



## Annex 1 to 2024 Group Remuneration Policy and Report

Information Tables Pursuant art. 84-quarter “Annual Report – Sciont II” of the Regulation n. 11971 Issued by Commissione Nazionale per le Società e la Borsa (Consob) - Year 2023



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 (as lastly modified under resolution no. 21623 of December 10, 2020).

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 "2024 Group Remuneration Policy and Report", of which this document represents an enclosure.

The following set of tables provides 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:

**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.

In compliance with Consob Resolution Nr. n. 21623 of 10.12.2020, from 2021 the information regarding "Bonuses and other incentives" is provided on an accrual basis and independently from the fact that amounts are payable or still deferred. This is a different approach from the years up to 2020, when amounts were reported on an out-of-pocket basis and included both the cash upfront quota of the annual bonus as well as the deferred amounts paid from previous years.

For the other executives with strategic responsibilities, the information is provided on an aggregate basis. The related perimeter – defined by the Board of Directors on October 12, 2021 – includes the the Head of Internal Audit and the members of the "Group Executive Committee" – with the exclusion of those belonging to the "CEO Office". The data are reported pro quota for the period during which the role was covered in 2023 and, for comparability purposes, correspond to ca. 11.5 Full Time Equivalents (FTEs).

The overall compensation paid by UniCredit S.p.A. for 2023 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 6,204,660 e € 965,149.

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.

The value reported in column 8 ("Severance indemnity for end of office or termination of employment") refers to the amount that was defined upon termination of the employment relationship of a former executive with strategic responsibilities, which took place in compliance with the provisions of the Group's Termination Payments Policy; the amount, - being an indemnity in lieu of notice- was paid in cash and without application of deferrals, malus and claw-back clauses.

**TABLE 2: Stock Options assigned to the members of the administrative body, to general managers and other executives with strategic responsibilities**

The table is not included because none of the members of the Board of Directors, Board of Statutory Auditors or other managers with strategic responsibilities currently benefit from incentive plans based on stock options.

Furthermore, 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.

**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 Remuneration Report.

The Fair Value represents the cost booked for 2023 in compliance with IFRS2. In such regards, it is specified that the value referred to the other executives with strategic responsibilities also includes the costs related to the incentives that were kept as "good leavers" by the executives whose employment relationship was terminated during the year and that had to be entirely booked in 2023, based on the international accounting standards.

The vesting dates reported at columns (3) and (6) represent the date on which the shares become available for the beneficiary, after their vesting and upon expiry of one further year of mandatory retention.

The tranches of financial instruments assigned under the 2023 Group Incentive System (GIS 2023) and vesting from 31.12.2027 are, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to a further evaluation at 31.12.2026 of a set of long term performance indicators.

Similarly, the tranches of financial instruments assigned under the 2022 Group Incentive System (GIS 2022) and vesting from 31.12.2026 are, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to a further evaluation at 31.12.2025 of a set of long term performance indicators.

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 and the other executives with strategic responsibilities. Neither the non-executive members of the Board of Directors, nor the Statutory Auditors receive any variable compensation.

No annual incentives were paid in monetary form related to 2023 in connection with the fact that the GIS 2023 provides, for the CEO and other key management personnel, for the payment of their annual bonuses exclusively in financial instruments.

The results achieved during the year allow the full payment of deferred amounts that are subject to the verification of the access conditions as at December 31, 2023.

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 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) Total	(H) Other remuneration	(I) Fair value of equity compensation	(J) 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	Compensation for committee participation				
Pietro Carlo Padoan	Chair of the Board	01/01/2023	31/12/2023	approv. AR 2023	16,200	789,000						916,604	
	Member of Internal Controls and Risks Committee	30/03/2023	31/12/2023	approv. AR 2023	37,945								
	Participation Off Site Meeting and other Committees as guest			approv. AR 2023	3,200							3,200	
	<b>(I) Compensation in the company preparing the financial statements</b>				127,945	789,000						<b>968,945</b>	
<b>(II) Compensation from subsidiaries and associates</b>													
<b>(III) Total</b>				127,945	789,000							<b>968,945</b>	
Lamberto Andreotti	Deputy Vice Chair of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000							99,800	
	Chair of Corp. Governance and Nomination Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	10,000						54,800	
	Participation Off Site Meeting and other Committees as guest				2,400							2,400	
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	10,000							<b>156,800</b>
<b>(II) Compensation from subsidiaries and associates</b>													
<b>(III) Total</b>				125,000	10,000							<b>156,800</b>	
Andrea Orsel	Chief Executive Officer	01/01/2023	31/12/2023	approv. AR 2023	90,000	560,000			2,600,000			3,289,808	
	Participation Off Site Meeting and other Committees as guest				15,800							22,368	
	<b>(I) Compensation in the company preparing the financial statements</b>				90,000	560,000			2,600,000			<b>3,265,800</b>	
	<b>(II) Compensation from subsidiaries and associates</b>												
<b>(III) Total</b>				90,000	560,000			2,600,000				<b>3,289,808</b>	
Vincenzo Canello	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000							116,861	
	Member of Related Parties Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000							44,600	
	Participation Off Site Meeting and other Committees as guest				800							800	
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000								<b>162,261</b>
<b>(II) Compensation from subsidiaries and associates</b>													
<b>(III) Total</b>				125,000								<b>162,261</b>	

(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 Carletti	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	17,400								107,400			
	Chair of Internal Controls and Risks Committee	01/01/2023	31/12/2023	approv. AR 2023	50,000	21,400	100,000							171,400			
	Member of Related Parties Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	9,200								44,200			
	Participation Off Site Meeting and other Committees as guest				800									800			
	(I) Compensation in the company preparing the financial statements				175,000	46,800								323,800			
(II) Compensation from subsidiaries and associates																	
(III) Total				175,000	46,800	100,000								323,800			
Jayne-Anne Gadhia	Member of the Board	01/01/2023	07/02/2023		9,370	1,400								10,770			
	Chair of Remuneration Committee	01/01/2023	07/02/2023		3,644	800	1,041							5,485			
	Member of Corporate Governance and Nomination Committee	01/01/2023	07/02/2023		3,644	400								4,044			
	Participation Off Site Meeting and other Committees as guest																
	(I) Compensation in the company preparing the financial statements				16,656	2,600	1,041								20,299		
(II) Compensation from subsidiaries and associates																	
(III) Total				16,656	2,600	1,041								20,299			
Jeffrey Alan Hedberg	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	17,400								107,400			
	Member of ESG Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	5,600								40,600			
	Chair of Remuneration Committee	16/02/2023	31/12/2023	approv. AR 2023	30,599	4,400	8,740							44,739			
	Participation Off Site Meeting and other Committees as guest				4,400									4,400			
	(I) Compensation in the company preparing the financial statements				155,599	31,800	8,740								196,129		
(II) Compensation from subsidiaries and associates																	
(III) Total				155,599	31,800	8,740								196,129			
Beatriz Lara Bartolomé	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	13,400								103,400			
	Member of ESG Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	5,600								40,600			
	Participation Off Site Meeting and other Committees as guest				800									800			
	(I) Compensation in the company preparing the financial statements				125,000	19,800									144,800		
	(II) Compensation from subsidiaries and associates																
(III) Total				125,000	19,800									144,800			

(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		Bonuses and other incentives	Profit sharing					
Luca Molinari	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	12,000							102,000			
	Member of Remuneration Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	5,200							40,200			
	Participation Off-Site Meeting and other Committees as guest				800								800			
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	18,000							143,000			
<b>(II) Compensation from subsidiaries and associates</b>																
<b>(III) Total</b>				125,000	18,000								143,000			
Maria Pierdicchi	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	15,800							105,800			
	Chair of Related Parties Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	9,600		10,000					54,600			
	Member of Internal Controls and Risks Committee	01/01/2023	30/03/2023		12,192	8,400							20,592			
	Member of Corp. Governance and Nomination Committee	30/03/2023	31/12/2023	approv. AR 2023	26,562	9,200							3,200			
Participation Off-Site Meeting and other Committees as guest				3,200												
<b>(I) Compensation in the company preparing the financial statements</b>				163,753	46,200		10,000						219,953			
<b>(II) Compensation from subsidiaries and associates</b>																
<b>(III) Total</b>				163,753	46,200		10,000						219,953			
Francesca Tondi	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	11,200							101,200			
	Member of Internal Controls and Risks Committee	01/01/2023	31/12/2023	approv. AR 2023	50,000	15,000							65,000			
	Chair of ESG Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	5,200		10,000					50,200			
	Participation Off-Site Meeting and other Committees as guest				800								800			
<b>(I) Compensation in the company preparing the financial statements</b>				175,000	32,200		10,000						217,200			
<b>(II) Compensation from subsidiaries and associates</b>																
<b>(III) Total</b>				175,000	32,200		10,000						217,200			
Renate Wagner	Member of the Board	01/01/2023	31/12/2023	approv. AR 2023	90,000	8,200							98,200			
	Member of Remuneration Committee	01/01/2023	31/12/2023	approv. AR 2023	35,000	4,400							39,400			
	Participation Off-Site Meeting and other Committees as guest				800								800			
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	13,400							138,400			
<b>(II) Compensation from subsidiaries and associates</b>																
<b>(III) Total</b>				125,000	13,400								138,400			

(A)	(B)	(C)	(D)	(E)				(F)		(G)	(H)						
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	Compensation for committee participation	Variable non-equity compensation 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
Alexander Wolfiging	Member of the Board	01/01/2023	31/12/2023	approx. AR 2023	12,400				102,400				10,461		112,861		
	Member of Internal Controls and Risks Committee	01/01/2023	31/12/2023	approx. AR 2023	14,600				64,600						64,600		
	Member of Corp. Governance and Nomination Committee	01/01/2023	31/12/2023	approx. AR 2023	9,200				44,200						44,200		
	Participation Off Site Meeting and other Committees as guest				2,400				2,400						2,400		
	<b>(I) Compensation in the company preparing the financial statements</b>			175,000	36,600				213,600				10,461		224,061		
	<b>(II) Compensation from subsidiaries and associates</b>																
	<b>(III) Total</b>			175,000	36,600				213,600				10,461		224,061		
<b>TOTAL BOARD OF DIRECTORS</b>	<b>(I) Compensation in the company preparing the financial statements</b>			1,703,945	345,800		1,488,781	2,600,000	6,138,526				43,766	22,368	6,204,660	3,605,376	
	<b>(II) Compensation from subsidiaries and associates</b>						1,488,781	2,600,000	6,138,526				43,766	22,368	6,204,660	3,605,376	
	<b>(III) Total</b>			1,703,945	345,800		1,488,781	2,600,000	6,138,526				43,766	22,368	6,204,660	3,605,376	



(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		Bonuses and other incentives	Profit sharing					
Marco Rigotti	Chair Board Statutory Auditors	01/01/2023	31/12/2023	approx. AR 2024	190,000	21,200						10,420		221,620		
	Attendance Board of Directors and Committees meetings				30,000									30,000		
	<b>(I) Compensation in the company preparing the financial statements</b>				190,000	51,200						10,420		251,620		
	Compensation from subsidiaries and associates															
	<b>(II) Total</b>				190,000	51,200					10,420			251,620		
Antonella Bientinesi	Standing Auditor	01/01/2023	31/12/2023	approx. AR 2024	125,000	21,200						10,420		156,620		
	Attendance Board of Directors and Committees meetings				16,000									16,000		
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	37,200						10,420		172,620		
	Compensation from subsidiaries and associates															
	<b>(II) Total</b>				125,000	37,200					10,420			172,620		
Claudio Cacciamani	Standing Auditor	01/01/2023	31/12/2023	approx. AR 2024	125,000	21,200						10,420		156,620		
	Attendance Board of Directors and Committees meetings				15,600									15,600		
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	36,800						10,420		172,220		
	Compensation from subsidiaries and associates															
	<b>(II) Total</b>				125,000	36,800					10,420			172,220		
Benedetta Navarra	Standing Auditor	01/01/2023	31/12/2023	approx. AR 2024	125,000	21,200						10,420		156,620		
	Attendance Board of Directors and Committees meetings				13,600									13,600		
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	34,800						10,420		170,220		
	Compensation from subsidiaries and associates			8,304	359						192		8,654			
	<b>(II) Total</b>				133,304	34,800					10,612			179,074		
Guido Paoletti	Standing Auditor	01/01/2023	31/12/2023	approx. AR 2024	125,000	21,200						10,420		156,620		
	Attendance Board of Directors and Committees meetings				16,800									16,800		
	<b>(I) Compensation in the company preparing the financial statements</b>				125,000	38,000						10,420		173,420		
	Compensation from subsidiaries and associates			15,000							1,195		16,195			
	<b>(II) Total</b>				140,000	38,000					11,615			189,615		
<b>TOTAL BOARD STATUTORY AUDITORS</b>																
(I) Compensation in the company preparing the financial statements	690,000	198,000			888,000							52,100		940,100		
(II) Compensation from subsidiaries and associates	23,304	359			23,663						1,387		25,049			
<b>(III) Total</b>	713,304	198,000			911,663						53,487		965,149			

(A)	(B)	(C)	(D)	(1)				(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held	Office expiry	Fixed compensation				Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Other Executives with Strategic Responsibilities							9,777,014	9,777,014	402,038		171,633	81,696	10,432,381	6,089,244	385,951
(Total 11.5 FTE)							883,333	883,333			380,064		1,263,397	1,868,753	
(Total 11.5 FTE)							10,660,347	10,660,347	402,038		551,697	81,696	11,695,778	7,957,997	385,951

Conso Issuers Regulation nr. 11971 - 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	Financial instruments vested during the year and assignable		Financial instruments relevant to the year
			(2) Number and type of financial instruments	(3) Vesting period (a)	(4) Number and type of financial instruments	(5) Fair val. on assign. date	(6) Vesting period (b)	(7) Assignment date		(8) Market price upon assignment	(9) Number and type of financial instruments	
Chief Executive Officer												
(I) Compensation in company preparing financial statements												
		GIS 2022	309,723	33.3% - 31/12/2026 * 33.3% - 31/12/2027 * 33.3% - 31/12/2028 *	0	0.000	-	-	0	103,241	2,926,160	311,935
		GIS 2023	0	-	458,520	6,499,980	-	14,176	0	0	0	3,293,441
		0	0	-	0	0	-	-	0	0	0	0
(II) Compensation from Subsidiaries and Associates												
(III) Total												
		0	309,723	-	458,520	6,499,980	-	-	0	103,241	2,926,160	3,605,376
Other Executives with strategic responsibilities												
(I) Compensation in company preparing financial statements												
		LTI 2017 2019	0	-	0	0	-	-	0	214,823	6,234,418	0
		GIS 2018	0	-	0	0	-	-	0	32,012	942,338	0
		GIS 2019	34,709	100% - 31/12/2024	0	0	-	-	0	34,709	1,018,395	76,018
		GIS 2020	49,214	50% - 31/12/2024 50% - 31/12/2025	0	0	-	-	0	24,607	711,212	84,132
		GIS 2021	148,537	33.2% - 31/12/2024 33.2% - 31/12/2025 33.6% - 31/12/2026	0	0	-	-	0	0	0	513,298
		GIS 2022	604,618	3.7% - 31/12/2024 3.7% - 31/12/2025 31.4% - 31/12/2026 * 31.4% - 31/12/2027 * 29.8% - 31/12/2028 *	0	0	-	-	0	210,009	5,952,285	1,241,884
		GIS 2023 - Business	0	-	587,952	8,334,808	-	14,176	-	0	0	3,804,243
		GIS 2023 - Control Functions	0	-	109,247	1,589,813	-	14,644	-	0	0	957,499
		LTI 2020 2023	279,841	40% - 31/12/2024 15% - 31/12/2025 15% - 31/12/2026 15% - 31/12/2027 15% - 31/12/2028	0	0	-	-	0	0	0	1,280,923
(II) Compensation from Subsidiaries and Associates												
		-	0	-	0	0	-	-	0	0	0	0
(III) Total												
		-	1,116,919	-	697,199	9,934,621	-	-	0	516,160	14,858,638	7,957,997

(a) date on which the shares become available for the beneficiary, after their vesting and upon expiry of the further year of mandatory retention

\* for CEO and business functions, tranche subject to further performance evaluation as of 31.12.2025

\*\* tranche subject to further performance evaluation as of 31.12.2026

**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	
<b>Andrea Orcei</b>		<b>Chief Executive Officer</b>							
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2023	-	-	-	-	-	-	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
<b>(III) Total</b>									
<b>Other Executives with Strategic Responsibilities</b>									
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2018	-	-	-	520,080	-	-	-
		Group Incentive System 2019	-	-	-	-	503,068	-	-
		Group Incentive System 2020	-	-	-	-	231,628	-	-
		Group Incentive System 2021	-	-	-	635,187	658,812	-	-
		Group Incentive System 2022	-	-	-	-	96,000	-	-
		Group Incentive System 2023	-	-	-	-	-	402,038	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
<b>(III) Total</b>						<b>1,155,267</b>	<b>1,489,508</b>		<b>402,038</b>

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 2023 (1)
				Held at the End of 2022 (1)	Acquired	Sold	
<b>BOARD OF DIRECTORS</b>							
Andrea Orcel	Chief Executive Officer	UniCredit	ord.	444,743	229,110 (2)		673,853
Elena Carletti	Director	UniCredit	ord.	808			808
Jeffrey Alan Hedberg	Director	UniCredit	ADR		26,750		26,750

<b>BOARD OF STATUTORY AUDITORS</b>							
Guido Paolucci	Auditor	UniCredit	ord.	319			319

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

(2) Resulting from the granting in 2023 of free ordinary shares under the Group Incentive Schemes

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 2022 (1)	Acquired	Sold	Held at the End of 2023 (1)
14	UniCredit	ord.	718,375	175,874(2)	58,442(3)	835,807

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

(2) Resulting from the granting in 2023 of free ordinary shares under the Group Incentive Schemes

(3) Sold within Group Share Netting / Share Cashing processes



UniCredit S.p.A. Joint stock company - Registered Office and Head Office: Piazza Gae Aulenti, 3 Tower A, 20154 Milan, Italy - Registered in the Register of Banking Groups and Parent Company of the UniCredit Group, with code 02008.1; ABI code 02008.1 - Fiscal Code, VAT number and Registration number with the Company Register of Milan-Monza-Brianza-Lodi: 00348170101 - Member of the National Interbank Deposit Guarantee Fund and the National Compensation Fund - Stamp duty paid virtually, if due - Auth. Agenzia delle Entrate, Ufficio di Roma 1, no. 143106/07 of 21.12.2007.