



UniCredit Group: 4Q14 & FY14 preliminary results



Milan, February 11th, 2015



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Pursuant the consolidated law on financial intermediation of 24 February 1998 (article 154-bis, paragraph 2) Marina Natale, in her capacity as manager responsible for the preparation of the Company's financial reports declares that the accounting information contained - preliminary results not audited yet - in this Presentation reflects the UniCredit Group's documented results, financial accounts and accounting records.

The final approval of UniCredit Consolidated Financial Statements will take place next 12th March, date that qualifies as date of authorization for issue according to IAS 10 with reference to potential events after the reporting period.

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Executive summary (1/2)

Management actions yielded remarkable achievements in 2014 ...

| Net profit target delivered | Group net profit 2 bn in 2014 with 12 cents scrip dividend (35% pay-out ratio) despite macroeconomic and geopolitical challenges, supported by: improving core revenues: net interest +1.1% y/y and net fees +2.9% y/y tight cost discipline: operating costs down by 2.9% y/y |
|--------------------------------|---|
| Business refocusing | Core Bank's net profit 2014 at 3.7bn with RoAC at 11% Commercial Bank Italy top contributor after a successful turnaround Commercial loans up q/q suggesting an improving environment Non Core portfolio run-down ahead of targets with gross loans -10bn y/y |
| Asset quality improving | Gross impaired loans at 84.4bn continuing to show signs of stabilization In Italy, inflows from performing down by 25% vs. 2013 and by 32% vs. 2012, confirming better performance of UniCredit SpA vs. the Italian system Cost of risk at 90bp, the lowest since 2009, incorporating AQR |
| Solid balance sheet | CET1 ratio fully loaded at 10%, CET1 ratio transitional at 10.4% Leverage ratio Basel 3 fully loaded at a sound 4.5% Impaired loans coverage ratio at 51.3% (62.2% on NPL) |





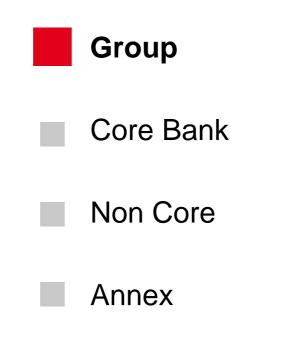
Executive summary (2/2)

...moreover an important number of strategic actions still in progress are yet to deliver net profit enhancement

| Strategic Plan key pillars | | Achievements 2014 | | | | | cts on Costs |
|--|--|--|-----------------|-----------------|---------------|--------------|-----------------|
| | Western European branch network Rationalization and service model innovation | Branch closures, # | 0 110 | 9 119 | 36 | | \checkmark |
| TRANSFORM COMMERCIAL | Multi-channel New clients acquisition, increase active online users in WE, development of mobile and tablet banking | Active online users, % | +2pp | +1pp | +2pp | \checkmark | • |
| BANKING IN WESTERN EUROPEAN MARKETS | Payments Increase in the number of plastic cards and transaction amount per card, enhancement of acquiring volumes, light POS, e-commerce development, digital payments launch in UC major countries | Beyond 470,000 net new issued cards in retail Flexia: 1m of issued cards | | 5 | \checkmark | • | |
| | Internationalization Enhancement of the international centers and processes to support customers' cross-border business (GTB and lending) | Beyond 570m loan new business in the 1 st year | | | \checkmark | | |
| INVEST IN GROWTH BUSINESSES | CEE Boost of the retail segment by optimizing the branch footprint, introducing itinerant specialists and promoting remote channels | Increasing M vs 4.6% Dec. (4.7% vs 4.2% | p/y) ar | nd dep | 5.3% osits | \checkmark | |
| | Fineco Strong PFAs recruiting activity, sustain asset mix change focusing pure advice services | Net Sales, 4. Recruited PF | | 25 | | \checkmark | • |
| 3 LEVERAGING GLOBAL PLATFORM | Global Banking Services and Real Estate Cost efficiency initiatives now fully implemented | RE freed spa RE savings, 3 | | a. 150 | k sqm | | \checkmark |
| | CIB Boost integration with commercial banking in WE markets and CEE | ROAC, 18.2% | ‰ in 20 | 14 | | \checkmark | • |







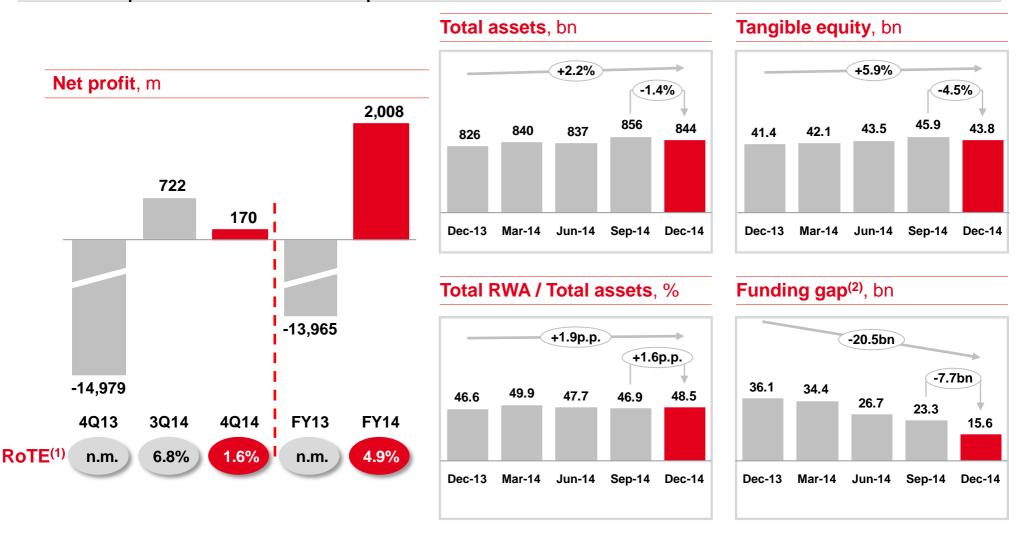


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Group – Results

Management actions delivered 2bn net profit in 2014, in line with target despite a worse than expected scenario



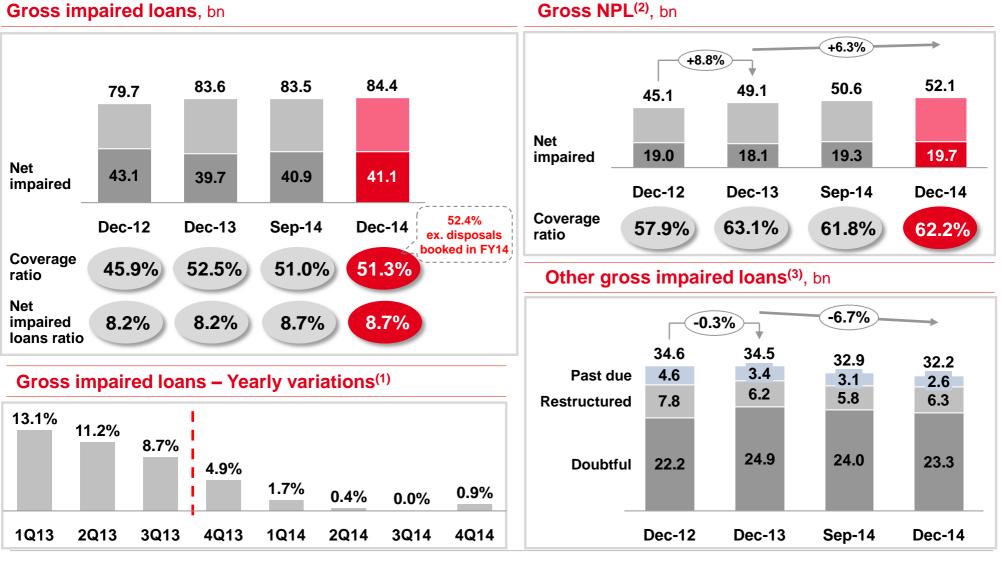
(1) RoTE: net profit / average tangible equity (excluding AT1).

(2) Funding gap: customers loans - (customer deposits + customer securities), pro-forma for DAB disposal.



Group – Asset quality

Gross impaired loans stabilizing in 2014 and coverage ratio up by 30bp q/q. Other impaired down due to lower inflows to impaired, confirming positive trend



(1) Yearly variations for 1Q13, 2Q13 and 3Q13 are based on historical data.

(2) Non performing loans refer to "sofferenze".

7 (3) Other impaired loans include doubtful loans, restructured loans and past-due loans.

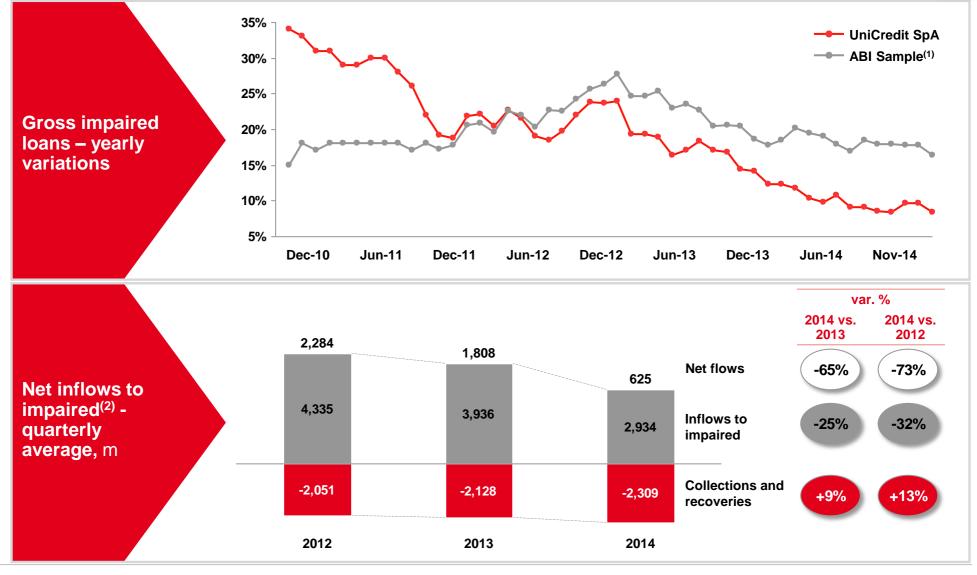


Asset quality in Italy

8

Confirmed better asset quality trend vs. banking system.

Gross impaired growth rates decelerating driven by Non Core and workout



(1) Italian banking association - sample composed by approx. 80% of Italian banking system; households and non financial corporations.

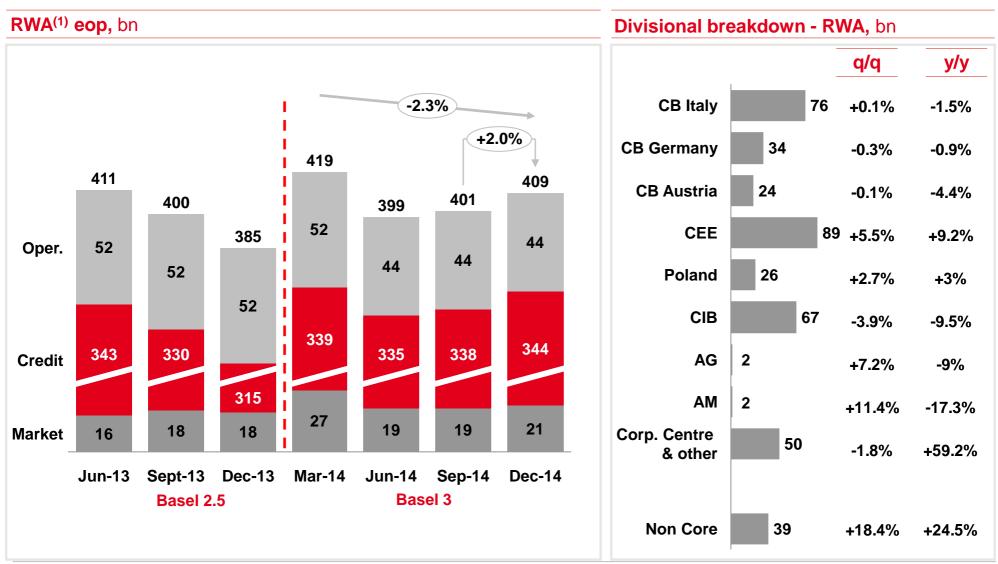
(2) Inflows from gross performing loans to gross impaired loans in the period; collections and recoveries are flows from gross impaired loans back to gross performing loans and collections of gross impaired loans.



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Group – Regulatory capital (1/3)

RWA up by 8bn q/q in compliance with CRR regulatory requirements impacting the credit component

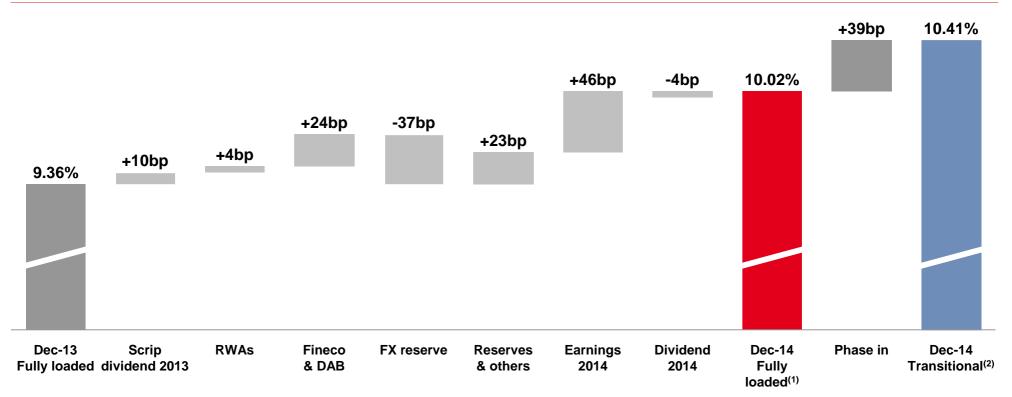


(1) RWA as of December 2013 do not include the floor effect, which has no impact under Basel 3 framework.



Group – Regulatory capital (2/3)
 CET1 ratio fully loaded at 10%, ahead of Strategic Plan target despite the negative impact of FX reserves

Basel 3 - Common Equity Tier I ratio: y/y evolution



- Common Equity Tier 1 ratio at 10.02%, +66bp y/y, ahead of Strategic Plan target despite the negative impact of FX reserves
- Resilient capital ratio despite the negative macroeconomic developments of 2014 and embedding the impact of Comprehensive Assessment implemented in 2014
- Capital solidity consistent with UCG risk profile

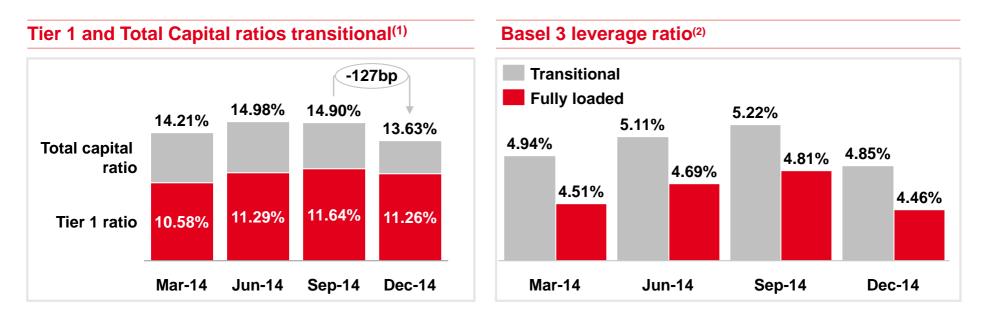
(1) Assuming 2014 scrip dividend of 12 €cents per ordinary share with 75-25% shares-cash acceptance and assuming the full absorption of DTA on goodwill tax redemption and tax losses carried forward.

10 (2) Assuming 2014 scrip dividend of 12 €cents per ordinary share with 75-25% shares-cash acceptance. CET 1 ratio transitional including full cash dividend at 10.26%.



Group – Regulatory capital (3/3)

UCG ready with plan to offset impact of interpretation of CRR regulation. Basel 3 leverage ratio fully loaded at a sound 4.5%



TC ratio at 13.63%, quarterly trend affected by compliance to CRR with reference to amortizing Tier 2 instruments. UCG already active with plan to further strengthening Total Capital

- 2bn AT1 placed in 2014 and further issuances planned within the Strategic Plan horizon to fill-up the 1.5% bucket, confirming a well diversified capital base
- Leverage ratio at 4.5% fully loaded, among the best in Europe, confirming UCG's conservative risk profile

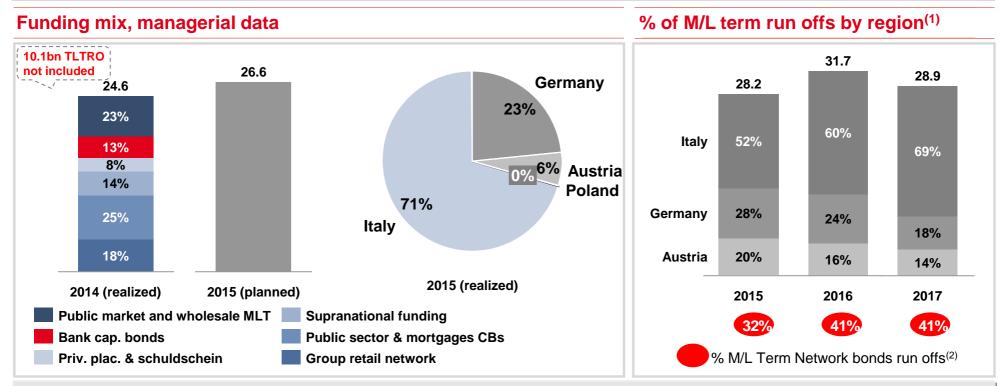
(1) Dec-14 ratios assume 2014 scrip dividend of 12 €cents per ordinary share with 75-25% shares-cash acceptance. Including full cash dividend T1 and TC ratios transitional respectively at 11.12% and 13.49%.

11 (2) Leverage ratio based on CRR definition not considering amendments introduced by EC Delegated Act published in Jan-15. According to EBA proposal, the implementation for the amended Leverage Ratio reporting is not expected before Dec-15. Proforma as for regulatory capital ratios.



Group – Medium-long term funding plan

2014 Funding Plan: well diversified execution thanks to effective issuances and timely ALM



- As of February 5th, **10% of Group Funding Plan 2015 realized** for 2.6bn.
- 24.9bn LTRO repaid to date. The remaining 1.2bn will mature by end of February 2015.
- Group Funding Plan 2014 successfully executed using a variety of instruments and taking advantage of the TLTRO take up for 7.8bn in Sep-14 and 2.3bn in Dec-14⁽³⁾:
 - execution of two AT1 for almost 2bn: UCG the first Italian bank placing Basel 3 compliant issuances
 - ✓ UniCredit SpA and Bank Austria decided to take up a total of around 10bn of TLTRO funds in the September and December auctions. The funds were drawn down at a rate of 0.15%.

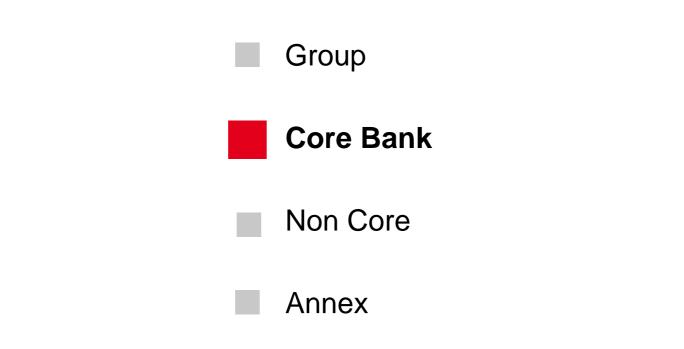
(2) Network bonds comprise only securities placed through UCG commercial and 3rd party networks.

^{12 (3)} c.10.1bn at Group level, o/w 7.75bn in Italy, c.2.1bn in Austria, c.150m in Czech Republic and Slovakia and c.80m in Slovenia.



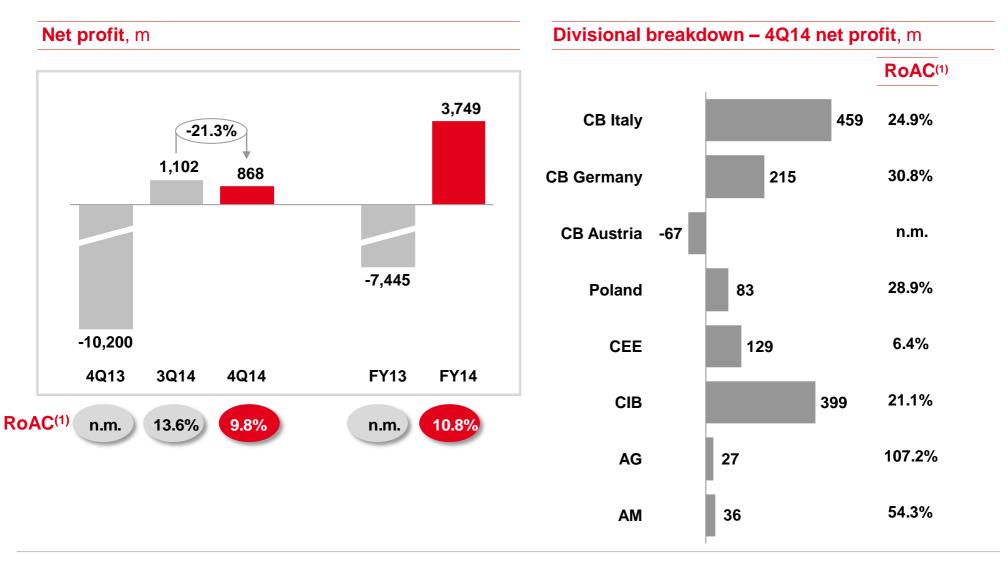
⁽¹⁾ Inter-company funding not included.







Core Bank – Net profit Net profit at 3.7bn in FY14, supported by all divisions. Sound RoAC at c.11%



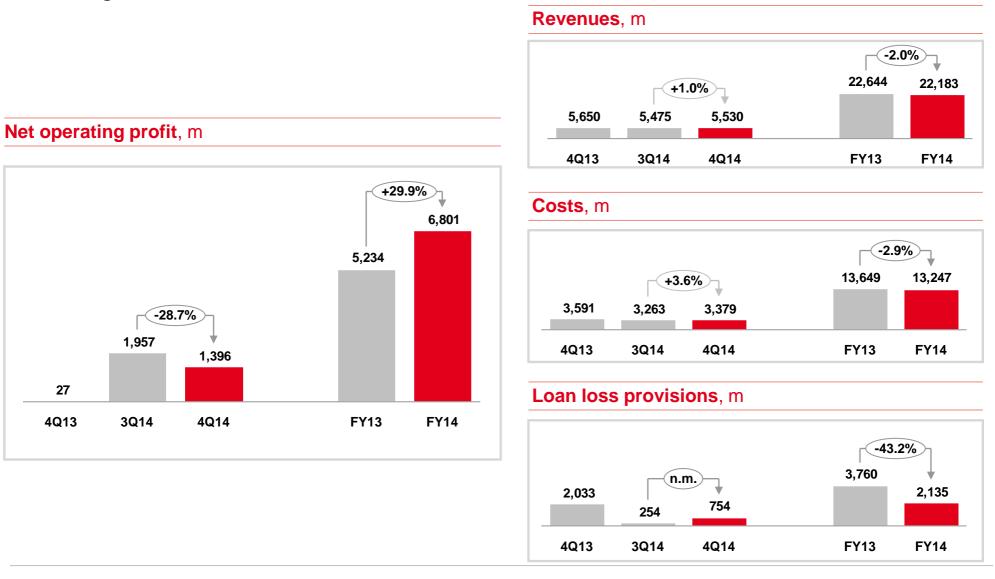
(1) RoAC calculated as net profit on allocated capital. Allocated capital calculated as 9% of RWAs, including deductions for shortfall and securitizations.



14

Core Bank – Net operating profit

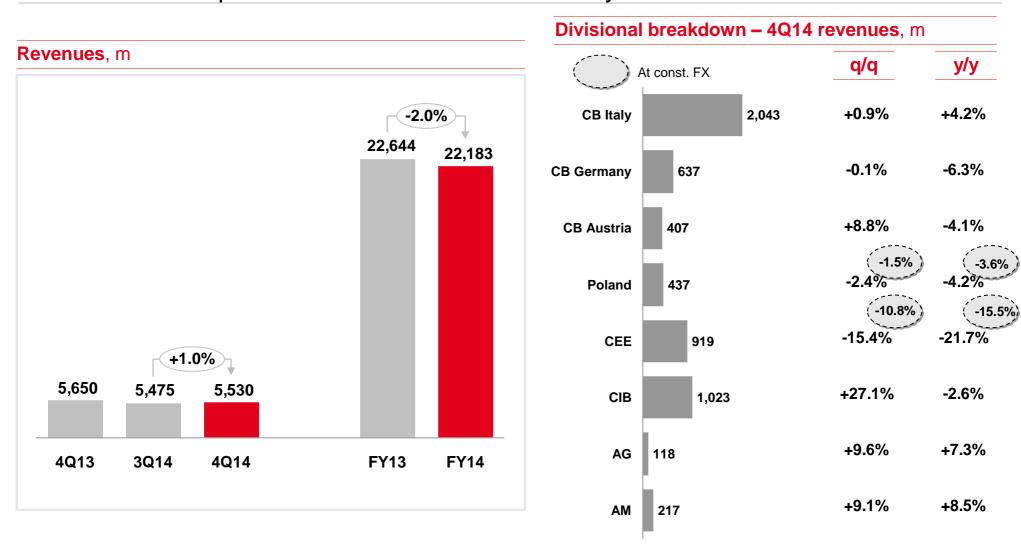
NOP strongly up in 2014 with cost discipline offsetting revenue pressure. Significant reduction in LLP in 2014





Core Bank – Total revenues (1/2)

Lower revenues in 2014 mainly due to buy-back in 2013 and CVA adjustments. Revenue improvement accelerated in CB Italy

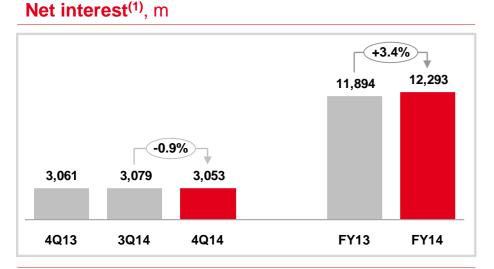




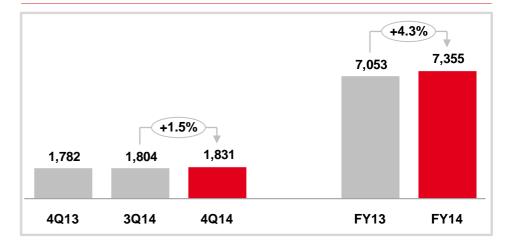
Core Bank – Total revenues (2/2)

Healthy progression of core revenues (net interest and fees).

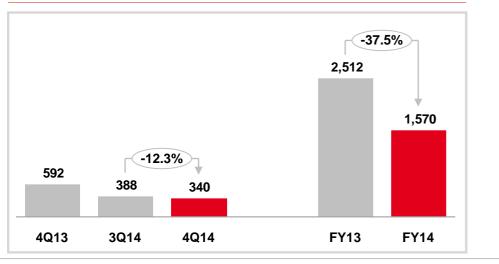
Turkey progressed q/q with commercial efforts offsetting regulatory changes



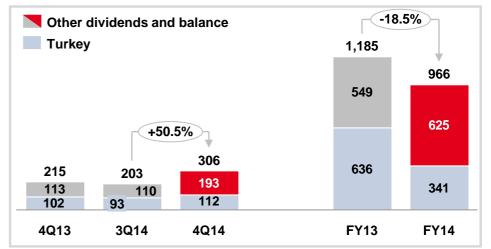
Net fees and commissions, m



Trading income, m



Dividends and other income⁽²⁾, m



(1) Contribution from macro hedging strategy on non-naturally hedged sight deposits in 4Q14 at 380m (1.4bn in FY14).

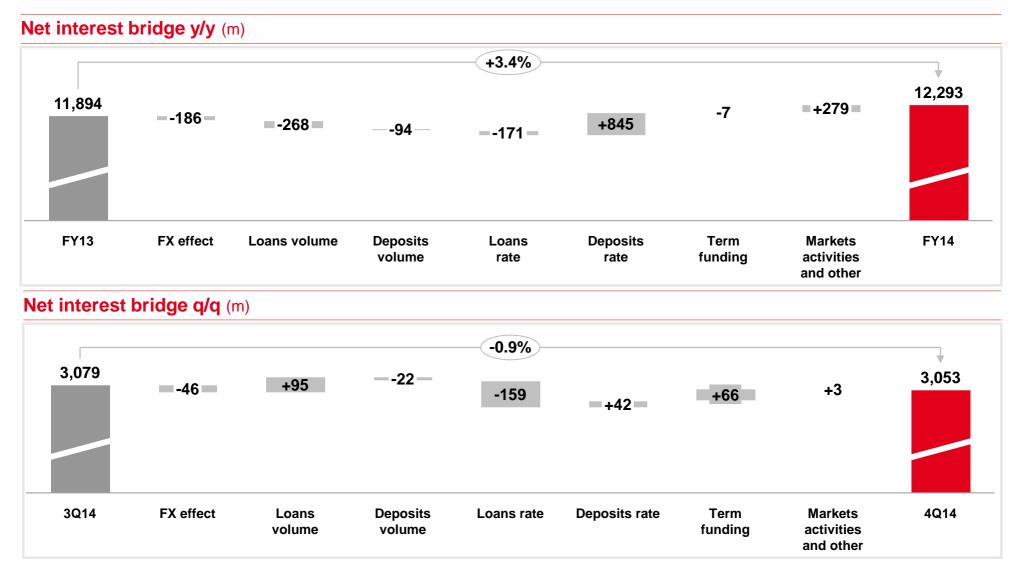
(2) Figures include dividends, equity investments income and balance of other operating income / expenses. Turkey contribution based

17 on a divisional view.



Core Bank – Net interest

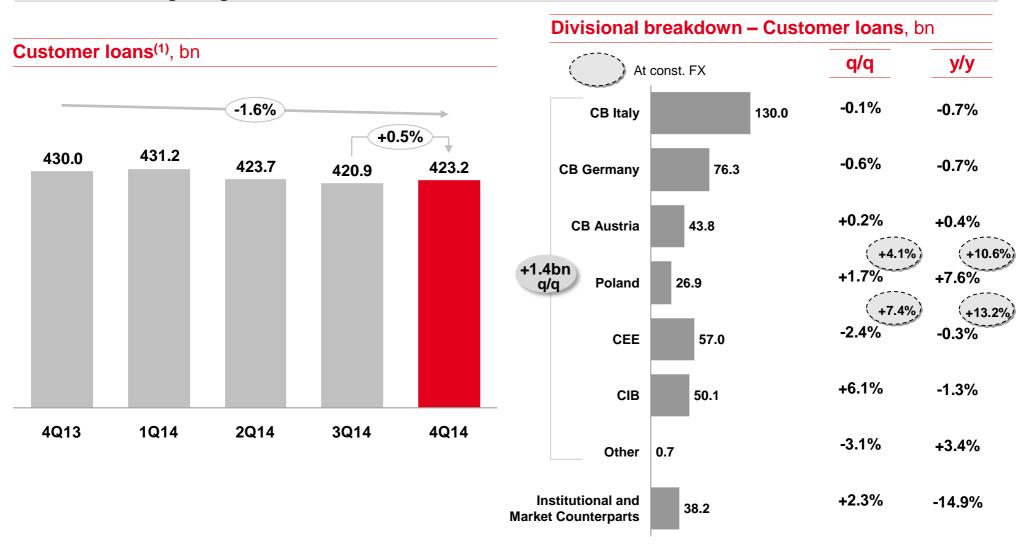
Deposits re-pricing underpin a sound trend of NII in FY14. Lower rates in 4Q14 partly compensated by lower cost of liabilities and increasing lending volumes





Core Bank – Customer Ioans

Commercial lending volumes up by 1.4bn in 4Q mainly driven by CIB, offsetting negative FX effect in CEE & Poland



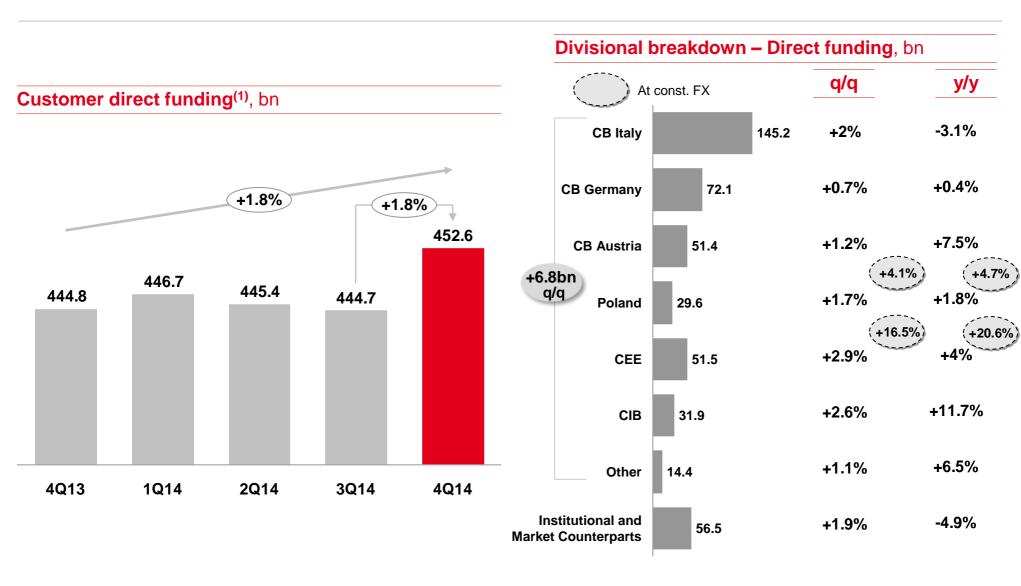
(1) Figures proforma for DAB disposal. In 3Q14 loans to customers for c.4bn have been reclassified to loans to banks; previous quarters have been restated accordingly.



19

Core Bank – Customer direct funding

Commercial direct funding up by almost 6.8bn, supported by all divisions

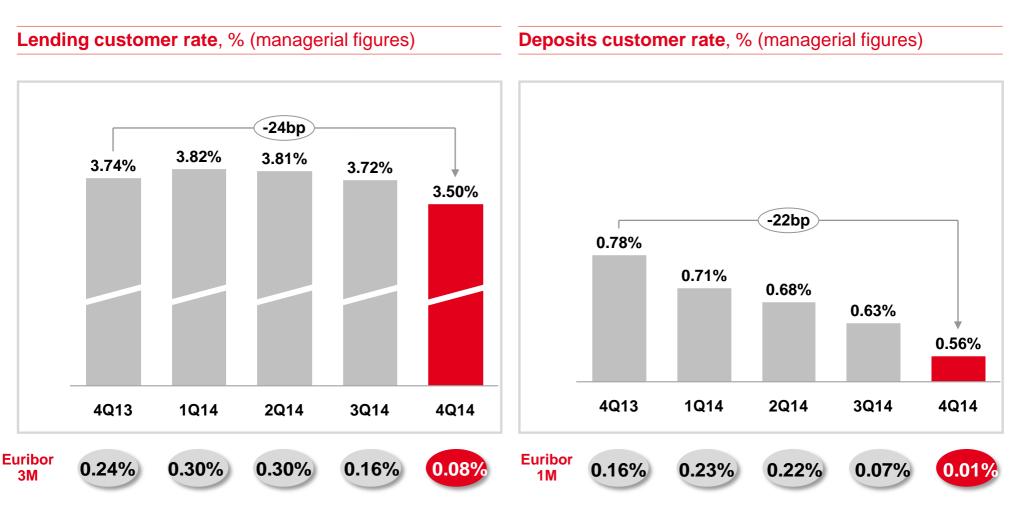


(1) Customer direct funding: total customer deposits + customer securities in issue. Proforma for DAB disposal.



Core Bank – Customer rates

Re-pricing actions on deposits offset lower interest rates translating into stable margins y/y. Quarterly trend also affected by lower rates on TLTRO lending

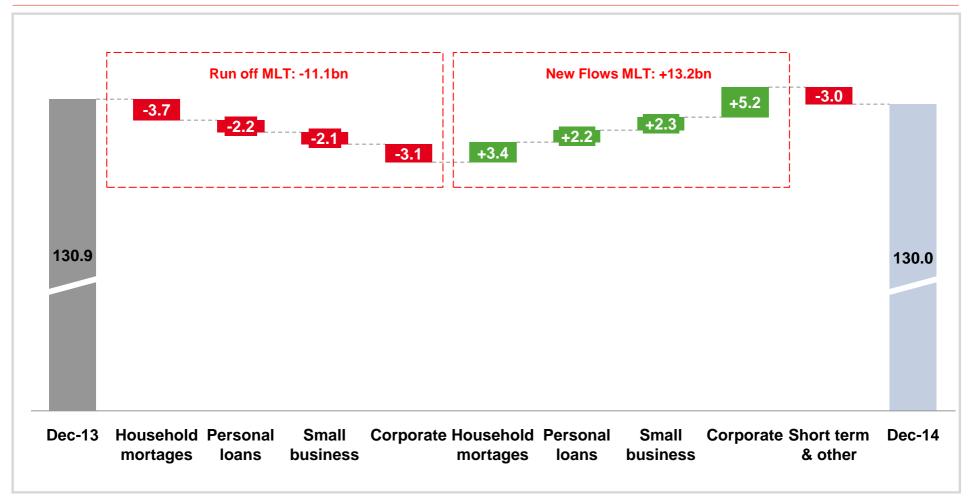




Core Bank – New Ioan origination in Commercial Bank Italy (1/2)

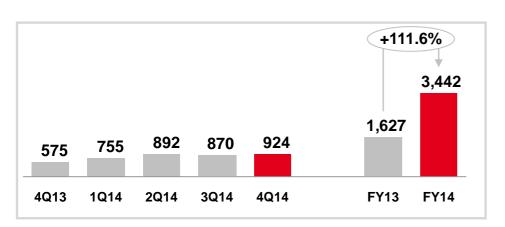
MLT new flows higher than run offs, with higher margins despite lower rates and focused on best rating customers. Stock down y/y due to short term loans

Net customer loans⁽¹⁾, bn

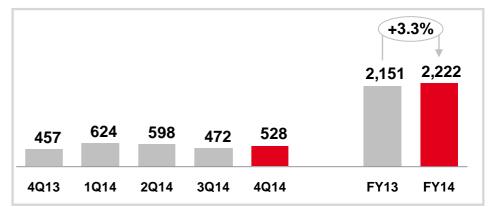




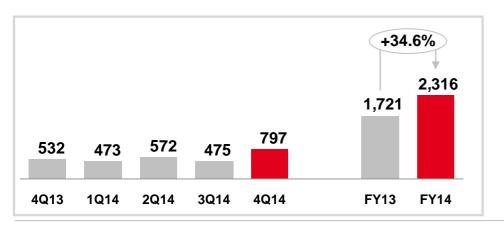
Core Bank – New Ioan origination in Commercial Bank Italy (2/2) Positive trend continued with over 13bn new MLT loans granted in FY14. 7.8bn TLTRO almost fully deployed to date



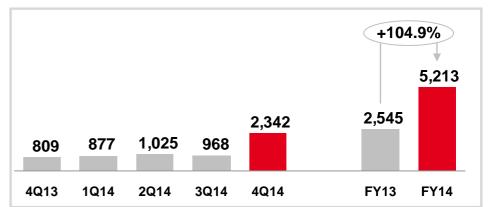
Household mortgages new flows, m



Small business MLT loans new flows, m



Corporate MLT loans new flows, m

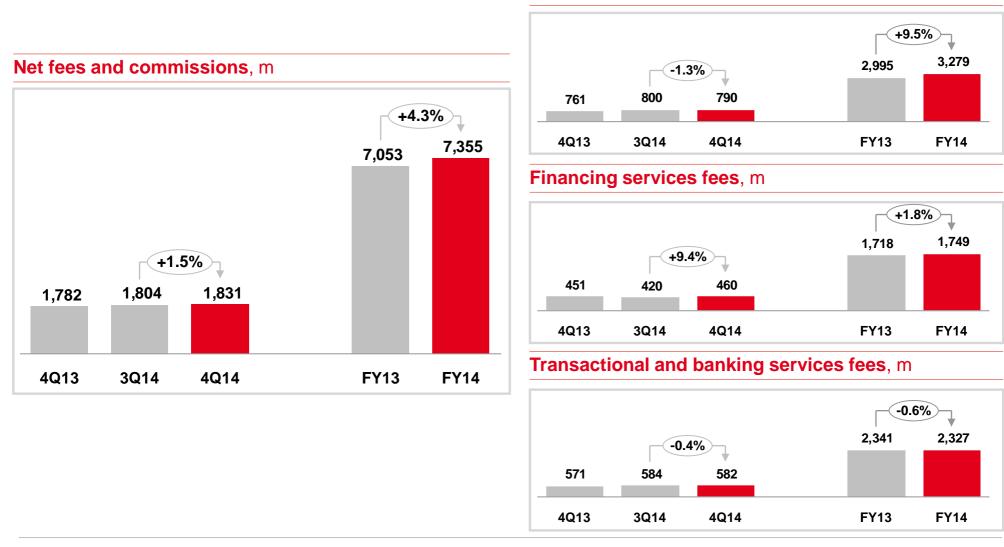




Personal loans new flows, m

Core Bank – Fees and commissions

Fees up y/y thanks to investments fees on the back of strong net sales. Financing fees drive the q/q growth, thanks to the recovery in loan demand

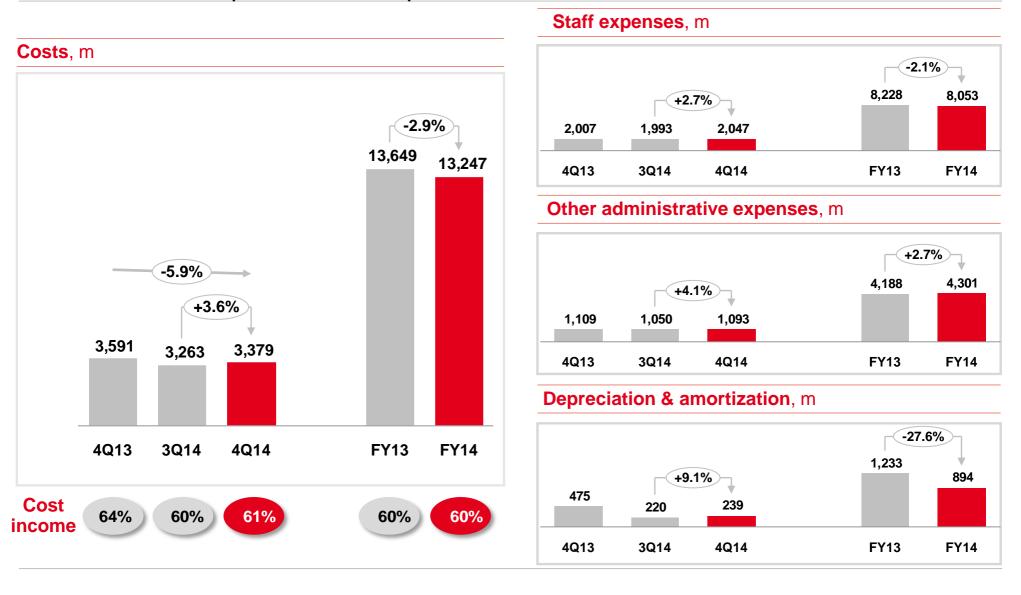


Investment services fees, m



Core Bank – Total costs

Cost efficiency under way, total costs down by 2.9% in FY14 supported by lower staff expenses and depreciation

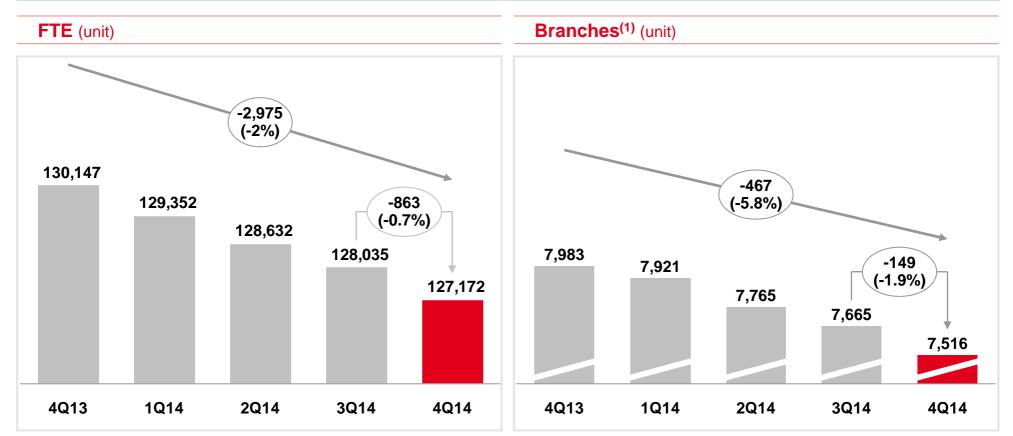




Core Bank – FTE and branches

FTE further down by c.3,000 y/y, almost 900 q/q.

Network restructuring well on track with 500 branches less y/y, -150q/q



FTE further down q/q mainly driven by CEE (Croatia and Ukraine)

FTE in Turkey up by almost 1,800 y/y, registering over 18,200 FTE in 4Q14 (not included in consolidated figures)

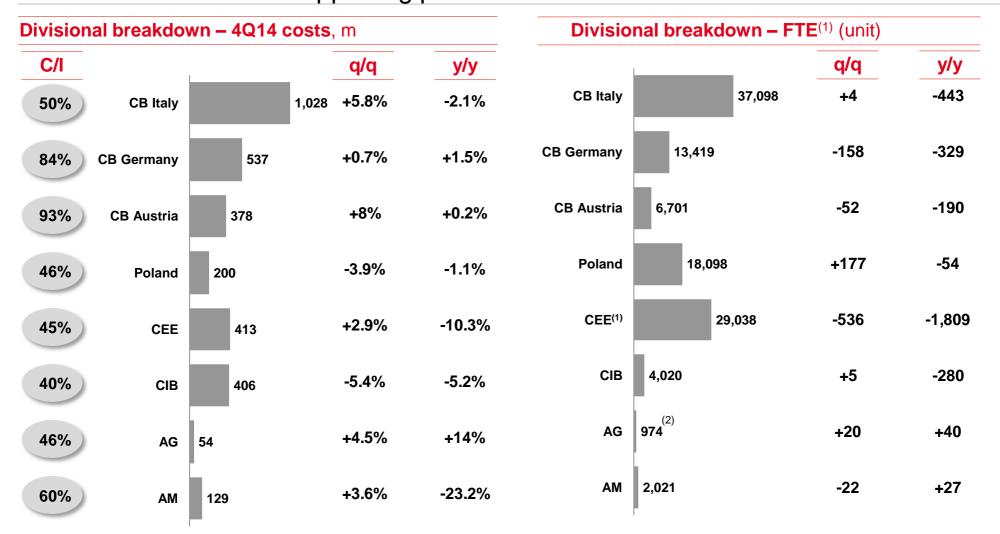
Network restructuring is providing visible results with almost 500 branches less y/y, mainly in Western Europe



⁽¹⁾ Branches in 2013 excluding Turkey.

Core Bank – Total costs and FTE divisional breakdown

CIB and CEE & Poland most efficient divisions and CB Italy best in class. FTE further down supporting positive trend in Cost / Income



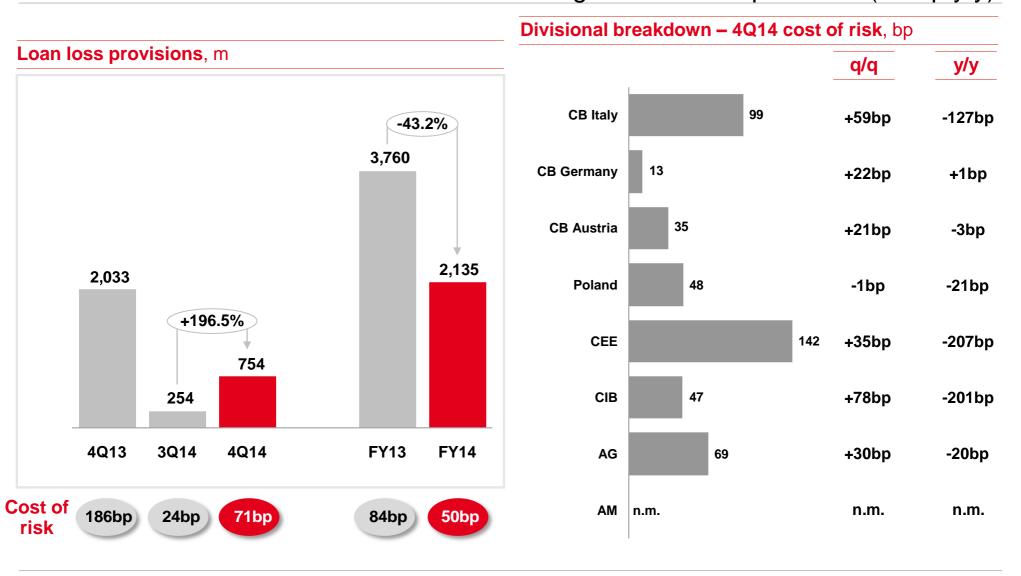
(1) FTE including Ukraine (4,830 in 4Q14, 5,015 in 3Q14, and 6,143 in 4Q13). Turkey not included in consolidated figures

(18.216 FTE in 4Q14, 18,488 FTE in 3Q14 and 16,423 in FTE in 4Q13).



Core Bank – Loan loss provisions

LLP up q/q after positive one-offs in 3Q14 but materially down y/y after additional LLP in 4Q13 to enhance coverage. CoR at 50bp in 2014 (-34bp y/y)





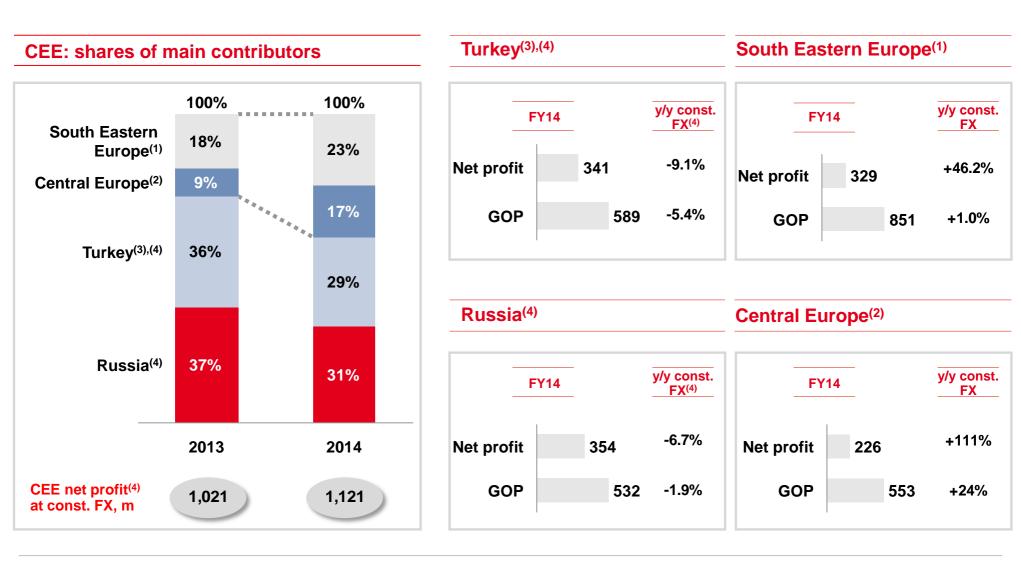


29

Core Bank – CEE performance

Balanced contribution across countries in CEE.

South Eastern Europe and Central Europe gaining weight



(1) South Eastern Europe: Croatia, Romania, Bulgaria, Bosnia, Serbia.

(2) Central Europe: Czech Republic & Slovakia, Hungary, Slovenia.

(3) Consolidated net profit for UCG. Following the consolidation of Yapi Kredi at equity, gross operating profit is managerial data.
 (4) Data adjusted for the capital gain from the sale of Yapi Sigorta in Turkey and of MOEX in Russia in 2013.





Core Bank – UniCredit Bank Russia

Resilient performance in 2014 despite headwinds. Given its sound fundamentals UniCredit Bank Russia is better positioned to weather the crisis

| Euro, m | FY13 ⁽¹⁾ | FY14 | Y/Y curr. | Y/Y const. FX |
|-----------------------|---------------------|--------|-----------|---------------|
| Revenues | 942 | 796 | -15.5% | +1.6% |
| o/w net interest | 676 | 697 | 3.1% | +24.0% |
| o/w fees | 130 | 126 | -3.0% | +16.7% |
| o/w trading profit | 124 | -30 | n.m. | n.m. |
| o/w dividends & other | 12 | 4 | -69.5% | -63.3% |
| Costs | 296 | 264 | -10.8% | 7.3% |
| Net operating profit | 565 | 447 | -20.9% | -4.9% |
| Consolidated profit | 457 | 354 | -22.4% | -6.7% |
| Cost/ Income | 31% | 33% | +2pp | |
| Cost of risk | 64bp | 66bp | +3bp | |
| Loans to customers | 12,247 | 11,384 | -7.0% | +48.3% |
| Direct funding | 12,781 | 12,058 | -5.7% | +50.6% |
| Total RWA | 16,928 | 15,690 | -7.3% | +47.9% |

 Successful bank business model focused on corporate and multinational customers with limited retail exposures (mainly secured)

Solid bank:

- net lender to Group with a sound liquidity position
- adequate capital level
- Impaired ratios better than peers with sound coverage
- Strong results despite ruble devaluation and proactive reaction to crisis aimed at rebalancing lending portfolio, with reduction of retail unsecured and trading exposure vs. premium corporates

(1) Figures adjusted for the capital gain from the sale of MOEX in 2013.





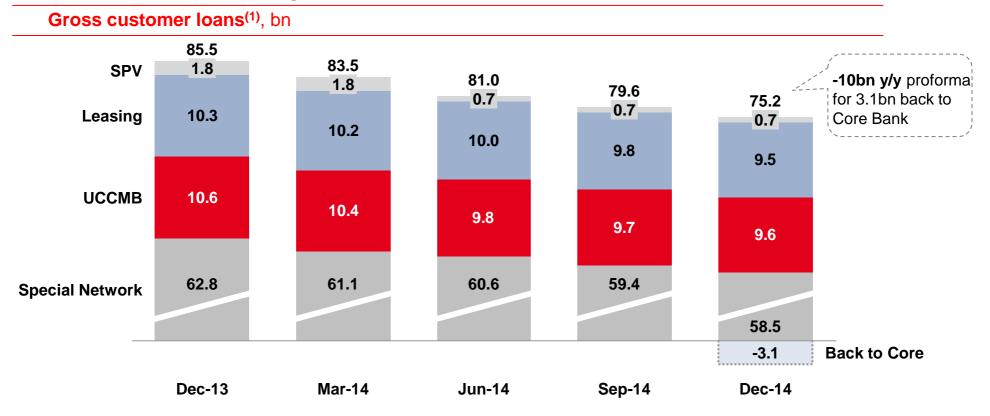




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Non Core – Gross customer loans

Gross exposure further down by over 4bn in 4Q14 and by 10bn y/y, proforma for 3.1bn performing loans transferred back to Core bank.



Gross customer loans down by c.10bn y/y, ahead of targets, main drivers being:

exposure reduction (-2.8bn) and distressed asset disposals (around -2.5bn)

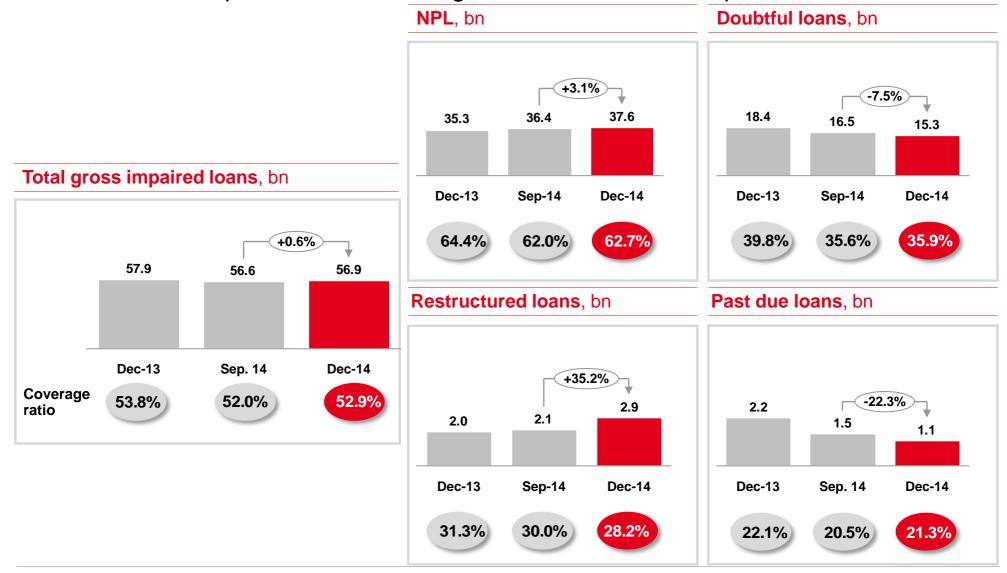
 transfers back to Core Bank: after a strict assessment of risk profile carried out at end 2014 (among which the absence of impaired/restructuring for corporates, no irregular payments for 14 months for individuals), 3.1bn gross performing loans are being transferred back to the Core Bank

(1) Proforma for 3.1bn gross performing loans transferred back to the Core Bank (3.1bn).



Non Core – Asset quality

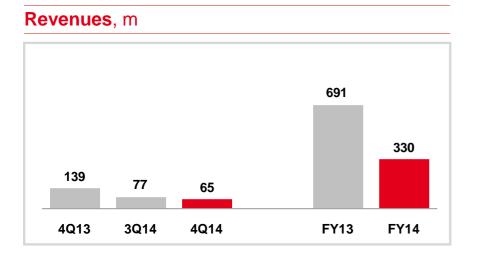
Downward trend of impaired loans confirmed y/y, with sound coverage at 53%. NPL up due to internal migrations whilst other impaired loans down



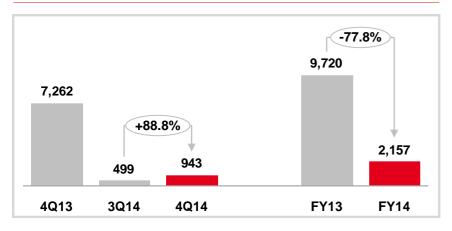


Non Core – Results

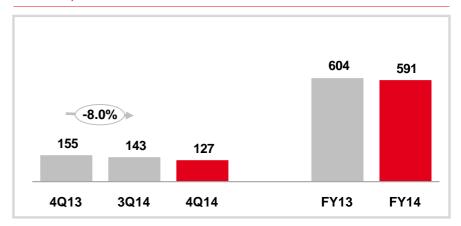
LLP up q/q after positive one-offs, significantly down y/y after additional LLP in 4Q13 to enhance coverage. Loss down to 1.7bn in FY14



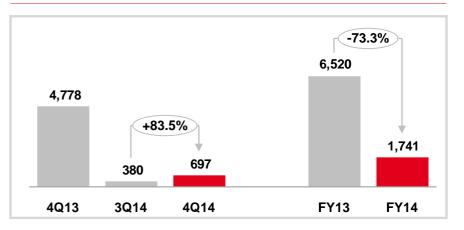
LLP, m



Costs, m



Net loss, m



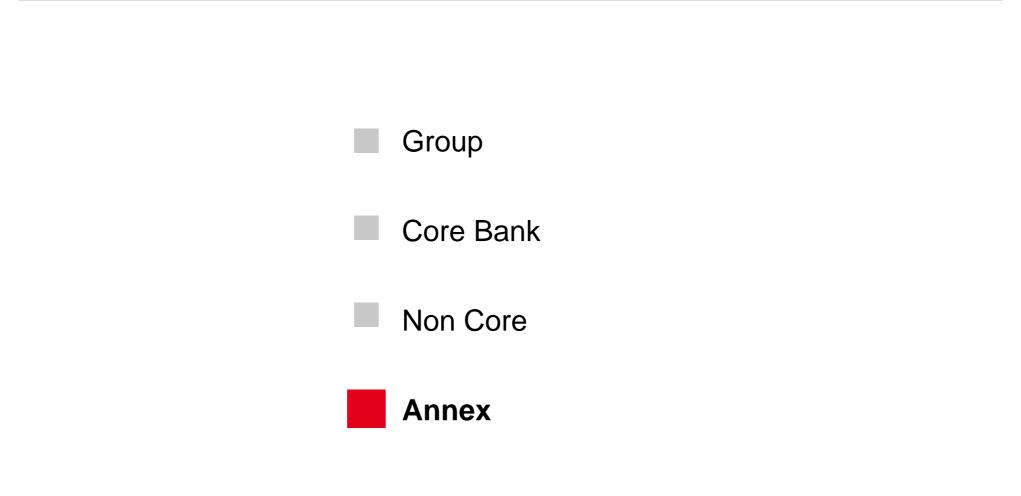




- Management actions in 2014 succeeded to bring UniCredit back on a profitable path leveraging on our sound balance sheet
- UniCredit delivered 2bn net profit target in 2014 as a result of progressing core revenue mix, effective cost-cutting and on the back of positive underlying trends in LLP. CET1 ratio at 10%, ahead of Strategic Plan
- We achieved these results in a macro-economic scenario and geo-political environment characterized by continued headwinds
- Clear focus on the three pillars of the Strategic Plan allowed to reap the benefits from commercial banking activities in Italy, our geographic diversification in CEE leveraging on our global platforms (CIB and GBS) to achieve revenue and cost synergies
- Non Core gross loans run-down ahead of target and cost of risk under control
- Scrip dividend of 12 cents (+20% vs 2013) via new shares or cash option, corresponding to a pay-out of 35%





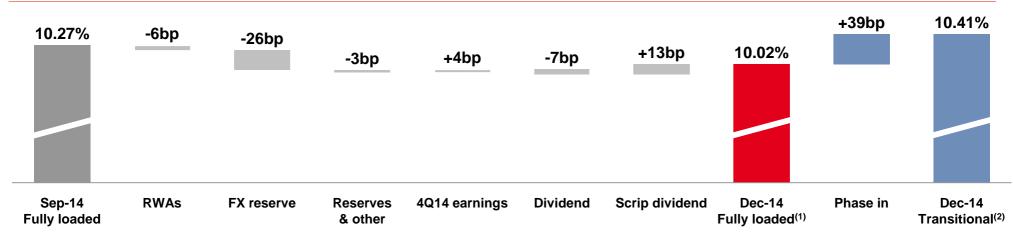




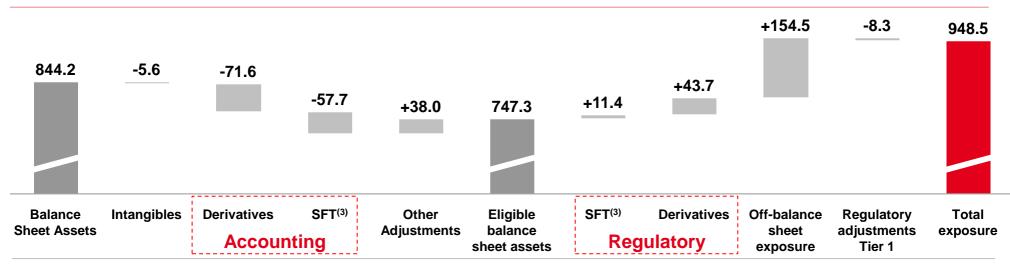
Group – Regulatory capital

CET1 ratio fully loaded at 10% at December 2014, with a quarterly trend mostly affected by negative impact of FX reserve

Basel 3 - Common Equity Tier I ratio: q/q evolution



Basel 3 – Leverage ratio fully loaded: quarterly evolution of total exposure composition



(1) Assuming 2014 scrip dividend of 12 €cents per ordinary share with 75-25% shares-cash acceptance and assuming the full absorption of DTA on goodwill tax redemption and tax losses carried forward.

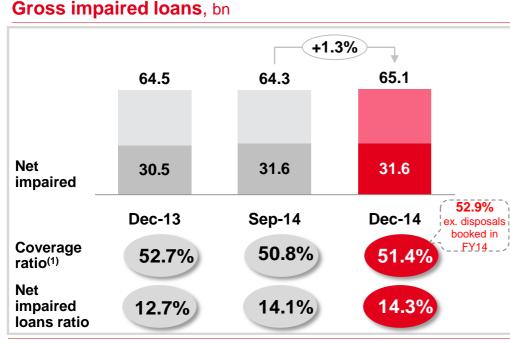
37 (2) Assuming 2014 scrip dividend of 12 €cents per ordinary share with 75-25% shares-cash acceptance. CET 1 ratio transitional includin UniCredit
 37 full cash dividend at 10.26%.

(3) SFT: Securities Financial Transactions, i.e. Repos.

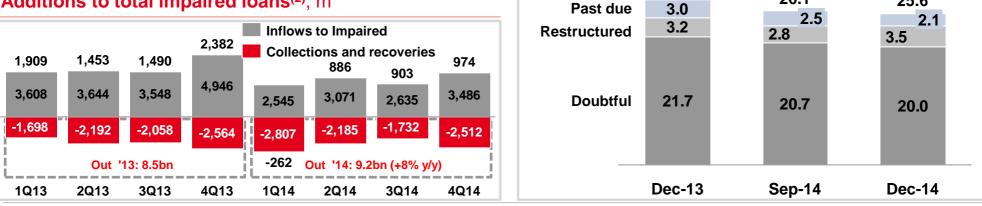
Italy – Asset quality breakdown

Gross and net impaired loans stabilizing.

Sound coverage ratio above 51%, and 63% on NPL



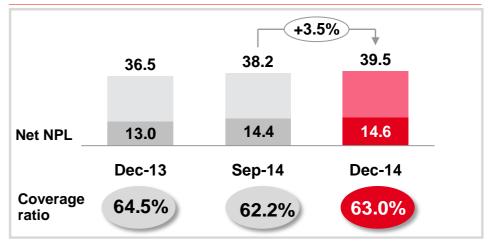
Additions to total impaired loans⁽²⁾, m



(1) Inflows from gross performing loans to gross impaired loans in the period; collections and recoveries are the flows from gross impaired loans back to gross performing loans and the collections of gross impaired loans.

38 (2) Non performing loans refer to Sofferenze. Other impaired loans include doubtful loans, restructured loans and past-due loans.





-1.9%

25.6

💋 UniCredit

26.1

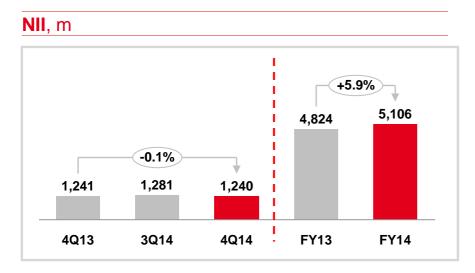
Other gross impaired loans⁽²⁾, bn

27.9

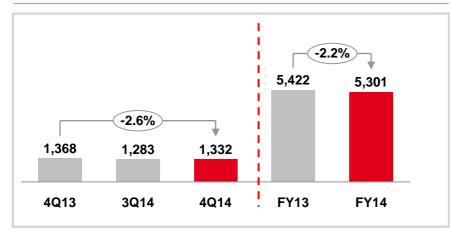


Italian total perimeter⁽¹⁾

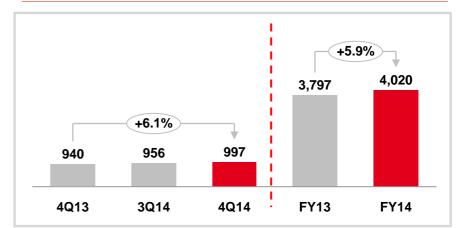
Italian businesses delivered positive results in 2014, supporting the consolidation of a positive trend in a difficult environment



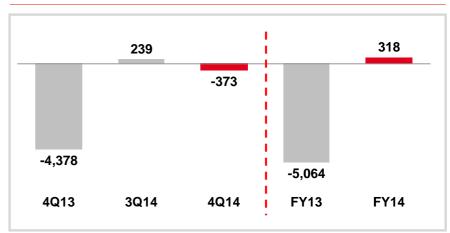
Costs, m



Fees, m



Net profit, m



(1) Italian perimeter includes: Commercial Bank Italy, Non Core portfolio, CIB Italy, Asset Management related to funds distributed through the Italian network, Fineco, GBS related to relevant Italian activities, Corporate Center activities related to the Italian business.



Group – P&L and volumes

Net profit of 2bn for 2014, in line with target.

Revenue trend in 2014 affected by trading, despite improving core revenues

| Euro (min) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|---------|---------|---------|---------|---------|-----------------|---|-----------------|---|---------|---------|-----------------|---|
| Total Revenues | 5,789 | 5,578 | 5,789 | 5,551 | 5,595 | +0.8% | | -3.4% | ▼ | 23,335 | 22,513 | -3.5% | V |
| Operating Costs | -3,746 | -3,510 | -3,416 | -3,406 | -3,506 | +2.9% | | -6.4% | ▼ | -14,253 | -13,838 | -2.9% | ▼ |
| Gross Operating Profit | 2,043 | 2,068 | 2,373 | 2,145 | 2,089 | -2.6% | ▼ | +2.2% | | 9,082 | 8,675 | -4.5% | ▼ |
| LLP | -9,295 | -838 | -1,003 | -754 | -1,697 | +125.2% | | -81.7% | ▼ | -13,481 | -4,292 | -68.2% | ▼ |
| Profit Before Taxes | -7,582 | 1,275 | 1,171 | 1,285 | 360 | -72.0% | ▼ | n.m. | | -5,220 | 4,091 | n.m. | |
| Net Profit | -14,979 | 712 | 403 | 722 | 170 | -76.4% | ▼ | n.m. | | -13,965 | 2,008 | n.m. | |
| Cost / Income Ratio, % | 65% | 63% | 59% | 61% | 63% | +1pp | | -2pp | • | 61% | 61% | +0pp | |
| Cost of Risk, bp | 753bp | 69bp | 84bp | 64bp | 144bp | +80bp | | -608bp | ▼ | 265bp | 90bp | -175bp | ▼ |
| RoTE | n.m. | 6.9% | 3.9% | 6.9% | 1.6% | -5.3pp | ▼ | n.m. | | n.m. | 4.9% | n.m. | |
| Customer Loans | 483,684 | 483,782 | 474,798 | 470,356 | 470,569 | +0.0% | | -2.7% | | 483,684 | 470,569 | -2.7% | |
| Direct Funding | 557,379 | 560,163 | 561,005 | 554,908 | 560,688 | +1.0% | | +0.6% | | 557,379 | 560,688 | +0.6% | |
| Total RWA | 384,755 | 418,871 | 398,702 | 401,238 | 409,223 | +2.0% | | +6.4% | | 384,755 | 409,223 | +6.4% | |
| FTE (#) | 132,122 | 131,333 | 130,577 | 129,958 | 129,021 | -0.7% | | -2.3% | | 132,122 | 129,021 | -2.3% | |





Core Bank – P&L and volumes

Visible improvement delivered a sound net profit at almost 4bn in 2014

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|---------|---------|---------|---------|---------|-----------------|---|-----------------|---|---------|---------|-----------------|---|
| Total Revenues | 5,650 | 5,479 | 5,699 | 5,475 | 5,530 | +1.0% | | -2.1% | • | 22,644 | 22,183 | -2.0% | ▼ |
| Operating Costs | -3,591 | -3,337 | -3,268 | -3,263 | -3,379 | +3.6% | | -5.9% | | -13,649 | -13,247 | -2.9% | ▼ |
| Gross Operating Profit | 2,059 | 2,143 | 2,431 | 2,212 | 2,150 | -2.8% | ▼ | +4.4% | | 8,995 | 8,936 | -0.7% | ▼ |
| LLP | -2,033 | -522 | -604 | -254 | -754 | n.m. | | -62.9% | | -3,760 | -2,135 | -43.2% | ▼ |
| Profit Before Taxes | -257 | 1,686 | 1,698 | 1,854 | 1,405 | -24.2% | ▼ | n.m. | | 4,486 | 6,644 | +48.1% | |
| Net Profit | -10,200 | 1,012 | 768 | 1,102 | 868 | -21.3% | ▼ | n.m. | | -7,445 | 3,749 | n.m. | |
| Cost / Income Ratio, % | 64% | 61% | 57% | 60% | 61% | +2pp | | -2pp | • | 60% | 60% | -1pp | • |
| Cost of Risk, bp | 186bp | 48bp | 56bp | 24bp | 71bp | +47bp | | -115bp | ▼ | 84bp | 50bp | -34bp | ▼ |
| RoAC | n.m. | 11.9% | 8.2% | 13.6% | 9.8% | -3.8pp | ▼ | n.m. | | n.m. | 10.8% | n.m. | |
| Customer Loans | 430,311 | 431,541 | 423,988 | 420,871 | 423,152 | +0.5% | | -1.7% | | 430,311 | 423,152 | -1.7% | |
| Direct Funding | 554,902 | 557,833 | 558,643 | 552,573 | 558,353 | +1.0% | | +0.6% | | 554,902 | 558,353 | +0.6% | |
| Total RWA | 353,360 | 383,079 | 365,239 | 368,243 | 370,143 | +0.5% | | +4.7% | | 353,360 | 370,143 | +4.7% | |
| FTE (#) | 130,147 | 129,352 | 128,632 | 128,035 | 127,172 | -0.7% | | -2.3% | | 130,147 | 127,172 | -2.3% | |

Net profit 2Q14 and 9M14 does not include the 215 m impact of the revised tax charge related to valuation of the stake in Banca d'Italia.



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Commercial Bank Italy – P&L and volumes

In 2014 net profit materially progressed with strong operating profitability and lower LLP

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|---------|---------|---------|---------|---------|-----------------|---|-----------------|---|---------|---------|-----------------|---|
| Total Revenues | 1,960 | 2,111 | 2,149 | 2,024 | 2,043 | +0.9% | | +4.2% | | 7,836 | 8,327 | +6.3% | |
| Operating Costs | -1,051 | -1,035 | -986 | -971 | -1,028 | +5.8% | | -2.1% | ▼ | -4,185 | -4,020 | -3.9% | ▼ |
| Gross Operating Profit | 909 | 1,076 | 1,164 | 1,053 | 1,015 | -3.6% | ▼ | +11.6% | | 3,650 | 4,307 | +18.0% | |
| LLP | -746 | -280 | -295 | -129 | -322 | 149.1% | | -56.8% | ▼ | -1,316 | -1,026 | -22.0% | ▼ |
| Profit Before Taxes | -74 | 780 | 818 | 886 | 673 | -24.0% | ▼ | n.m. | | 2,040 | 3,158 | +54.8% | |
| Net Profit | 75 | 497 | 569 | 590 | 459 | -22.1% | ▼ | n.m. | | 1,441 | 2,114 | +46.7% | |
| Cost / Income Ratio, % | 54% | 49% | 46% | 48% | 50% | +2pp | | -Зрр | • | 53% | 48% | -5pp | ▼ |
| Cost of Risk, bp | 226bp | 85bp | 90bp | 40bp | 99bp | +59bp | | -127bp | ▼ | 98bp | 78bp | -20bp | ▼ |
| RoAC | 4.5% | 27.9% | 33.0% | 31.7% | 24.9% | -6.8pp | ▼ | 20.5pp | | 20.3% | 29.3% | +9.0pp | |
| Customer Loans | 130,931 | 131,804 | 130,929 | 130,136 | 130,005 | -0.1% | | -0.7% | | 130,931 | 130,005 | -0.7% | |
| Direct Funding | 149,802 | 147,799 | 143,983 | 142,362 | 145,215 | +2.0% | | -3.1% | | 149,802 | 145,215 | -3.1% | |
| Total RWA | 77,629 | 75,490 | 74,860 | 76,414 | 76,472 | +0.1% | | -1.5% | | 77,629 | 76,472 | -1.5% | |
| TFA | 317,017 | 321,900 | 321,502 | 323,461 | 327,136 | +1.1% | | 3.2% | | 317,017 | 327,136 | +3.2% | |
| FTE (#) | 37,541 | 37,370 | 37,412 | 37,094 | 37,098 | +0.0% | | -1.2% | | 37,541 | 37,098 | -1.2% | |



Commercial Bank Germany – P&L and volumes

In 2014 net profit improved significantly with cost cutting and sound cost of risk offsetting revenue slowdown

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|---------|---------|---------|---------|---------|-----------------|---|-----------------|---|---------|---------|-----------------|---|
| Total Revenues | 679 | 692 | 674 | 637 | 637 | -0.1% | ▼ | -6.3% | V | 2,874 | 2,640 | -8.1% | ▼ |
| Operating Costs | -529 | -523 | -510 | -533 | -537 | 0.7% | | +1.5% | | -2,123 | -2,102 | -1.0% | ▼ |
| Gross Operating Profit | 150 | 169 | 164 | 104 | 100 | -4.1% | ▼ | -33.5% | ▼ | 751 | 538 | -28.4% | ▼ |
| LLP | -23 | -15 | -5 | 18 | -25 | n.m. | | +6.0% | | 49 | -26 | n.m. | |
| Profit Before Taxes | -252 | 158 | 166 | 107 | 236 | 120.1% | | n.m. | | 424 | 666 | +57.2% | |
| Net Profit | -155 | 105 | 111 | 73 | 215 | 195.0% | | n.m. | | 292 | 503 | 72.4% | |
| Cost / Income Ratio, % | 78% | 76% | 76% | 84% | 84% | +1pp | | +6pp | | 74% | 80% | +6pp | |
| Cost of Risk, bp | 12bp | 8bp | 2bp | -9bp | 13bp | +22bp | | +1bp | | -6bp | 3bp | +9bp | |
| RoAC | n.m. | 14.4% | 15.5% | 10.4% | 30.8% | +20.4pp | | n.m. | | 9.4% | 17.7% | +8.3pp | |
| Customer Loans | 79,057 | 78,537 | 78,783 | 78,765 | 78,416 | -0.4% | | -0.8% | | 79,057 | 78,416 | -0.8% | |
| Direct Funding | 108,343 | 105,562 | 104,709 | 102,044 | 102,236 | +0.2% | | -5.6% | | 108,343 | 102,236 | -5.6% | |
| Total RWA | 33,823 | 35,199 | 32,683 | 33,598 | 33,510 | -0.3% | | -0.9% | | 33,823 | 33,510 | -0.9% | |
| TFA | 140,317 | 141,691 | 144,573 | 145,445 | 147,051 | +1.1% | | +4.8% | | 140,317 | 147,051 | +4.8% | |
| FTE (#) | 13,748 | 13,582 | 13,502 | 13,577 | 13,419 | -1.2% | | -2.4% | | 13,748 | 13,419 | -2.4% | |





Commercial Bank Austria – P&L and volumes

Management actions in place to offset low interest rates environment affecting a business characterized by narrow margins

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|--------|--------|--------|--------|--------|-----------------|---|-----------------|---|--------|--------|-----------------|---|
| Total Revenues | 425 | 387 | 439 | 374 | 407 | 8.8% | | -4.1% | ▼ | 1,619 | 1,607 | -0.7% | ▼ |
| Operating Costs | -378 | -366 | -366 | -350 | -378 | 8.0% | | +0.2% | ▼ | -1,451 | -1,460 | +0.6% | |
| Gross Operating Profit | 47 | 21 | 72 | 24 | 29 | 20.6% | | -38.3% | ▼ | 168 | 147 | -12.6% | ▼ |
| LLP | -46 | -48 | -4 | -17 | -41 | 144.0% | ▼ | -10.6% | | -193 | -111 | -42.7% | ▼ |
| Profit Before Taxes | -203 | 12 | 47 | -5 | -40 | n.m. | ▼ | -80.1% | | -330 | 14 | n.m. | |
| Net Profit | -439 | 12 | 56 | 35 | -67 | n.m. | ▼ | n.m. | | -580 | 37 | n.m. | |
| Cost / Income Ratio, % | 89% | 94% | 83% | 94% | 93% | -1pp | ▼ | +4pp | | 90% | 91% | +1pp | |
| Cost of Risk, bp | 38bp | 40bp | 4bp | 14bp | 35bp | +21bp | | -3bp | ▼ | 39bp | 23bp | -16bp | ▼ |
| RoAC | n.m. | 2.1% | 9.5% | 5.8% | -15.2% | -21.0pp | | n.m. | ▼ | -26.0% | 1.7% | +27.7pp | |
| Customer Loans | 48,392 | 47,877 | 48,083 | 47,442 | 47,379 | -0.1% | | -2.1% | | 48,392 | 47,379 | -2.1% | |
| Direct Funding | 59,134 | 60,932 | 60,630 | 63,610 | 64,186 | +0.9% | | +8.5% | | 59,134 | 64,186 | +8.5% | |
| Total RWA | 25,142 | 27,169 | 23,838 | 24,080 | 24,047 | -0.1% | | -4.4% | | 25,142 | 24,047 | -4.4% | |
| TFA | 80,265 | 82,022 | 82,310 | 84,849 | 85,785 | +1.1% | | +6.9% | | 80,265 | 85,785 | +6.9% | |
| FTE (#) | 6,891 | 6,806 | 6,637 | 6,754 | 6,701 | -0.8% | | -2.8% | | 6,891 | 6,701 | -2.8% | |



Poland – P&L and volumes

Operational excellence, coupled with low cost of risk deliver a resilient profitability despite pressure on revenues related to lower interest rates

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|--------|--------|--------|--------|--------|-----------------|---|-----------------|---|--------|--------|-----------------|---|
| Total Revenues | 456 | 429 | 447 | 448 | 437 | -1.5% | ▼ | -3.6% | ▼ | 1,793 | 1,760 | -2.1% | ▼ |
| Operating Costs | -202 | -206 | -209 | -208 | -200 | -3.0% | ▼ | -0.5% | ▼ | -825 | -823 | -0.5% | ▼ |
| Gross Operating Profit | 254 | 223 | 238 | 239 | 237 | -0.2% | ▼ | -6.1% | ▼ | 968 | 937 | -3.5% | ▼ |
| LLP | -42 | -35 | -34 | -32 | -32 | -0.9% | ▼ | -24.3% | ▼ | -159 | -134 | -16.0% | ▼ |
| Profit Before Taxes | 216 | 187 | 203 | 207 | 206 | 0.2% | | -4.4% | ▼ | 817 | 803 | -2.1% | ▼ |
| Net Profit | 88 | 77 | 84 | 84 | 83 | 0.2% | | -4.7% | ▼ | 331 | 327 | -1.6% | ▼ |
| Cost / Income Ratio, % | 44% | 48% | 47% | 47% | 46% | -1pp | ▼ | +1pp | | 46% | 47% | +1pp | |
| Cost of Risk, bp | 69bp | 56bp | 53bp | 49bp | 48bp | -2bp | ▼ | -21bp | ▼ | 67bp | 51bp | -15bp | ▼ |
| RoAC | 31.5% | 27.0% | 29.6% | 29.9% | 28.9% | -1.1pp | ▼ | -2.6pp | ▼ | 30.4% | 28.8% | -1.6pp | ▼ |
| Customer Loans | 25,033 | 25,539 | 26,381 | 26,445 | 26,896 | +4.0% | | +10.5% | | 25,033 | 26,896 | +10.5% | |
| Direct Funding | 29,538 | 27,496 | 28,388 | 29,718 | 30,218 | +4.0% | | +5.2% | | 29,538 | 30,218 | +5.2% | |
| Total RWA | 25,089 | 25,222 | 24,703 | 25,177 | 25,850 | +5.0% | | +6.0% | | 25,089 | 25,850 | +6.0% | |
| FTE (#) | 18,152 | 18,129 | 18,069 | 17,920 | 18,098 | +1.0% | | -0.3% | | 18,152 | 18,098 | -0.3% | |



N.B. Variations at constant FX.

CEE – P&L and volumes

Geographical diversification delivered positive earning generation and cost efficiency across most of the countries despite higher cost of risk

| Euro (min) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|--------|--------|--------|--------|--------|-----------------|---|-----------------|---|---|-------|--------|-----------------|---|
| Total Revenues | 1,174 | 902 | 1,002 | 1,086 | 919 | -10.8% | ▼ | -15.5% | ▼ | 2 | 1,478 | 3,909 | -7.0% | ▼ |
| Operating Costs | -461 | -415 | -393 | -402 | -413 | +6.9% | | -4.2% | ▼ | - | 1,722 | -1,623 | -0.9% | ▼ |
| Gross Operating Profit | 713 | 487 | 610 | 685 | 505 | -20.9% | ▼ | -22.5% | ▼ | 2 | 2,757 | 2,287 | -10.7% | ▼ |
| LLP | -505 | -148 | -168 | -156 | -204 | 34.5% | | -57.3% | ▼ | - | 1,124 | -677 | -37.2% | ▼ |
| Profit Before Taxes | 169 | 326 | 405 | 453 | 290 | -28.1% | ▼ | +68.6% | | | 1,533 | 1,474 | +4.4% | |
| Net Profit | 108 | 262 | 309 | 334 | 129 | -65.5% | ▼ | -16.5% | ▼ | | 1,264 | 1,034 | -16.4% | ▼ |
| Cost / Income Ratio, % | 39% | 46% | 39% | 37% | 45% | +7pp | | +5pp | | | 38% | 42% | +2pp | |
| Cost of Risk, bp | 348bp | 105bp | 119bp | 107bp | 142bp | +29bp | | -206bp | ▼ | 1 | 92bp | 118bp | -75bp | ▼ |
| RoAC | 6.2% | 14.4% | 16.8% | 19.0% | 6.4% | -12.6pp | ▼ | +0.2pp | | 1 | 6.6% | 13.9% | -2.7pp | ▼ |
| Customer Loans | 57,163 | 55,822 | 57,781 | 58,384 | 57,009 | +7.4% | | +13.2% | | 5 | 7,163 | 57,009 | +13.2% | |
| Direct Funding | 49,473 | 47,304 | 48,361 | 50,036 | 51,469 | +15.4% | | +20.2% | | 4 | 9,473 | 51,469 | +20.2% | |
| Total RWA | 81,668 | 83,387 | 81,681 | 84,530 | 89,173 | +14.9% | | +24.3% | | 8 | 1,668 | 89,173 | +24.3% | |
| FTE (#) | 30,848 | 30,621 | 30,095 | 29,574 | 29,038 | -1.8% | | -5.9% | | 3 | 0,848 | 29,038 | -5.9% | |



N.B. Variations at constant FX.

CIB – P&L and volumes

Net profit up q/q as client flows and synergies across product factories mitigated the ever-low rates environment, tightening spreads and low volatility

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|--------|--------|--------|--------|--------|-----------------|---|-----------------|---|--------|--------|-----------------|---|
| Total Revenues | 1,050 | 983 | 900 | 805 | 1,023 | 27.1% | | -2.6% | ▼ | 4,284 | 3,711 | -13.4% | ▼ |
| Operating Costs | -428 | -451 | -425 | -429 | -406 | -5.4% | ▼ | -5.2% | ▼ | -1,707 | -1,710 | +0.2% | |
| Gross Operating Profit | 622 | 532 | 475 | 376 | 618 | 64.3% | | -0.8% | ▼ | 2,577 | 2,001 | -22.4% | ▼ |
| LLP | -608 | 0 | -101 | 67 | -101 | n.m. | | -83.3% | ▼ | -942 | -135 | -85.7% | ▼ |
| Profit Before Taxes | -123 | 571 | 301 | 460 | 469 | 2.0% | | n.m. | | 1,448 | 1,802 | +24.5% | |
| Net Profit | -23 | 389 | 205 | 269 | 399 | 48.4% | | n.m. | | 1,036 | 1,263 | +21.9% | |
| Cost / Income Ratio, % | 41% | 46% | 47% | 53% | 40% | -14pp | ▼ | -1pp | ▼ | 40% | 46% | +6pp | |
| Cost of Risk, bp | 248bp | 0bp | 44bp | -31bp | 47bp | +78bp | | -201bp | ▼ | 92bp | 15bp | -77bp | ▼ |
| RoAC | n.m. | 22.4% | 11.7% | 17.3% | 21.1% | +3.8pp | | n.m. | | 13.7% | 18.2% | +4.5pp | |
| Commercial Loans | 50,723 | 49,722 | 49,139 | 47,208 | 50,074 | +6.1% | | -1.3% | | 50,723 | 50,074 | -1.3% | |
| Commercial Deposits | 27,420 | 28,043 | 28,766 | 29,833 | 30,677 | +2.8% | | +11.9% | | 27,420 | 30,677 | +11.9% | |
| Total RWA | 74,528 | 76,850 | 70,338 | 70,166 | 67,462 | -3.9% | | -9.5% | | 74,528 | 67,462 | -9.5% | |
| FTE (#) | 4,300 | 4,117 | 4,025 | 4,015 | 4,020 | +0.1% | | -6.5% | | 4,300 | 4,020 | -6.5% | |

Customer Loans and Customer Deposits exclude repos, Market and Institutional counterparts.





Asset Gathering – P&L and volumes

Solid and sustainable results with a double digit growth q/q and y/y.

Revenue growing at a higher pace vs costs due to a strong operating leverage

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|--------|--------|--------|--------|--------|-----------------|---|-----------------|---|--------|--------|-----------------|---|
| Total Revenues | 110 | 113 | 113 | 107 | 118 | +9.6% | | +7.3% | | 429 | 451 | +5.1% | |
| Operating Costs | -47 | -52 | -55 | -51 | -54 | +4.5% | | +14.0% | | -192 | -212 | +10.6% | |
| Gross Operating Profit | 63 | 61 | 58 | 56 | 64 | +14.3% | | +2.2% | | 237 | 239 | +0.7% | |
| LLP | -1 | 0 | -1 | -1 | -1 | +75.6% | | -8.7% | ▼ | -3 | -3 | -2.9% | ▼ |
| Profit Before Taxes | 48 | 58 | 57 | 55 | 60 | +10.4% | | +26.3% | | 216 | 230 | +6.3% | |
| Net Profit | 17 | 37 | 37 | 23 | 27 | +14.1% | | +59.9% | | 121 | 124 | +2.0% | |
| Cost / Income Ratio, % | 43% | 46% | 49% | 48% | 46% | -2pp | ▼ | +3pp | | 45% | 47% | +2pp | |
| Cost of Risk, bp | 88bp | 28bp | 48bp | 39bp | 69bp | +30bp | | -20bp | ▼ | 58bp | 47bp | -11bp | ▼ |
| RoAC | 40.9% | 85.8% | 93.1% | 89.8% | 107.2% | +17.4pp | | +66.3pp | | 72.5% | 91.1% | +18.6pp | |
| Customer Loans | 641 | 669 | 696 | 700 | 696 | -0.7% | | +8.5% | | 641 | 696 | +8.5% | |
| Direct Funding | 13,246 | 13,969 | 14,344 | 14,097 | 14,254 | +1.1% | | +7.6% | | 13,246 | 14,254 | +7.6% | |
| Total RWA | 1,915 | 1,905 | 1,635 | 1,624 | 1,742 | +7.2% | | -9.0% | | 1,915 | 1,742 | -9.0% | |
| TFA | 43,607 | 45,607 | 47,196 | 48,181 | 49,341 | +2.4% | | +13.2% | | 43,607 | 49,341 | +13.2% | |
| FTE (#) | 934 | 935 | 944 | 953 | 974 | +2.1% | | +4.3% | | 934 | 974 | +4.3% | |





Asset Management – P&L and volumes

Net profit doubled in 2014 with revenues up with fees sustained by strong net sales. Costs down by 6% in FY14

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|---------|---------|---------|---------|---------|-----------------|---|-----------------|---|---------|---------|-----------------|---|
| Total Revenues | 199 | 185 | 191 | 199 | 217 | 9.1% | | +8.5% | | 731 | 791 | +8.2% | |
| Operating Costs | -168 | -120 | -123 | -125 | -129 | 3.6% | | -23.2% | ▼ | -528 | -496 | -6.0% | ▼ |
| Gross Operating Profit | 31 | 66 | 68 | 74 | 87 | 18.3% | | +178.8% | | 203 | 295 | +45.1% | |
| LLP | 0 | 0 | 0 | 0 | 0 | n.m. | | n.m. | | 0 | 0 | n.m. | |
| Profit Before Taxes | 26 | 67 | 66 | 72 | 81 | 12.1% | | n.m. | | 192 | 286 | +48.7% | |
| Net Profit | -28 | 47 | 47 | 48 | 36 | -24.3% | ▼ | n.m. | | 88 | 178 | +102.3% | |
| Cost / Income Ratio, % | 84% | 65% | 64% | 63% | 60% | -Зрр | ▼ | -25pp | V | 72% | 63% | -9pp | ▼ |
| Cost of Risk, bp | n.m. | n.m. | n.m. | n.m. | n.m. | n.m. | | n.m. | | n.m. | n.m. | n.m. | |
| RoAC | n.m. | 70.3% | 70.3% | 71.7% | 54.3% | -17.5pp | ▼ | n.m. | | 33.7% | 66.7% | +33.0pp | |
| Total RWA | 2,046 | 2,097 | 1,619 | 1,520 | 1,693 | +11.4% | | -17.3% | | 2,046 | 1,693 | -17.3% | |
| TFA | 181,700 | 187,020 | 193,230 | 203,546 | 208,694 | +2.5% | | +14.9% | | 181,700 | 208,694 | +14.9% | |
| o.w. AuM | 173,925 | 179,463 | 185,522 | 195,713 | 201,030 | +2.7% | | +15.6% | | 173,925 | 201,030 | +15.6% | |
| FTE (#) | 1,995 | 2,007 | 2,021 | 2,044 | 2,021 | -1.1% | | +1.3% | | 1,995 | 2,021 | +1.3% | |





Non Core – P&L and volumes

Loss at 1.7bn in FY14 significantly down vs FY13. Cost of risk at 425bp in 2014, threefold lower versus 2013

| Euro (mln) | 4Q13 | 1Q14 | 2Q14 | 3Q14 | 4Q14 | ∆ % vs. 3Q14 | | ∆ % vs. 4Q13 | | FY13 | FY14 | ∆ % vs. FY13 | |
|------------------------|--------|--------|--------|--------|--------|-----------------|---|-----------------|---|--------|--------|-----------------|---|
| Total Revenues | 139 | 99 | 89 | 77 | 65 | -15.4% | ▼ | -53.3% | V | 691 | 330 | -52.2% | ▼ |
| Operating Costs | -155 | -174 | -148 | -143 | -127 | -11.4% | ▼ | -18.5% | ▼ | -604 | -591 | -2.2% | ▼ |
| Gross Operating Profit | -16 | -75 | -58 | -66 | -62 | n.m. | | n.m. | ▼ | 87 | -261 | n.m. | ▼ |
| LLP | -7,262 | -316 | -399 | -499 | -943 | +88.8% | | -87.0% | ▼ | -9,720 | -2,157 | -77.8% | ▼ |
| Profit Before Taxes | -7,326 | -411 | -527 | -569 | -1,045 | +83.6% | ▼ | -85.7% | | -9,707 | -2,553 | -73.7% | |
| Net Profit | -4,778 | -299 | -365 | -380 | -697 | +83.5% | ▼ | -85.4% | | -6,520 | -1,741 | -73.3% | |
| Cost / Income Ratio, % | 112% | 175% | 165% | 186% | 195% | +9pp | | +83pp | | 87% | 179% | +92pp | |
| Cost of Risk, bp | 5034bp | 239bp | 310bp | 398bp | 778bp | +380bp | | n.m. | ▼ | 1541bp | 425bp | n.m. | ▼ |
| RoAC | n.m. | n.m. | n.m. | n.m. | n.m. | n.m. | | n.m. | | n.m. | n.m. | n.m. | |
| Customer Loans | 53,373 | 52,241 | 50,811 | 49,485 | 47,417 | -4.2% | | -11.2% | | 53,373 | 47,417 | -11.2% | |
| Direct Funding | 2,478 | 2,330 | 2,361 | 2,335 | 2,334 | +0.0% | | -5.8% | | 2,478 | 2,334 | -5.8% | |
| Total RWA | 31,395 | 35,792 | 33,463 | 32,995 | 39,080 | +18.4% | | +24.5% | | 31,395 | 39,080 | +24.5% | |
| FTE (#) | 1,974 | 1,981 | 1,945 | 1,923 | 1,849 | -3.9% | | -6.3% | | 1,974 | 1,849 | -6.3% | |

