

## Group Digital & Information Office: organisational overview

The initial design of **Group Digital & Information Office** is now complete within the Holding perimeter, with the first reporting line structured as follows:

- **Group Data & Intelligence**, led by **Marco Bressan**, will ensure that the organisation has access to all the data required to support business decisions, add value to products, automate processes and ensure relevant reporting. The structure defines and implements the Group Data & Artificial Intelligence (AI) strategy and governance framework; it also enhances the data-driven culture as part of the Group Digital Transformation Program.
- **Group Architecture & Platform**, led by **Ignacio Bernal**, who will arrive in the role in October, will define and maintain the Group's architecture for systems, platforms, and applications, together with related standards, processes, and regulations to drive flexible IT architecture initiatives, increasing our competitiveness and speed to market.
- **Group Infrastructure & IT Services**, led by **Daniele Tonella**, is under construction to manage the global infrastructure and IT operations services, creating group level standards of IT operating model. It will master the management and operation of the data center and define and execute the Cloud transformation strategy.
- **Group Digital Governance & Control**, led by **Gema Baguena**, will steer the Group Digital & Information governance and policy design, ensuring coherence of the project portfolio with the digital strategy at Group level. Such function will support the implementation, in cooperation with the relevant functions, of an adequate defense and monitoring of the technology risks.
- **Group Digital Security**, led by **Stefan Vogt**, will define the Digital Security strategy, the related operative model, and the cyber security standards, by monitoring their implementation across the Group. Such function will act as single point of contact for Regulators and Supervisory Authorities and ensure the diffusion of security awareness and culture at Group level within the Group Digital Transformation Program. Corporate Security will continue to be under the responsibility of Group Operations, led by Ranieri de Marchis.
- **Group Digital Foresight**, led by **Stefano Frascani**, will outline the Group Digital Strategy by defining principles and strategic guidelines to drive the Group Digital Transformation Program together with the business. Such role will focus on technology strategy, digital product research and market best practices, and developing partnerships with FinTech companies.
- **Group Digital Office**, led by **Lu Yu**, will support Group Digital & Information in steering the strategic planning and development of the digital activities, coordinating and tracking ad-hoc digital strategic initiatives and management presentations. Such function will define standard methods and KPIs to drive the optimisation and achievement of the Group Digital & Information goals, while ensuring the evolution of a digital culture with internal communication initiatives.

Working closely with **the Group's significant business segments** to deliver best practice and capitalise on synergies, the following functions will define the digital roadmap, drive transformation, manage the Digital and IT portfolio and supervise the project activities in each business perimeter:

- **Chief Digital & Information Office CIB**, led by **Joanna Pamphilis** – in full alignment with respective GEC member, Richard Burton, Head of Corporate & Investment Banking
- **Chief Digital & Information Office Group Functions**, led by **Francesca Meriggi** – in full alignment with respective Operations, Risk, Finance, HR, Compliance GEC Members
- **Chief Digital & Information Office CB**, led by **Tommaso Pellizzari**, will establish homogenous synergies across areas within commercial banking activities

Chief Digital & Information Office functions are established to drive and deliver the **digital agenda at country level**. They will play an indispensable role, acting as E2E coordinators for the respective geographies and liaising closely with all business and digital functions in the Group. The three structures are set up as follows:

- **Chief Digital & Information Office Italy**, led by **Luboslava Uram**, reporting directly to Jingle Pang, GD&IO, with functional reporting to Niccolo' Ubertalli, Head of Italy

- **Chief Digital & Information Office CE & EE**, led by **Tina Pogacic**, reporting directly to Jingle Pang, GD&IO, with functional reporting to Gianfranco Bisagni, Head of Central Europe, and Teodora Petkova, Head of Eastern Europe. The succession of the COO of Bank Austria is to be finalised, and therefore, until then Tina will keep both roles.
- **Chief Digital & Information Office Germany**, led by **Artur Gruca**, having a double reporting line to Jingle Pang, GD&IO, and Michael Diedrich, Head of Germany.

These CD&IO structures foster a **true partnership** across regions and business segments with each technology area to deliver best practices, capitalise on synergies and bring out greater business proximity. This will happen by working closely across the Group to integrate joint accountability and bring greater efficiencies in all areas.

While the current organisational structure of **UniCredit Services - led by Daniele Tonella** as he continues in his role as Chief Executive Officer, reporting to Jingle Pang, GDIO - remains unchanged, project workstreams are underway to study the future evolution, in full alignment with the new Digital operating model.

Some Holding functions, reporting directly to Group Digital & Information Office, will be mirrored within UniCredit Services, to manage respective perimeters. Any evolution will be clarified in the coming weeks, with possible additional appointments to be announced moving forward.

With some roles partially in place since the end of July, the new set up is now under completion. Jingle Pang, Group Digital & Information Officer will start leveraging the new setup to guarantee a smooth transition to the new roles.