

4 Annex 1 to 2021 Group Remuneration Policy and Report • UniCredit

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

TABLE 1: Compensation paid to members of the administrative bodies. Amounts in Euro

(A)	(B)	(C)	(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)	
				Fixed compensation							Compensation for committee participation	Bonuses and other incentives						Profit sharing
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									
Cesare Bioni	Chairman of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	17,000			775,000						867,000			
	Member Corp. Gover., Nomination and Sustainability Committee	01/01/2020	26/02/2020		5,451	2,800									8,251			
	Participation Off Site Meeting and other Committees as guest					6,400									6,400			
	(I) Compensation in the company preparing the financial statements					80,451	26,200		775,000						881,651			
	(II) Compensation from subsidiaries and associates																	
(III) Total					80,451	26,200		775,000							881,651			
Lamberto Andreotti	Deputy Vice Chairman of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	15,000									90,000			
	Chairman Remuneration Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	6,400		10,000							51,400			
	Participation Off Site Meeting and other Committees as guest					24,800									24,800			
	(I) Compensation in the company preparing the financial statements					110,000	46,200		10,000						166,200			
	(II) Compensation from subsidiaries and associates																	
(III) Total					110,000	46,200		10,000							166,200			
Jean Pierre Mustier	Chief Executive Officer	01/01/2020	31/12/2020	approv. bil. 2020	75,000	15,800		102,000	708,000	900,800	(1)			5,313	906,113	4,330,029	(2)	
	Participation Off Site Meeting and other Committees as guest					4,800				4,800					4,800			
	(I) Compensation in the company preparing the financial statements					75,000	20,600		102,000	708,000	905,600			5,313	910,913	4,330,029		
	(II) Compensation from subsidiaries and associates																	
	(III) Total					75,000	20,600		102,000	708,000	905,600			5,313	910,913	4,330,029		

(1) The amount reflects Mr. Mustier's waiver of 25% of 2021 overall fixed remuneration, announced with press release dated 22.04.2020

(2) The amount - see also table 3A - represents the cost booked for 2020 in compliance with IFRS2 in view of the provision of equity based incentives and is made up of:

-€ 2.909.347 acceleration of the full cost of LTI 2017 / 2019 in consideration of its maintenance as "good leaver", as foreseen in the exit agreement whose terms have been disclosed with press release dated 21.12.2020

-€ 1.420.682 for the full 2020 quota of the LTI 2020 / 202.3 that had to be booked according to international accounting standards in view of - and notwithstanding - the waiver of the entire variable incentive opportunity for 2020 already communicated in the press release dated 22.04.2020

(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					
Mohamed Hamad Al Mehairi	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	15,400				90,400					90,400		
	Participation Off Site Meeting and other Committees as guest					5,600				5,600					5,600		
	(I) Compensation in the company preparing the financial statements					75,000	21,000				96,000				96,000		
	(II) Compensation from subsidiaries and associates																
(III) Total					75,000	21,000				96,000					96,000		
Sergio Balbinot	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	14,400				89,400					89,400		
	Participation Off Site Meeting and other Committees as guest					5,600				5,600					5,600		
	(I) Compensation in the company preparing the financial statements					75,000	20,000				95,000				95,000		
	(II) Compensation from subsidiaries and associates																
(III) Total					75,000	20,000				95,000					95,000		
Vincenzo Cariello	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	17,000				92,000			9,811		101,811		
	Member of Related Parties Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	8,400				43,400					43,400		
	Participation Off Site Meeting and other Committees as guest					5,600				5,600					5,600		
	(I) Compensation in the company preparing the financial statements					110,000	31,000				141,000			9,811	150,811		
(II) Compensation from subsidiaries and associates																	
(III) Total					110,000	31,000				141,000			9,811	150,811			
Elena Carletti	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	17,000				92,000					92,000		
	Member of Remuneration Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	7,200				42,200					42,200		
	Member of Internal Control and Risks Committee	01/01/2020	31/12/2020	approv. bil. 2020	50,000	16,000				66,000					66,000		
	Participation Off Site Meeting and other Committees as guest					24,000				24,000					24,000		
	(I) Compensation in the company preparing the financial statements					160,000	64,200				224,200					224,200	
(II) Compensation from subsidiaries and associates																	
(III) Total					160,000	64,200				224,200					224,200		

(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
Diego De Giorgi	Member of the Board	05/02/2020	31/12/2020	approv. bil. 2020	67,828	13,000				80,828					80,828			
	Member of Remuneration Committee	04/11/2020	31/12/2020	approv. bil. 2020	5,546					5,546					5,546			
	Participation Off Site Meeting and other Committees as guest					16,000				16,000					16,000			
	(I) Compensation in the company preparing the financial statements					73,374	29,000				102,374					102,374		
	(II) Compensation from subsidiaries and associates																	
(III) Total					73,374	29,000				102,374					102,374			
Isabelle de Wismes	Member of the Board	01/01/2020	04/03/2020		13,115	800				13,915					13,915			
	Member of Internal Control and Risks Committee	01/01/2020	04/03/2020		8,743	3,000				11,743					11,743			
	Participation Off Site Meeting and other Committees as guest																	
	(I) Compensation in the company preparing the financial statements					21,858	3,800				25,658					25,658		
	(II) Compensation from subsidiaries and associates																	
(III) Total					21,858	3,800				25,658					25,658			
Beatriz Lara Bartolomé	Member of the Board	05/02/2020	31/12/2020	approv. bil. 2020	67,828	13,000				80,828					80,828			
	Participation Off Site Meeting and other Committees as guest					6,400				6,400					6,400			
	(I) Compensation in the company preparing the financial statements					67,828	19,400				87,228					87,228		
	(II) Compensation from subsidiaries and associates																	
(III) Total					67,828	19,400				87,228					87,228			
Stefano Micossi	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	16,400				91,400					91,400			
	Chairman of Corp. Gover., Nomination & Sustainability Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	10,000		10,000		55,000					55,000			
	Member of Related Parties Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	8,400				43,400					43,400			
	Participation Off Site Meeting and other Committees as guest					6,400				6,400					6,400			
	(I) Compensation in the company preparing the financial statements					145,000	41,200		10,000		196,200					196,200		
	(II) Compensation from subsidiaries and associates																	
(III) Total					145,000	41,200		10,000		196,200					196,200			

(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					
Pier Carlo Padoan	Member of the Board	13/10/2020	31/12/2020	prima assemblea	16,393	2,000				18,393					18,393		
	Member Corp. Gover., Nomination and Sustainability Committee	04/11/2020	31/12/2020	prima assemblea	5,546	800				6,346					6,346		
	Participation Off Site Meeting and other Committees as guest					800				800					800		
	(I) Compensation in the company preparing the financial statements					21,940	3,600				25,540				25,540		
	(II) Compensation from subsidiaries and associates																
(III) Total					21,940	3,600				25,540				25,540			
Maria Pierdicchi	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	17,000				92,000					92,000		
	Member of Internal Control and Risks Committee	01/01/2020	31/12/2020	approv. bil. 2020	50,000	15,400				65,400					65,400		
	Chairman of Related Parties Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	8,400		10,000		53,400					53,400		
	Participation Off Site Meeting and other Committees as guest					6,400				6,400					6,400		
	(I) Compensation in the company preparing the financial statements					160,000	47,200		10,000		217,200					217,200	
(II) Compensation from subsidiaries and associates																	
(III) Total					160,000	47,200		10,000		217,200					217,200		
Francesca Tondi	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	16,400				91,400					91,400		
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	10,000				45,000					45,000		
	Member of Internal Control and Risks Committee	01/01/2020	31/12/2020	approv. bil. 2020	50,000	16,000				66,000					66,000		
	Participation Off Site Meeting and other Committees as guest					24,800				24,800					24,800		
	(I) Compensation in the company preparing the financial statements					160,000	67,200				227,200					227,200	
(II) Compensation from subsidiaries and associates																	
(III) Total					160,000	67,200				227,200					227,200		

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)		
					Fixed compensation						Compensation for committee participation	Bonuses and other incentives						Profit sharing	Non-monetary benefits
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	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 Wolfgring	Member of the Board	01/01/2020	31/12/2020	approv. bil. 2020	75,000	16,400				91,400				9,811		101,211			
	Chairman of Internal Control and Risks Committee	01/01/2020	31/12/2020	approv. bil. 2020	50,000	16,000		100,000		166,000						166,000			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2020	31/12/2020	approv. bil. 2020	35,000	9,600				44,600						44,600			
	Participation Off Site Meeting and other Committees as guest					15,200				15,200						15,200			
	(I) Compensation in the company preparing the financial statements					160,000	57,200		100,000		317,200				9,811		327,011		
	(II) Compensation from subsidiaries and associates																		
(III) Total					160,000	57,200		100,000		317,200				9,811		327,011			
Elena Zambon	Member of the Board	01/01/2020	13/10/2020		58,811	11,800				70,611						70,611			
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2020	13/10/2020		27,445	6,800				34,245						34,245			
	Member of Remuneration Committee	01/01/2020	13/10/2020		27,445	5,200				32,645						32,645			
	Participation Off Site Meeting and other Committees as guest					4,800				4,800						4,800			
	(I) Compensation in the company preparing the financial statements					113,702	28,600				142,302						142,302		
	(II) Compensation from subsidiaries and associates																		
(III) Total					113,702	28,600				142,302						142,302			
TOTAL BOARD	(I) Compensation in the company preparing the financial statements					1,609,153	526,400		1,007,000	708,000	3,850,553				24,936		3,875,489	4,330,029	
	(II) Compensation from subsidiaries and associates																		
	(III) Total					1,609,153	526,400		1,007,000	708,000	3,850,553				24,936		3,875,489	4,330,029	