statements	2005 Stock Options	1,430	134.691	18/11/2009 31/12/2018	-	-	-	-	-	-	-	-	-	1,430	0	0
	2006 Stock Options	1,076	166.389	13/06/2010 31/12/2019	-	-	-	-	-	-	-	-	-	-	1,076	0
(II) Compensation from Subsidiaries and Associates																
(III) Total		2,506	-	-	-	0	0	-	-	0	-	-	-	1,430	1,076	0
Other Executives with Strategic Responsibilities																
(I) Compensation in company preparing financial statements	n. 5 Executives	24,889	134.691	18/11/2009 31/12/2018	-	-	-	-	-	-	-	-	-	24,889	0	0
	n. 6 Executives	23,747	166.389	13/06/2010 31/12/2019	-	-	-	-	-	-	-	-	-	0	23,747	0
(II) Compensation from Subsidiaries and Associates																
(III) Total		48,636	-	-	-	0	0	-	-	0	-	-	-	24,889	23,747	0

Consob issuers Regulation nr. 11871 - Annex 3A / Schedule 7-bis
 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			Financial instruments vested during the year and not assigned (9)	Financial instruments vested during the year and assignable		Financial instruments relevant to the year (12)
			(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	
Chief Executive Officer											
(I) Compensation in company preparing financial statements											
(II) Compensation from Subsidiaries and Associates											
(III) Total											
General Manager											
(I) Compensation in company preparing financial statements											
(II) Compensation from Subsidiaries and Associates											
(III) Total											
Other Executives with Strategic Responsibilities											
(I) Compensation in company preparing financial statements											
n. 12 Executive		UniCredit Shares promised under UniCredit 2014 Bonus Opportunity Plan	31,983	31/12/2019	-	-	-	-	31,983	373,050	137,533
n. 12 Executive		UniCredit Shares promised under UniCredit 2015 Bonus Opportunity Plan	90,780	50% - 31/12/2019 50% - 31/12/2020	-	-	-	-	45,390	529,429	96,083
n. 7 Executive		UniCredit Shares promised under UniCredit 2016 Bonus Opportunity Plan	104,691	33% - 31/12/2019 33% - 31/12/2021	-	-	-	-	69,798	814,124	159,148
n. 8 Executive		LTI 2017 - 2019	927,543	40% - 31/12/2019 60% - 31/12/2022	-	-	-	-	-	-	1,369,458
n. 12 Executive		Bonus 2017	153,601	40% - 31/12/2019 20% - 31/12/2020 20% - 31/12/2021 20% - 31/12/2022	-	-	-	-	-	-	317,720
n. 12 Executive		Bonus 2018	221,528	40% - 31/12/2020 20% - 31/12/2021 20% - 31/12/2022	-	-	-	-	-	-	251,478
n. 10 Executive		Bonus 2019 - Deferral scheme 1	-	-	198,085	2,571,936	35.8% - 31/12/2020 21.4% - 31/12/2022 21.4% - 31/12/2023 21.4% - 31/12/2024	12,984	-	-	-
n. 3 Executive		Bonus 2019 - Deferral scheme 2	-	-	27,908	362,357	45.4% - 31/12/2020 18.2% - 31/12/2022 18.2% - 31/12/2023 18.2% - 31/12/2024	12,984	-	-	1,615,794
(II) Compensation from Subsidiaries and Associates											
(III) Total											
			1,530,126	-	225,993	2,934,293	-	-	147,171	1,716,603	3,949,214

Note:
 Group Incentive System 2019 - Deferral Scheme 1: it applies to executives with variable compensation exceeding € 430,000 and provides for payment of 44% of the total bonus in cash, of which 20% is immediate and 24% deferred on two tranches.
 Group Incentive System 2019 - Deferral Scheme 2: applies to executives with variable remuneration of less than € 430,000 and provides for the payment of 45% of the total bonus in cash, of which 25% immediate and 20% deferred on two tranches.

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										
(I) Compensation In The Company Preparing the Financial Statements		nn	-	-	-	-	-	-	-		
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-		
(III) Total			-	-	-	-	-	-	-		
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	-		
Other Executives with Strategic Responsibilities											
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2015	-	-	-	-	-	1,552,000	-		
		Group Incentive System 2016	-	-	-	-	-	911,400	-		
		Group Incentive System 2017	-	-	-	-	-	1,072,300	-		
		Group Incentive System 2018	-	-	-	-	488,100	976,200	-		
		Group Incentive System 2019 - Deferral Scheme 1	918,658	1,102,389	50% 31.12.2021 50% 31.12.2024	-	-	-	-		
		Group Incentive System 2019 - Deferral Scheme 2	164,750	131,800	50% 31.12.2021 50% 31.12.2024	-	-	-	-		
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-		
(III) Total			1,083,408	1,234,189	-	-	488,100	4,511,900	-		

Amounts in Euro

Note:

Group Incentive System 2019 - Deferral Scheme 1: it applies to executives with variable compensation exceeding € 430,000 and provides for payment of 44% of the total bonus in cash, of which 20% is immediate and 24% deferred on two tranches.
 Group Incentive System 2019 - Deferral Scheme 2: applies to executives with variable remuneration of less than € 430,000 and provides for the payment of 45% of the total bonus in cash, of which 25% immediate and 20% deferred on two tranches.

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 2018 (1)	Acquired	Sold
BOARD OF DIRECTORS						
Jean Pierre Mustier	Chief Executive Officer	UniCredit	ord.	193,648	352,000	545,648
Elena Carletti (a)	Director			808		808
BOARD OF STATUTORY AUDITORS						
Guido Paolucci	Auditor			319		319
GENERAL MANAGER						
Gianni Franco Papa (b)	General Manager	UniCredit	ord.	68,836		68,836

(1) Or start / end date of appointment if different from indicated period
(a) from 07/02/2019
(b) till 06/02/2019

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 2018 (1)	Acquired	Sold	Held at the End of 2019 (1)
13	UniCredit	ord.	509,786	70,740 (2)	0	580,526

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

(2) Resulting from the granting in 2019 of free ordinary shares under the Group Incentive Schemes, net of the shares sold under the Share Netting process.

Banking that matters. |  **UniCredit**

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