

ANNEX 1 TO 2015 GROUP COMPENSATION POLICY

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 2014

Life is full of ups and downs.
We're there for both.



In the following pages a set of tables presents the quantitative information that the Company must provide in compliance with article 84-quater of Consob's Issuers Regulation nr. 11971.

In such regards, please note that the information requested at Section I and at the First Part of Section II of the Compensation Report, to be prepared in compliance with Attachment 3A, Schedule 7-bis of the above mentioned Regulation is contained in the Annual Compensation Report, published within the Group Compensation Policy, of which this document represents an enclosure.

The set of tables that follow 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 is reported some 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.

For the other 7 executives with strategic responsibilities – who are represented by the remaining members of the CEO Office plus the Group Compliance Officer and the Head of Internal Audit – the information is provided on an aggregate basis.

The overall compensation paid by UniCredit S.p.A. for 2014 to the Board of Directors and to the Board of Statutory Auditors amounts respectively to € 8,029,225 and € 647,352.

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 the Chief Executive Officer (CEO) and some other executives with strategic responsibilities benefit from Stock Option/Performance Stock Options plans launched by the Company in the previous years.

At current prices, all vested 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 - additionally to the shares granted within UniCredit medium and/or long term incentive equity plans - also the number of shares promised and/or granted in connection with the deferrals of the annual incentive systems.

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 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.

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 managers as well as by other executives with strategic responsibilities.

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		(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					
Giuseppe Vita	Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	125.000	4.800		1.375.000		1.504.800					1.504.800		
	Chairman of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014		4.800			4.800						4.800		
	Chairman of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014		4.000			4.000						4.000		
	Chairman of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014		2.400			2.400						2.400		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400			38.400						38.400		
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200			1.200						1.200		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600			1.600						1.600		
	(I) Compensation in the company preparing the financial statements				161.000	21.200		1.375.000		1.557.200					1.557.200		
(II) Compensation from subsidiaries and associates																	
(III) Total				161.000	21.200		1.375.000		1.557.200					1.557.200			
Candido Fois	Deputy Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.000		155.000		239.000			6.737		245.737		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.400			40.400						40.400		
	Member of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600			37.600						37.600		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.000			38.000						38.000		
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		800			800						800		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200			1.200						1.200		
	Permanent guest Corporate Governance, HR and Nomination Committee																
	(I) Compensation in the company preparing the financial statements				188.000	14.000		155.000		357.000			6.737		363.737		
(II) Compensation from subsidiaries and associates				56.250	7.280		127.500		191.030					191.030			
(III) Total				244.250	21.280		282.500		548.030			6.737		554.767			
Vincenzo Calandra Buonauro	Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800		155.000		239.800			6.737		246.537		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.800			40.800						40.800		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.000			40.000						40.000		
	(I) Compensation in the company preparing the financial statements				152.000	13.600		155.000		320.600			6.737		327.337		
(II) Compensation from subsidiaries and associates																	
(III) Total				152.000	13.600		155.000		320.600			6.737		327.337			
Luca Cordero di Montezemolo	Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	3.600		155.000		238.600					238.600		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600			37.600						37.600		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600			37.600						37.600		
	(I) Compensation in the company preparing the financial statements				152.000	6.800		155.000		313.800					313.800		
(II) Compensation from subsidiaries and associates																	
(III) Total				152.000	6.800		155.000		313.800					313.800			
Fabrizio Palenzona	Vice Chairman of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800		155.000		239.800					239.800		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.800			40.800						40.800		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.000			40.000						40.000		
	(I) Compensation in the company preparing the financial statements				152.000	13.600		155.000		320.600					320.600		
(II) Compensation from subsidiaries and associates																	
(III) Total				152.000	13.600		155.000		320.600					320.600			

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)		
					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	Variable non-equity							
Name and surname	Office	Period for which office was held	Office expiry	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		
Federico Ghizzoni	Chief Executive Officer	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800		340.000	1.508.000	1.932.800		440.000		347.328	225.534	2.945.662	1.313.657		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.800				40.800						40.800			
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	3.600				39.600						39.600			
	(I) Compensation in the company preparing the financial statements					152.000	13.200		340.000	1.508.000	2.013.200		440.000		347.328	225.534	3.026.062	1.313.657	
	(II) Compensation from subsidiaries and associates																		
(III) Total					152.000	13.200		340.000	1.508.000	2.013.200		440.000		347.328	225.534	3.026.062	1.313.657		
Mohamed Ali Al Fahim	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800						84.800			
	Invited Permanent Strategic Committee of 28/2/2014					400				400						400			
	(I) Compensation in the company preparing the financial statements					80.000	5.200				85.200					85.200			
	(II) Compensation from subsidiaries and associates																		
(III) Total					80.000	5.200				85.200						85.200			
Manfred Bischoff	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	3.600				83.600						83.600			
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	3.200				39.200						39.200			
	(I) Compensation in the company preparing the financial statements					116.000	6.800				122.800					122.800			
	(II) Compensation from subsidiaries and associates																		
(III) Total					116.000	6.800				122.800						122.800			
Henryka Bochniarz	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	3.200				83.200						83.200			
	Member of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000			
	(I) Compensation in the company preparing the financial statements					116.000	5.200				121.200					121.200			
	(II) Compensation from subsidiaries and associates																		
(III) Total					116.000	5.200				121.200						121.200			
Alessandro Caltagirone	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.000				84.000						84.000			
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000			
	Member of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.000				38.000						38.000			
	(I) Compensation in the company preparing the financial statements					152.000	8.000				160.000					160.000			
(II) Compensation from subsidiaries and associates																			
(III) Total					152.000	8.000				160.000						160.000			
Francesco Giacomini	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800						84.800			
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400						38.400			
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		800				800						800			
	Entitled to attend also Risks Sub-Committee					1.200				1.200						1.200			
	Invited to Permanent Strategic Committee of 6/2 - 28/2 and 6/3/2014					1.200				1.200						1.200			
	(I) Compensation in the company preparing the financial statements					116.000	10.400				126.400					126.400			
(II) Compensation from subsidiaries and associates																			
(III) Total					116.000	10.400				126.400						126.400			
Helga Jung	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.000				84.000						84.000			
	Invited to Permanent Strategic Committee of 28/2 and 6/3/2014					800				800						800			
	(I) Compensation in the company preparing the financial statements					80.000	4.800				84.800					84.800			
	(II) Compensation from subsidiaries and associates																		
(III) Total					80.000	4.800				84.800						84.800			

(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Total	(3) Variable non-equity	(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							
Marianna Li Calzi	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800		6.737		91.537		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400				38.400		
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200				1.200		
	Entitled to attend also Risks Sub-Committee	01/01/2014	31/12/2014			1.200				1.200				1.200		
	Chair of Related Parties & Equity Investments Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	6.400				42.400				42.400		
	Invited to Permanent Strategic Committee of 14/1 - 6/2 - 28/2 and 6/3/2014					1.600				1.600				1.600		
	(I) Compensation in the company preparing the financial statements					152.000	17.600			169.600		6.737		176.337		
	(II) Compensation from subsidiaries and associates															
(III) Total					152.000	17.600			169.600		6.737		176.337			
Luigi Maramotti	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.000				84.000				84.000		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.400				40.400				40.400		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	3.600				39.600				39.600		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400				38.400		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600				1.600		
	Entitled to attend also Internal Controls Sub-Committee					1.200				1.200				1.200		
	(I) Compensation in the company preparing the financial statements					188.000	17.200			205.200				205.200		
	(II) Compensation from subsidiaries and associates															
(III) Total					188.000	17.200			205.200				205.200			
Giovanni Quaglia	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800				84.800		
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	4.000				40.000				40.000		
	Member of the Related Parties and Equities Investments Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	6.400				42.400				42.400		
	Member of the Supervisory Body ex D.Lgs. 231/2001	21/01/2014	31/12/2014	Approv. AR 2014	17.014	2.000				19.014				19.014		
	Invited to Permanent Strategic Committee of 14/1 - 6/2 - 28/2 and 6/3/2014					1.600				1.600				1.600		
	(I) Compensation in the company preparing the financial statements					169.014	18.800			187.814				187.814		
	(II) Compensation from subsidiaries and associates															
	(III) Total					169.014	18.800			187.814				187.814		
Lucrezia Reichlin	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.400				84.400				84.400		
	Member of the Permanent Strategic Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	3.600				39.600				39.600		
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	1.600				37.600				37.600		
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600				1.600		
	Entitled to attend also Internal Controls Sub-Committee					1.200				1.200				1.200		
	Chair of the Supervisory Body ex D.Lgs. 231/2001 (pro-tempore)	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400				38.400		
	Invited to Corporate Governance, HR e Nomination Committee of 6/3/2014					400				400				400		
	(I) Compensation in the company preparing the financial statements					188.000	15.200			203.200				203.200		
(II) Compensation from subsidiaries and associates																
(III) Total					188.000	15.200			203.200				203.200			

(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Total	(3) Variable non-equity	(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								Compensation for committee participation	Bonuses and other incentives	Profit sharing
Lorenzo Sassoli de Bianchi	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.400				84.400				84.400					
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400				38.400					
	Member of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200				1.200					
	Entitled to attend al Risks Sub-Committee					400				400				400					
	Member of the Related Parties and Equities Investments Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	6.400				42.400				42.400					
	Invited to Permanent Strategic Committee of 6/2 and 28/2/2014					800				800				800					
	(I) Compensation in the company preparing the financial statements					152.000	15.600				167.600				167.600				
	(II) Compensation from subsidiaries and associates																		
(III) Total					152.000	15.600				167.600				167.600					
Alexander Wolfring	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800			6.737	91.537					
	Member of the Remuneration Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400				38.400					
	Member of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	2.400				38.400				38.400					
	Member of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600				1.600					
	Entitled to attend also Internal Controls Sub-Committee					1.200				1.200				1.200					
	Invited to Permanent Strategic Committee of 14/1 - 6/2 - 28/2 and 6/3/2014					1.600				1.600				1.600					
	(I) Compensation in the company preparing the financial statements					152.000	14.000				166.000			6.737	172.737				
	(II) Compensation from subsidiaries and associates																		
(III) Total					152.000	14.000				166.000			6.737	172.737					
Anthony Wyand	Member of the Board of Directors	01/01/2014	31/12/2014	Approv. AR 2014	80.000	4.800				84.800				84.800					
	Member of the Corporate Governance, HR and Nomination Committee	01/01/2014	31/12/2014	Approv. AR 2014	36.000	3.600				39.600				39.600					
	Chairman of the Internal Controls and Risks Committee	01/01/2014	31/12/2014	Approv. AR 2014	176.000	2.400				178.400				178.400					
	Chairman of the Internal Controls Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.200				1.200				1.200					
	Chairman of the Risks Sub-Committee	01/01/2014	31/12/2014	Approv. AR 2014		1.600				1.600				1.600					
	Invited to Permanent Strategic Committee of 14/1 - 6/2 - 28/2 and 6/3/2014					1.600				1.600				1.600					
	(I) Compensation in the company preparing the financial statements					292.000	15.200				307.200				307.200				
	(II) Compensation from subsidiaries and associates																		
(III) Total					292.000	15.200				307.200				307.200					
TOTAL BOARD OF DIRECTORS	(I) Compensation in the company preparing the financial statements					2.910.014	236.400			2.335.000	1.508.000			6.989.414	440.000	374.278	225.534	8.029.225	1.313.657
	(II) Compensation from subsidiaries and associates					56.250	7.280			127.500				191.030					
	(III) Total					2.966.264	243.680			2.462.500	1.508.000			7.180.444	440.000	374.278	225.534	8.220.255	1.313.657

(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		(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					
Maurizio Lauri	Chairman of the Board of Statutory Auditors	01/01/2014	31/12/2014	Approv. AR 2015	140.000	17.200							6.738		163.938		
	(I) Compensation in the company preparing the financial statements				140.000	17.200							6.738		163.938		
	(II) Compensation from subsidiaries and associates																
	(III) Total				140.000	17.200							6.738		163.938		
Giovanni Battista Alberti	Standing Auditor	01/01/2014	31/12/2014	Approv. AR 2015	100.000	17.200							6.738		123.938		
	(I) Compensation in the company preparing the financial statements				100.000	17.200							6.738		123.938		
	(II) Compensation from subsidiaries and associates																
	(III) Total				100.000	17.200							6.738		123.938		
Cesare Bisoni	Standing Auditor	01/01/2014	31/12/2014	Approv. AR 2015	100.000	16.400									116.400		
	(I) Compensation in the company preparing the financial statements				100.000	16.400									116.400		
	(II) Compensation from subsidiaries and associates																
	(III) Total				100.000	16.400									116.400		
Enrico Laghi	Standing Auditor	01/01/2014	31/12/2014	Approv. AR 2015	100.000	12.400							6.738		119.138		
	(I) Compensation in the company preparing the financial statements				100.000	12.400							6.738		119.138		
	(II) Compensation from subsidiaries and associates																
	(III) Total				100.000	12.400							6.738		119.138		
Maria Enrica Spinardi	Standing Auditor	01/01/2014	31/12/2014	Approv. AR 2015	100.000	17.200							6.738		123.938		
	(I) Compensation in the company preparing the financial statements				100.000	17.200							6.738		123.938		
	(II) Compensation from subsidiaries and associates																
	(III) Total				100.000	17.200							6.738		123.938		
Federica Bonato	Alternate Auditor	01/01/2014	31/12/2014	Approv. AR 2015													
	(I) Compensation in the company preparing the financial statements																
	(II) Compensation from subsidiaries and associates				31.109	5.600	1.281						4.750		42.740		
	(III) Total				31.109	5.600	1.281						4.750		42.740		
Beatrice Lombardini	Alternate Auditor	01/01/2014	31/12/2014	Approv. AR 2015													
	(I) Compensation in the company preparing the financial statements																
	(II) Compensation from subsidiaries and associates																
	(III) Total																
Paolo Domenico Sfameni	Alternate Auditor	01/01/2014	31/12/2014	Approv. AR 2015													
	(I) Compensation in the company preparing the financial statements																
	(II) Compensation from subsidiaries and associates				10.000										10.000		
	(III) Total				10.000										10.000		
Pierpaolo Singer	Alternate Auditor	01/01/2014	31/12/2014	Approv. AR 2015													
	(I) Compensation in the company preparing the financial statements																
	(II) Compensation from subsidiaries and associates																
	(III) Total																
TOTAL STATUTORY AUDITORS	(I) Compensation in the company preparing the financial statements				540.000	80.400							26.952		647.352		
	(II) Compensation from subsidiaries and associates				41.109	5.600	1.281						4.750		52.740		
	(III) Total				581.109	86.000	1.281						31.702		700.092		

(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		(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
Roberto Nicastrò	General Manager	01/01/2014	31/12/2014						1.301.040	1.301.040		200.000		247.902	0	1.748.942	386.091	
	(I) Compensation in the company preparing the financial statements								1.301.040	1.301.040		200.000		247.902		1.748.942	386.091	
	(II) Compensation from subsidiaries and associates																	
	(III) Total								1.301.040	1.301.040		200.000		247.902		1.748.942	386.091	
Other Executives with strategic (7 subjects)	(I) Compensation in the company preparing the financial statements								6.173.439	6.173.439		932.867		658.769	355.132	8.120.206	1.181.730	1.859.000
	(II) Compensation from subsidiaries and associates																	
	(III) Total								6.173.439	6.173.439		932.867		658.769	355.132	8.120.206	1.181.730	1.859.000

(1) amount paid in connection with the undertaking of post termination commitments, to benefit of the Bank, by an executive with strategic responsibilities who terminated in the course of 2014

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TABLE 2: Stock Options Assigned to the Members of the Administrative Body, to General Managers and Other Executives with Strategic Responsibilities

A	B	Options Held at Star of the Year			Options Assigned During the Year						Options Exercised During the Year			(14)	(15)	(16)	
		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)				(13)
Name and Surname	Office	Plan	Number of Options	Exercise Price	Period of Possible Exercise (from..to)	Number of Options	Exercise Price	Period of Possible Exercise (from..to)	Fair Value at Assign. Date	Assignment Date	Market Price of Underlying Shares upon Assignment of Options	Number of Options	Exercise Price	Market Price of Underlying Shares on Exercise Date	Options Lapsed During the Year (Number)	Options Held at the End of the Year	Options Relevant to the Year (Fair Value)
Federico Ghizzoni	Chief Executive Officer																
(I) Compensation in company preparing financial statements		2004 Stock Options	26.882	22,419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	-	26.882	-
		2005 Stock Options	35.843	26,878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	-	35.843	-
		2006 Stock Options	32.349	33,205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	-	32.349	-
		2007 Stock Options	56.137	39,583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	-	56.137	-
		2008 Stock Options	141.270	23,351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	141.270	-
		2011 Perf. Stock Options	672.125	4,010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	672.125	324.543	
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			964.606	-	-	0	-	-	0	-	-	0	-	-	0	964.606	324.543
Roberto Nicastro	General Manager																
(I) Compensation in company preparing financial statements		2004 Stock Options	161.297	22,419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	-	161.297	-
		2005 Stock Options	322.595	26,878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	-	322.595	-
		2006 Stock Options	242.556	33,205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	-	242.556	-
		2007 Stock Options	210.516	39,583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	-	210.516	-
		2008 Stock Options	451.235	23,351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	451.235	-
			2010 Perf. Stock Options	322.679	11,901	31/03/2014 - 31/12/2020	-	-	-	-	-	-	-	-	322.679	-	-
		2011 Perf. Stock Options	611.022	4,010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	611.022	295.039	
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			2.321.900	-	-	0	-	-	0	-	-	0	-	322.679	1.999.221	295.039	
Other Executives with Strategic Responsibilities																	
(I) Compensation in company preparing financial statements	n. 5 Executives	2004 Stock Options	161.474	22,419	03/09/2008 - 31/12/2017	-	-	-	-	-	-	-	-	-	-	161.474	-
	n. 5 Executives	2005 Stock Options	320.622	26,878	18/11/2009 - 31/12/2018	-	-	-	-	-	-	-	-	-	-	320.622	-
	n. 5 Executives	2006 Stock Options	267.807	33,205	13/06/2010 - 31/12/2019	-	-	-	-	-	-	-	-	-	-	267.807	-
	n. 5 Executives	2007 Stock Options	289.179	39,583	15/07/2011 - 15/07/2017	-	-	-	-	-	-	-	-	-	-	289.179	-
	n. 5 Executives	2008 Stock Options	793.607	23,351	09/07/2012 - 09/07/2018	-	-	-	-	-	-	-	-	-	-	793.607	-
	n. 4 Executives	2010 Perf. Stock Options	482.605	11,901	31/03/2014 - 31/12/2020	-	-	-	-	-	-	-	-	482.605	-	-	
	n. 5 Executives	2011 Perf. Stock Option	1.594.767	4,010	01/01/2016 - 31/12/2022	-	-	-	-	-	-	-	-	-	-	1.594.767	770.051
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total			3.910.061	-	-	0	-	-	0	-	-	0	-	482.605	3.427.456	770.051	

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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					(9) Number and type of financial instruments	Financial instruments vested during the year and not assigned		(12) Fair Value
			(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		(10) Number and type of financial instruments	(11) Value on maturity date	
Federico Ghizzoni	Chief Executive Officer	-	-	-	-	-	-	-	-	-	-	-	-
(I) Compensation in company preparing financial statements		Ordinary Shares UniCredit Piano	-	-	-	-	-	-	-	-	84.024	494.759	-
		Ordinary Shares UniCredit Piano 2013_2015	568.181	50% 31.12.2014 50% 31.12.2015	-	-	-	-	-	-	-	-	788.800
		Bonus 2014	-	-	175.464	1.100.000	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	09/04/2015	6,269	-	-	-	200.314
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		-	-	-	1.100.000	-	-	-	-	-	-	494.759	989.114
Roberto Nicastro	General Manager	-	-	-	-	-	-	-	-	-	-	-	-
(I) Compensation in company preparing financial statements		2010 - Performance share	-	-	-	-	-	-	-	75.631	-	-	-
		Bonus 2014	-	-	79.757	500.000	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	09/04/2015	6,269	-	-	-	91.052
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	-
(III) Total		-	-	-	500.000	-	-	-	-	-	-	0	91.052
Other Executives with Strategic Responsibilities		-	-	-	-	-	-	-	-	-	-	-	-
(I) Compensation in company preparing financial statements	n. 4 Executives	2010 - Performance share	-	-	-	-	-	-	-	142.232	-	-	-
	n. 1 Executive	Promise Shares UniCredit 2011 Bonus Opportunity Plan	37.094	50% 31.12.2014	-	-	-	-	-	-	37.094	218.421	39.205
	n. 1 Executive	Promise Shares UniCredit 2013 Bonus Opportunity Plan	7.177	40% - 31/12/2015 40% - 31/12/2016 20%_31.12.2017	-	-	-	-	-	-	-	-	891
	n. 6 Executives	Bonus 2014	-	-	325.481	2.040.500	40% - 31/12/2017 30% - 31/12/2018 30% - 31/12/2019	09/04/2015	6,269	-	-	-	371.583
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	-	-	-	-	
(III) Total		-	-	-	2.040.500	-	-	-	-	-	-	218.421	411.679

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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)			(3)			(4) Other Bonuses
			Annual Bonus			Previous Years Bonuses			
			(A) Payable / Paid	(B) Deferred	(C) Deferral Period	(A) Non Longer Payable	(B) Payable / Paid	(C) Still Deferred	
Federico Ghizzoni	Chief Executive Officer								
(I) Compensation In The Company Preparing the Financial Statements	Bonus 2014		440.000	660.000	50% - 31/12/2015 50% - 31/12/2016	-	-	-	
(II) Compensation from Subsidiaries and Associates	nn		-	-	-	-	-	-	
(III) Total			440.000	660.000	-	-	-	-	
Roberto Nicastro	General Manager								
(I) Compensation In The Company Preparing the Financial Statements	Bonus 2014		200.000	300.000	50% - 31/12/2015 50% - 31/12/2016	-	-	-	
(II) Compensation from Subsidiaries and Associates	nn		-	-	-	-	-	-	
(III) Total			200.000	300.000	-	-	-	-	
Other executives with strategic responsibilities									
(I) Compensation In The Company Preparing the Financial Statements	Bonus 2014		816.200	1.224.300	50% - 31/12/2015 50% - 31/12/2016	-	-	-	
	Cash LTI Plans for Control Functions		-	-	-	-	116.667	-	
(II) Compensation from Subsidiaries and Associates	nn		-	-	-	-	-	-	
(III) Totale			816.200	1.224.300	-	-	116.667	-	

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 2013 (1)	Coming from Scrip Dividend 2014	Acquired	Sold	Held at the End of 2014 (1)
BOARD OF DIRECTORS								
Giuseppe Vita	Chairman	UniCredit	ord.	101.400	5.022	200.000		306.422
	indirect ownership (spouse)	UniCredit	ord.	5.000	83			5.083
Candido Fois	Deputy Vice Chairman							
Vincenzo Calandra Buonauro	Vice Chairman	UniCredit	ord.	18.231	303			18.534
Luca Cordero di Montezemolo	Vice Chairman							
Fabrizio Palenzona	Vice Chairman							
Federico Ghizzoni	Chief Executive Officer	UniCredit	ord.	219.046	5.051	84.024 (2)	32.200	275.921
	indirect ownership (spouse)	UniCredit	ord.	1.500	25			1.525
Mohamed Ali Al Fahim	Director							
Manfred Bischoff	Director	UniCredit	ord.	14.997				14.997
Henryka Bochniarz	Director							
Alessandro Caltagirone	Director							
Francesco Giacomini	Director							
Helga Jung	Director	UniCredit	ord.	1.213	19			1.232
Marianna Li Calzi	Director							
Luigi Maramotti	Director	UniCredit	ord.	2.288.682	38.144			2.326.826
Giovanni Quaglia	Director	UniCredit	ord.	1.000	16			1.016
Lucrezia Reichlin	Director							
Lorenzo Sassoli de Bianchi	Director							
Alexander Wolfgring	Director							
Anthony Wyand	Director	UniCredit	ord.	6.123				6.123
BOARD OF STATUTORY AUDITORS								
Maurizio Lauri	Chairman of the Board of Statutory Auditors					4.500		4.500
Giovanni Battista Alberti	Standing Auditor							
	indirect ownership (spouse)	UniCredit	ord.	1.200	20			1.220
Cesare Bisoni	Standing Auditor							
Enrico Laghi	Standing Auditor							
Maria Enrica Spinardi	Standing Auditor							
	indirect ownership (spouse)	UniCredit	ord.	1.000			1.000	
Federica Bonato	Alternate Auditor	UniCredit	ord.	756	12			768
Beatrice Lombardini	Alternate Auditor	UniCredit	ord.	3.775	63			3.838
Paolo Domenico Stameni	Alternate Auditor							
	indirect ownership (spouse)	UniCredit	ord.			658		658
Pierpaolo Singer	Alternate Auditor							
DIRETTORI GENERALI								
Roberto Nicastro	Direttore Generale	UniCredit	ord.	245.364				245.364

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

(2) Of which nr. 84.023 free ordinary shares granted during 2013 in execution of the UniCredit Share Plan approved by the Shareholders' Meeting

(2) Free ordinary shares granted during 2014 in execution of the UniCredit Share Plan approved by the Shareholders Meeting

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 2013 (1)	Coming from Scrip Dividend 2014	Acquired	Sold	Held at the End of 2014 (1)
7	UniCredit	ord.	375.183 (2)	0	37.094 (3)	0	418.719 (2)

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

(2) Of which 42 indirect possess

(3) Free ordinary shares granted in 2014 in relation to the payment of deferred incentives under the Group incentive system