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Annex 1 to 2022 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 2021

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 "2022 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 past, 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. Please note that the related perimeter – defined by the Board of Directors – has changed during the year, as a result of (i) changes in organizational structures and related appointments linked to the reorganization announced by the Bank on May 12, 2021, and (ii) the new definition of "other executives with strategic responsibilities" approved by the Bank on October 12, 2021, which now includes the members of the "Group Executive Committee" - excluding the "CEO Office" - and the Head of Internal Audit. For the General Manager ad interim, the data are reported pro-rata for the period in which the position was held. The data related to the other executives with strategic responsibilities are reported pro quota and, for comparability purposes, correspond to ca. 11.4 Full Time Equivalents (FTEs).

The overall compensation paid by UniCredit S.p.A. for 2021 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 5,166,920 and € 917,465.

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 amounts that were defined upon termination of the employment relationship of former executives with strategic responsibilities, which took place in compliance with the provisions of the Group's Termination Payments Policy, with deferred payments in cash and shares and subject to 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 2021 in compliance with IFRS2. In such regards it is specified that:

- The value referred to the Chief Executive Officer relates to the 2021 Share Award, for whose characteristics reference should be made to the Remuneration Report, the cost of which was entirely posted in 2021, based on international accounting standards.
- 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 2021, based on the international accounting standards.

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, the General Manager 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.

The Chief Executive Officer did not participate into the 2021 annual incentive scheme nor in other plans providing for a cash payment.

The performance achieved in 2021 allowed, according to the Group Incentive System Rules, for a payout of the 2021 annual bonuses, as well as the full payout of the deferred amounts which were subject to verification of access conditions as at December 31, 2021.

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.
 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
				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					
Cesare Bisoni	Chair of the Board Participation Off Site Meeting and other Committees as guest	01/01/2021	15/04/2021	21,575	9,000		222,945		253,521					253,521		
				3,200					3,200					3,200		
	(I) Compensation in the company preparing the financial statements				21,575	12,200		222,945		256,721				256,721		
	(II) Compensation from subsidiaries and associates				21,575	12,200		222,945		256,721					256,721	
Pier Carlo Padoan	Member of the Board Chair of the Board	01/01/2021	14/04/2021	21,370	9,000				30,370		12,261			42,631		
		15/04/2021	31/12/2021	64,356	12,000		564,189		640,545					640,545		
	Member of Corp. Governance and Nomination Committee		01/01/2021	14/04/2021	9,973	8,800			18,773					18,773		
	Participation Off Site Meeting and other Committees as guest				6,400				6,400					6,400		
(I) Compensation in the company preparing the financial statements				95,699	36,200		564,189		696,088		12,261			708,349		
(II) Compensation from subsidiaries and associates				95,699	36,200		564,189		696,088		12,261			708,349		
Lamberto Andreotti	Deputy Vice Chairman of the Board Chair of Remuneration Committee	01/01/2021	31/12/2021	85,726	21,000				106,726					106,726		
		01/01/2021	14/04/2021	9,973	4,800		2,849		17,622					17,622		
	Chair of Corp. Governance and Nomination Committee		15/04/2021	31/12/2021	25,027	6,400		7,151		38,578				38,578		
	Participation Off Site Meeting and other Committees as guest				5,600				5,600					5,600		
(I) Compensation in the company preparing the financial statements				120,726	37,800		10,000		168,526					168,526		
(II) Compensation from subsidiaries and associates				120,726	37,800		10,000		168,526					168,526		
Jean Pierre Mustler	Chief Executive Officer Participation Off Site Meeting and other Committees as guest	01/01/2021	10/02/2021	8,425	4,000		45,156	82,000	139,581		3,016			142,597		
				1,600					1,600					1,600		
	(I) Compensation in the company preparing the financial statements				8,425	5,600		45,156	82,000	141,181		3,016		144,197		
	(II) Compensation from subsidiaries and associates				8,425	5,600		45,156	82,000	141,181		3,016		144,197		
(III) Total				8,425	5,600		45,156	82,000	141,181		3,016		144,197			

(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation						(2) 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					
Andrea Orzel	Chief Executive Officer Participation Off Site Meeting and other Committees as guest	15/04/2021	31/12/2021	approx. AR 2023	64,356	12,000		293,178	1,428,205	1,797,739		38,464	50,624	1,886,827	4,811,216		
		Participation in the company preparing the financial statements								2,400				2,400			
	(II) Compensation from subsidiaries and associates					64,356	14,400		293,178	1,428,205	1,800,139	38,464	50,624	1,889,227	4,811,216		
(III) Total					64,356	14,400		293,178	1,428,205	1,800,139	38,464	50,624	1,889,227	4,811,216			
Mohamed Hamad Al Mehairi	Member of the Board Participation Off Site Meeting and other Committees as guest	01/01/2021	15/04/2021		21,575	7,000				28,575				28,575			
		Participation in the company preparing the financial statements								800				800			
	(II) Compensation from subsidiaries and associates					21,575	7,800				29,375			29,375			
(III) Total					21,575	7,800				29,375				29,375			
Sergio Bahinot	Member of the Board Participation Off Site Meeting and other Committees as guest	01/01/2021	15/04/2021		21,575	8,000				29,575				29,575			
		Participation in the company preparing the financial statements								4,000				4,000			
	(II) Compensation from subsidiaries and associates					21,575	12,000				33,575			33,575			
(III) Total					21,575	12,000				33,575				33,575			
Vincenzo Carriello	Member of the Board Member of Related Parties Committee Participation Off Site Meeting and other Committees as guest	01/01/2021	31/12/2021	approx. AR 2023	86,726	20,000				106,726		10,735		116,461			
		Participation in the company preparing the financial statements								11,200				11,200			
	(II) Compensation from subsidiaries and associates					120,726	32,800				153,526	10,735		164,261			
(III) Total					120,726	32,800				153,526	10,735		164,261				

(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							
Elena Carletti	Member of the Board	01/01/2021	31/12/2021	approx. AR 2023	86,726	21,000								106,726			
	Member of Remuneration Committee	01/01/2021	14/04/2021		9,973	4,800								14,773			
	Member of Internal Control and Risks Committee	01/01/2021	14/04/2021		14,247	6,000								20,247			
	Chair of Internal Control and Risks Committee	15/04/2021	31/12/2021	approx. AR 2023	35,753	14,000		71,507						121,260			
	Member of Related Parties Committee	15/04/2021	31/12/2021	approx. AR 2023	25,027	7,200								32,227			
	Participation Off Site Meeting and other Committees as guest				3,200	3,200								3,200			
(I) Compensation in the company preparing the financial statements					170,726	56,200		71,507					298,433				
(II) Compensation from subsidiaries and associates																	
(III) Total					170,726	56,200		71,507						298,433			
Diego De Giorgi	Member of the Board	01/01/2021	15/04/2021		21,575	9,000								30,575			
	Member of Remuneration Committee	01/01/2021	15/04/2021		10,068	3,200								13,268			
	Participation Off Site Meeting and other Committees as guest				4,000	4,000								4,000			
	(I) Compensation in the company preparing the financial statements					31,644	16,200							47,844			
	(II) Compensation from subsidiaries and associates																
	(III) Total					31,644	16,200								47,844		
Jayne-Anne Gadhia	Member of the Board	15/04/2021	31/12/2021	approx. AR 2023	64,356	12,000								76,356			
	Chair of Remuneration Committee	15/04/2021	31/12/2021	approx. AR 2023	25,027	6,400		7,151						38,578			
	Member of Corp. Governance and Nomination Committee	15/04/2021	31/12/2021	approx. AR 2023	25,027	6,400								31,427			
	Participation Off Site Meeting and other Committees as guest				2,400	2,400								2,400			
	(I) Compensation in the company preparing the financial statements					114,411	27,200		7,151					148,762			
	(II) Compensation from subsidiaries and associates																
(III) Total					114,411	27,200		7,151						148,762			

(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					
Jeffrey Alan Hedberg	Member of the Board	15/04/2021	31/12/2021	64,356	12,000									76,356		
	Member of ESG Committee	15/04/2021	31/12/2021	25,027	4,800									29,827		
	Participation Off Site Meeting and other Committees as guest				2,400									2,400		
	(I) Compensation in the company preparing the financial statements				89,384	19,200								108,584		
(II) Compensation from subsidiaries and associates																
(III) Total				89,384	19,200									108,584		
Beatriz Lara Bartolomé	Member of the Board	01/10/2021	31/12/2021	85,726	20,000									105,726		
	Member of ESG Committee	15/04/2021	31/12/2021	25,027	4,800									29,827		
	Participation Off Site Meeting and other Committees as guest				3,200									3,200		
	(I) Compensation in the company preparing the financial statements				110,753	28,000									138,753	
(II) Compensation from subsidiaries and associates																
(III) Total				110,753	28,000									138,753		
Stefano Micossi	Member of the Board	01/10/2021	15/04/2021	21,575	9,000									30,575		
	Chair of Corp. Governance and Nomination Committee	01/10/2021	15/04/2021	10,068	8,000		2,877							20,945		
	Member of Related Parties Committee	01/10/2021	15/04/2021	10,068	3,200									13,268		
	Participation Off Site Meeting and other Committees as guest				800									800		
(I) Compensation in the company preparing the financial statements				41,712	21,000		2,877							65,589		
(II) Compensation from subsidiaries and associates																
(III) Total				41,712	21,000		2,877							65,589		

(A)	(B)	(C)	(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
				Emoluments resolved by the Shareholder's 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					
Luca Molinari	Member of the Board	15/04/2021	31/12/2021	64,356	12,000									76,356		
	Member of Remuneration Committee	15/04/2021	31/12/2021	25,027	6,400									31,427		
	Participation Off Site Meeting and other Committees as guest			2,400										2,400		
	(I) Compensation in the company preparing the financial statements				89,384	20,800								110,184		
(II) Compensation from subsidiaries and associates				89,384	20,800									110,184		
(III) Total																
Maria Pierdicchi	Member of the Board	01/01/2021	31/12/2021	85,726	21,000									106,726		
	Chair of Related Parties Committee	01/01/2021	31/12/2021	35,000	11,200		10,000							56,200		
	Member of Internal Control and Risks Committee	01/01/2021	31/12/2021	50,000	20,000									70,000		
	Participation Off Site Meeting and other Committees as guest				3,200									3,200		
(I) Compensation in the company preparing the financial statements				170,726	55,400		10,000							236,126		
(II) Compensation from subsidiaries and associates				170,726	55,400		10,000							236,126		
(III) Total																
Francesca Tondi	Member of the Board	01/01/2021	31/12/2021	85,726	21,000									106,726		
	Member of Corp. Gover., Nomination & Sustainability Committee	01/01/2021	14/04/2021	9,973	8,800									18,773		
	Member of Internal Control and Risks Committee	01/01/2021	31/12/2021	50,000	20,000									70,000		
	Chair of ESG Committee	15/04/2021	31/12/2021	25,027	4,800		7,151							36,978		
(I) Compensation in the company preparing the financial statements				170,726	61,000		7,151							238,877		
(II) Compensation from subsidiaries and associates				170,726	61,000		7,151							238,877		
(III) Total																

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation					
Name and surname	Office	Period for which office was held		Office expiry	Emoluments resolved by the Shareholder's 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	Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	Severance indemnity for end of office or termination of employment
Renate Wagner	Member of the Board	15/04/2021	31/12/2021	approx. AR 2023	64,356	12,000				76,356					76,356		
	Member of Remuneration Committee	15/04/2021	31/12/2021	approx. AR 2023	25,027	6,400				31,427					31,427		
	Participation Off Site Meeting and other Committees as guest					2,400				2,400					2,400		
(I) Compensation in the company preparing the financial statements																	
(II) Compensation from subsidiaries and associates																	
(III) Total																	
Alexander Wolfgring	Member of the Board	01/01/2021	31/12/2021	approx. AR 2023	85,726	21,000				106,726			10,735		117,461		
	Chair of Internal Control and Risks Committee	01/01/2021	14/04/2021		14,247	6,000		28,493		48,740					48,740		
	Member of Internal Control and Risks Committee	15/04/2021	31/12/2021	approx. AR 2023	35,753	14,000				49,753					49,753		
	Member of Membro del Corp. Governance and Nomination Committee	01/01/2021	31/12/2021	approx. AR 2023	35,000	15,200				50,200					50,200		
	Participation Off Site Meeting and other Committees as guest					3,200				3,200					3,200		
(I) Compensation in the company preparing the financial statements																	
(II) Compensation from subsidiaries and associates																	
(III) Total																	
TOTAL BOARD OF DIRECTORS					1,724,233	544,000		1,262,647	1,510,205	5,041,085			75,212	50,624	5,166,920	4,811,216	
(II) Compensation from subsidiaries and associates								1,262,647	1,510,205	5,041,085			75,212	50,624	5,166,920	4,811,216	
(III) Total					1,724,233	544,000		1,262,647	1,510,205	5,041,085			75,212	50,624	5,166,920	4,811,216	

(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	
					Attendance tokens	Lump sum expense reimbursements	Comp for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary	Total								Bonuses and other incentives
Marco Rigotti	Chairman Board Statutory Auditors Attendance meetings of the Board, Internal Controls and Risks Committee, Off Sites	01/01/2021	31/12/2021	approx. AR 2021	170,000	49,600				219,600		10,293		229,893			
		(I) Compensation in the company preparing the financial statements					170,000	49,600			219,600		10,293		229,893		
		(II) Compensation from subsidiaries and associates					170,000	49,600			219,600		10,293		229,893		
Antonella Bientinesi	Standing Auditor Attendance meetings of the Board, Internal Controls and Risks Committee, Off Sites	01/01/2021	31/12/2021	approx. AR 2021	125,000	38,800				163,800		10,293		174,093			
		(I) Compensation in the company preparing the financial statements					125,000	38,800			163,800		10,293		174,093		
		(II) Compensation from subsidiaries and associates					125,000	38,800			163,800		10,293		174,093		
Angelo Rocco Bonisconi	Standing Auditor Attendance meetings of the Board, Internal Controls and Risks Committee, Off Sites	01/01/2021	31/12/2021	approx. AR 2021	125,000	36,000				161,000		10,293		171,293			
		(I) Compensation in the company preparing the financial statements					125,000	36,000			161,000		10,293		171,293		
		(II) Compensation from subsidiaries and associates					125,000	36,000			161,000		10,293		171,293		
Benedetta Navarra	Standing Auditor Attendance meetings of the Board, Internal Controls and Risks Committee, Off Sites	01/01/2021	31/12/2021	approx. AR 2021	125,000	35,200				160,200		10,293		170,493			
		(I) Compensation in the company preparing the financial statements					125,000	35,200			160,200		10,293		170,493		
		(II) Compensation from subsidiaries and associates					32,000				32,000				32,000		
					157,000	35,200				192,200		10,293		202,493			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation					
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		Bonuses and other incentives	Profit sharing	Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation
Guido Paolucci	Standing Auditor	01/01/2021	31/12/2021	125,000	36,400					161,400			10,293		171,693		
	Attendance meetings of the Board, Internal Controls and Risks Committee, Off Sites			125,000	36,400					161,400			10,293		171,693		
	(I) Compensation in the company preparing the financial statements			15,000						15,000					15,000		
				140,000	36,400					176,400			10,293		186,693		
				670,000	196,000					866,000			51,465		917,465		
TOTAL BOARD OF STATUTORY AUDITORS				47,000						47,000					47,000		
				717,000	196,000					913,000			51,465		964,465		
(II) Total																	

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation					
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		Bonuses and other incentives	Profit sharing	Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation
Ranieri de Marchis	General Manager	11/02/2021	14/04/2021	288,082						288,082			29,469	0	347,930	107,897	
	Attendance meetings of the Board, Internal Controls and Risks Committee, Off Sites			288,082						288,082			29,469		347,930	107,897	
	(I) Compensation in the company preparing the financial statements																
				288,082						288,082					288,082		
(II) Total																	
				2,799,294						2,799,294			491,123	212,091	12,821,389	7,867,377	14,725,562
Other Executives with Strategic Responsibilities																	
(total 11.4 FTEs)																	

Consob 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	(2) Financial instruments assigned during previous years and not vested during the year		(3) Financial instruments assigned during the year				(4) Number and type of financial instruments	(5) Fair val. on assign. date	(6) Vesting period	(7) Assignment date	(8) Market price upon assignment	(9) Financial instruments vested during the year and not assigned	(10) Financial instruments vested during the year and assignable		(12) Financial instruments relevant to the year
			Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair val. on assign. date	Vesting period	Assignment date							Market price upon assignment	Number and type of financial instruments	
Jean Pierre Mustier																	
Chief Executive Officer																	
(I) Compensation in company preparing financial statements		LT2017/2019	486,391	31/12/2022	-	-	-	-	-	-	-	-	-	-	-	-	-
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		-	486,391	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Andrea Orcei																	
Chief Executive Officer																	
(I) Compensation in company preparing financial statements		Share Award 2021	-	-	673,853	100% 15/04/2021	27/01/2021	7,420	-	-	-	-	-	-	-	-	4,811,216
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		-	486,391	-	673,853	-	-	-	-	-	-	-	-	-	-	-	4,811,216
Ranieri de Marchis																	
General Manager																	
(I) Compensation in company preparing financial statements		GIS 2015	0	-	0	-	-	-	-	-	-	-	-	0	646	5,861	0
		LT2017/2019	27,984	40% 31/12/2021 60% 31/12/2023	0	-	-	-	-	-	-	-	-	0	0	0	37,037
		GIS 2017	989	50% 31/12/2021 50% 31/12/2022	0	-	-	-	-	-	-	-	-	0	495	4,486	1,685
		GIS 2018	2,350	33.3% 31/12/2021 33.3% 31/12/2022 33.3% 31/12/2023	0	-	-	-	-	-	-	-	-	0	1,567	14,215	3,196
		GIS 2019	3,230	33.3% 31/12/2022 33.3% 31/12/2023 33.3% 31/12/2024	0	-	-	-	-	-	-	-	-	0	1,795	16,280	9,258
		LT 2020 2023	16,605	40% - 31/12/2023 15% - 31/12/2024 15% - 31/12/2025 15% - 31/12/2026 15% - 31/12/2027	0	-	-	-	-	-	-	-	-	0	-	-	26,526
		GIS 2021	0	-	2,761	36,001	-	13,039	-	-	-	-	0	0	0	0	30,195
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		-	51,159	-	2,761	36,001	-	-	-	-	-	-	0	0	4,502	40,842	107,897

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 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	(4) Number and type of financial instruments	(5) Fair val. on assign. date	(6) Vesting period		(7) Assignment date	(8) Market price upon assignment	
Other Executives with Strategic Responsibilities											
(I) Compensation in company preparing financial statements	n. 13 executive	GIS 2015	0	-	0	-	-	0	45,077	409,076	0
	n. 10 executive	GIS 2016	39,568	100% 31/12/2021	0	-	-	0	39,951	362,410	0
	n. 11 executive	LTI2017/2019	946,815	40% 31/12/2021 60% 31/12/2023	0	-	-	0	0	0	1,834,865
	n. 12 executive	GIS 2017	70,136	50% 31/12/2021 50% 31/12/2022	0	-	-	0	35,278	319,875	118,773
	n. 15 executive	GIS 2018	175,743	33.3% 31/12/2021 33.3% 31/12/2022 33.3% 31/12/2023	0	-	-	0	112,984	1024546	265,635
	n. 15 executive	GIS 2019	209,659	33.3% 31/12/2022 33.3% 31/12/2023 33.3% 31/12/2024	0	-	-	0	122,753	1113326	773,943
	n. 12 executive	LTI 2020 2023	666,368	40% - 31/12/2023 15% - 31/12/2024 15% - 31/12/2025 15% - 31/12/2026 15% - 31/12/2027	0	-	-	0	0	0	1,974,736
	n. 9 executive	GIS 2020	142,130	40% - 31/12/2021 20% - 31/12/2024 20% - 31/12/2025 20% - 31/12/2026	0	-	-	0	0	0	180,856
	n. 18 executive	GIS 2021	0	37,4% - 31/12/2022 20,9% - 31/12/2025 20,9% - 31/12/2026 20,9% - 31/12/2027	249,921	3,258,720	-	0	0	0	2,745,087
	(II) Compensation from Subsidiaries and Associates										
(III) Total											
			2,250,419	-	249,921	-	-	0	356,044	3,229,233	7,893,894

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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)
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable / Paid	Deferred	Deferral Period	Non Longer Payable	Payable / Paid	Still Deferred	
Ranieri de Marchis		General Manager							
(I) Compensation In The Company Preparing the Financial Statements		from 11/02/2021 to 15/04/2021							
		Group Incentive System 2017	-	-	-	-	-	17,260	-
		Group Incentive System 2018	-	-	-	-	-	17,260	-
		Group Incentive System 2019	-	-	-	-	13,981	13,981	-
		Group Incentive System 2021	13,808	16,570	50% 31.12.2023 50% 31.12.2026	-	-	-	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			13,808	16,570	-	-	13,981	48,501	-
Altri Dirigenti con Responsabilità Strategiche									
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2015	-	-	-	-	-	-	-
		Group Incentive System 2016	-	-	-	-	953,400	-	-
		Group Incentive System 2017	-	-	-	-	-	1,078,740	-
		Group Incentive System 2018	-	-	-	-	7,344	985,740	-
		Group Incentive System 2019	-	-	-	-	760,519	798,426	-
		Group Incentive System 2020	-	-	-	-	6,384	296,961	-
(II) Compensation from Subsidiaries and Associates		Group Incentive System 2021	1,322,075	1,477,219	50% 31.12.2023 50% 31.12.2026	-	-	-	-
(III) Total			1,322,075	1,477,219	-	-	1,727,647	3,159,867	-

Amounts in Euro

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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 2020 (1)	Acquired	Sold
Held at the End of 2021 (1)						
BOARD OF DIRECTORS						
Cesare Bisoni	Chairman of the Board	UniCredit	ord.	1,586		1,586
Jean Pierre Mustier	Chief Executive Officer	UniCredit	ord.	545,648		545,648
Elena Carletti	Director	UniCredit	ord.	808		808
BOARD OF STATUTORY AUDITORS						
Guido Paolucci	Auditor	UniCredit	ord.	319		319
GENERAL MANAGERS						
Ranieri de Marchis	General Manager	UniCredit	ord.	64,354	26,083(2)	11,215(3)

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

(2) Resulting from the granting in 2021 of free ordinary shares under the Group Incentive Schemes

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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 2020 (1)	Acquired	Sold
Held at the End of 2021 (1)					
14	UniCredit	ord.	567,581	255,065(2)	168,499(3)
					654,147

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

(2) Resulting from the granting in 2021 of free ordinary shares under the Group Incentive Schemes

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

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