Annex 1 to 2025 Group Remuneration Policy and Report

Information Tables Pursuant art. 84-quarter “Annual Report – Section II” of the Regulation n. 11971 Issued by Commissione Nazionale per le Società e la Borsa (Consob) - Year 2024

In the following pages a set of tables presents the quantitative information that the Company must provide in compliance with article 84-quater of Consob's Issuers Regulation Nr. 11971 (as lastly modified under resolution no. 21623 of December 10, 2020).

In such regards, please note that the information requested at Section I and at the First Part of Section II of the Compensation Report, to be prepared in compliance with Attachment 3A, Schedule 7-bis of the above-mentioned Regulation, is contained in the "2025 Group Remuneration Policy and Report", of which this document represents an enclosure.

The following set of tables provides the information foreseen by the Second Part of the above-mentioned Section II.

For a deeper understanding of the methodological criteria underlying the information reported in the various tables, reference is made to Annex 3A of the said Consob Regulation.

Here below a brief information on the contents of the various tables:

TABLE 1: Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities

Provides, at an individual level and on an accrual basis, the details of the compensation paid to the members of the Board of Directors, Board of Statutory Auditors and General Managers.

In compliance with Consob Resolution Nr. n. 21623 of 10.12.2020, from 2021 the information regarding "Bonuses and other incentives" is provided on an accrual basis and independently from the fact that amounts are payable or still deferred. This is a different approach from the years up to 2020, when amounts were reported on an out-of-pocket basis and included both the cash upfront quota of the annual bonus as well as the deferred amounts paid from previous years.

For the other executives with strategic responsibilities, the information is provided on an aggregate basis. The related perimeter – defined by the Board of Directors on 12 October 2021 –includes the the Head of Internal Audit and the members of the "Group Executive Committee" – with the exclusion of those belonging to the "CEO Office". On 19 September 2024 the Board also excluded the role of Head of Group Legal from the above perimeter. The data are reported pro quota for the period during which the role was covered in 2024 and, for comparability purposes, correspond to ca. 10.3 Full Time Equivalents (FTEs).

The overall compensation paid by UniCredit S.p.A. for 2024 to the Board of Directors and to the Board of Statutory Auditors (the latter up to 12 April 2024, when the Body was discontinued moving to the "one tier" governance system) amounts respectively to € 7,613,321 e € 265,490.

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 3A.

The value reported in column 8 ("Severance indemnity for end of office or termination of employment") refers to the amount that was defined upon termination of the employment relationship of a former executive with strategic responsibilities, which took place in compliance with the provisions of the Group's Termination Payments Policy; the amount in excess of the indemnity in lieu of notice is paid entirely in shares and subject to deferrals and to malus and claw-back clauses.

TABLE 2: Stock Options assigned to the members of the administrative body, to general managers and other executives with strategic responsibilities

The table is not included because none of the members of the Board of Directors, Board of Statutory Auditors or other managers with strategic responsibilities currently benefit from incentive plans based on stock options.

Furthermore, neither the non-executive members of the Board of Directors, nor the members of the Board of Statutory Auditors benefit from any incentive plan, be it based on financial instruments or cash.

TABLE 3A: Incentive plans based on financial instruments other than stock options, in favor of members of the administrative body, general managers and other executives with strategic responsibilities

The table reports the number of shares promised and/or granted in connection with short / long term incentive systems.

For the plans' features reference is made to the description contained in the Remuneration Report.

The Fair Value represents the cost booked for 2024 in compliance with IFRS2. In such regards, it is specified that the value referred to the other executives with strategic responsibilities also includes the costs related to the incentives that were kept as "good leaver" by the executive whose employment relationship was terminated during the year and that had to be entirely booked in 2024, based on the international accounting standards.

No costs are reported at an individual level in relation to the "One Off Award" since those have been centralized in UniCredit SpA in a risk and charges fund for the entire Group Material Risk Taker population and will be allocated to the individual beneficiaries during the course of 2025.

The vesting dates reported at columns (3) and (6) represent the date on which the shares become available for the beneficiary, after their vesting and upon expiry of one further year of mandatory retention.

The tranches of financial instruments assigned under the 2024 Group Incentive System (GIS 2024) and vesting from 31.12.2028 are, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to a further evaluation at 31.12.2027 of a set of long term performance indicators.

Similarly:

- the tranches of financial instruments assigned under the 2023 Group Incentive System (GIS 2023) and vesting from 31.12.2027 are, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to a further evaluation at 31.12.2026 of a set of long term performance indicators;
- the tranches of financial instruments assigned under the 2022 Group Incentive System (GIS 2022) and vesting from 31.12.2026 are, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to a further evaluation at 31.12.2025 of a set of long term performance indicators.

The "Financial instruments vested during the year and assignable" [columns (10) and (11)] represent the shares that, upon completion of year of mandatory retention after their vesting, are assigned to the beneficiaries in the month of February 2025.

TABLE 3B: Monetary incentive plans in favor of members of the administrative body, general managers and other executives with strategic responsibilities

Provides the details of all the cash incentives accrued and / or paid during the year in favor of the Chief Executive Officer and the other executives with strategic responsibilities. Neither the non-executive members of the Board of Directors, nor the Statutory Auditors receive any variable compensation.

No annual incentives were paid in monetary form related to 2024 in connection with the fact that the GIS 2024 provides, for the CEO and other key management personnel, for the payment of their annual bonuses exclusively in financial instruments.

The results achieved during the year allow the full payment of deferred amounts that are subject to the verification of the access conditions as at December 31, 2024.

Information on the investments held by the members of the administrative and auditing bodies, by general managers and by other executives with strategic responsibilities

Table 1 and Table 2, drafted in compliance with schedule 7-ter, provide the shareholdings in UniCredit or its controlled/associated companies held, respectively, by the members of the administrative / auditing bodies as well as by other executives with strategic responsibilities.

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

TABLE 1: Compensation paid to members of the administrative and auditing bodies, to general managers and to other executives with strategic responsibilities.

Amounts in Euro

(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation						Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Pietro Carlo Padoan	Chair of the Board	01.01.2024	31.12.2024	approv. AR 2026	*118,852*	*17,600*	-	*789,000*	-	925,452	-	-	-	30,466	-	955,918	-	-
	Chair of Governance & Sustainability Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*64,918*	-	64,918	-	-	-	-	-	64,918	-	-
	Member of Internal Controls and Risk Committee	01.01.2024	11.04.2024		*13,934*	*9,200*	-	-	-	23,134	-	-	-	-	-	23,134	-	-
	(I) Compensation in the company preparing the financial statements				*132,787*	*26,800*	-	*853,918*	-	**1,013,505**	**-**	**-**	**-**	**30,466**	**-**	**1,043,971**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*132,787*	*26,800*	-	*853,918*	-	**1,013,505**	**-**	**-**	**-**	**30,466**	**-**	**1,043,971**	**-**	**-**
Lamberto Andreotti	Deputy Vice Chair of the Board	01.01.2024	12.04.2024		*25,328*	*12,000*	-	-	-	37,328	-	-	-	-	-	37,328	-	-
	Chair of Corp. Governance and Nomination Committee	01.01.2024	12.04.2024		*9,850*	*2,400*	-	*2,814*	-	15,064	-	-	-	-	-	15,064	-	-
	(I) Compensation in the company preparing the financial statements				*35,178*	*14,400*	-	*2,814*	-	**52,392**	**-**	**-**	**-**	**-**	**-**	**52,392**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	(III) Total				*35,178*	*14,400*	-	*2,814*	-	**52,392**	**-**	**-**	**-**	**-**	**-**	**52,392**	**-**	**-**
Andrea Orcel	Chief Executive Officer	01.01.2024	31.12.2024	approv. AR 2026	*118,852*	*9,000*	-	*601,148*	*2,880,000*	3,609,000	-	-	-	1,038	28,950	3,638,988	3,639,589	-
	(I) Compensation in the company preparing the financial statements				*118,852*	*9,000*	-	*601,148*	*2,880,000*	**3,609,000**	**-**	**-**	**-**	**1,038**	**28,950**	**3,638,988**	**3,639,589**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*118,852*	*9,000*	-	*601,148*	*2,880,000*	**3,609,000**	**-**	**-**	**-**	**1,038**	**28,950**	**3,638,988**	**3,639,589**	**-**
Paola Bergamaschi	Member of the Board	12.04.2024	31.12.2024	approv. AR 2026	*93,770*	-	-	-	-	93,770	-	-	-	-	-	93,770	-	-
	Member of Risk Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*64,918*	-	64,918	-	-	-	-	-	64,918	-	-
	Member of Remuneration Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*28,852*	-	28,852	-	-	-	-	-	28,852	-	-
	(I) Compensation in the company preparing the financial statements				*93,770*	-	-	*93,770*	-	**187,541**	**-**	**-**	**-**	**-**	**-**	**187,541**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*93,770*	-	-	*93,770*	-	**187,541**	**-**	**-**	**-**	**-**	**-**	**187,541**	**-**	**-**

(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation						Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Paola Camagni	Member of the Board and Audit Committee	12.04.2024	31.12.2024	approv. AR 2026	165,902	-	-	-	-	165,902	-	-	-	6,090	-	171,991	-	-
	(I) Compensation in the company preparing the financial statements				165,902	-	-	-	-	**165,902**	**-**	**-**	**-**	**6,090**	**-**	**171,991**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				165,902	-	-	-	-	**165,902**	**-**	**-**	**-**	**6,090**	**-**	**171,991**	**-**	**-**
Vincenzo Cariello	Member of the Board	01.01.2024	31.12.2024	approv. AR 2026	118,852	10,200	-	-	-	129,052	-	-	-	8,994	-	138,046	-	-
	Member of Governance & Sustainability Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	28,852	-	28,852	-	-	-	-	-	28,852	-	-
	Member of Related Parties Committee	01.01.2024	31.12.2024	approv. AR 2026	9,754	3,600	-	18,033	-	31,387	-	-	-	-	-	31,387	-	-
	(I) Compensation in the company preparing the financial statements				128,606	13,800	-	46,885	-	**189,292**	**-**	**-**	**-**	**8,994**	**-**	**198,285**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				128,606	13,800	-	46,885	-	**189,292**	**-**	**-**	**-**	**8,994**	**-**	**198,285**	**-**	**-**
Elena Carletti	Member of the Board	01.01.2024	31.12.2024	approv. AR 2026	118,852	9,600	-	-	-	128,452	-	-	-	-	-	128,452	-	-
	Deputy Vice Chair of the Board	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	Member of Governance & Sustainability Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	28,852	-	28,852	-	-	-	-	-	28,852	-	-
	Chair of Risk Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	122,623	-	122,623	-	-	-	-	-	122,623	-	-
	Chair of Internal Controls and Risk Committee	01.01.2024	11.04.2024		13,934	11,000	-	27,869	-	52,803	-	-	-	-	-	52,803	-	-
	Member of Related Parties Committee	01.01.2024	11.04.2024		9,754	2,800	-	-	-	12,554	-	-	-	-	-	12,554	-	-
	(I) Compensation in the company preparing the financial statements				142,541	23,400	-	179,344	-	**345,285**	**-**	**-**	**-**	**-**	**-**	**345,285**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				142,541	23,400	-	179,344	-	**345,285**	**-**	**-**	**-**	**-**	**-**	**345,285**	**-**	**-**
Marcus Johannes Chromik	Member of the Board	12.04.2024	11.12.2024		86,667	-	-	-	-	86,667	-	-	-	-	-	86,667	-	-
	Member of Risk Committee	12.04.2024	11.12.2024		-	-	-	60,000	-	60,000	-	-	-	-	-	60,000	-	-
	(I) Compensation in the company preparing the financial statements				86,667	-	-	60,000	-	**146,667**	**-**	**-**	**-**	**-**	**-**	**146,667**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				86,667	-	-	60,000	-	**146,667**	**-**	**-**	**-**	**-**	**-**	**146,667**	**-**	**-**

(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation						Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Antonio Domingues	Member of the Board	12.04.2024	31.12.2024	approv. AR 2026	*93,770*	-	-	-	-	93,770	-	-	-	-	-	93,770	-	-
	Chair of Remuneration Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*64,918*	-	64,918	-	-	-	-	-	64,918	-	-
	Member of Nomination Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*28,852*	-	28,852	-	-	-	-	-	28,852	-	-
	(I) Compensation in the company preparing the financial statements				*93,770*	-	-	*93,770*	-	**187,541**	**-**	**-**	**-**	**-**	**-**	**187,541**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*93,770*	-	-	*93,770*	-	**187,541**	**-**	**-**	**-**	**-**	**-**	**187,541**	**-**	**-**
Julie B. Galbo	Member of the Board and Audit Committee	12.04.2024	31.12.2024	approv. AR 2026	*165,902*	-	-	-	-	165,902	-	-	-	-	-	165,902	-	-
	(I) Compensation in the company preparing the financial statements				*165,902*	-	-	-	-	**165,902**	**-**	**-**	**-**	**-**	**-**	**165,902**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*165,902*	-	-	-	-	**165,902**	**-**	**-**	**-**	**-**	**-**	**165,902**	**-**	**-**
Jeffrey Alan Hedberg	Member of the Board	01.01.2024	31.12.2024	approv. AR 2026	*118,852*	*18,200*	-	-	-	135,452	-	-	-	-	-	135,452	-	-
	Member of Governance & Sustainability Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*28,852*	-	28,852	-	-	-	-	-	28,852	-	-
	Chair of Nomination Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*64,918*	-	64,918	-	-	-	-	-	64,918	-	-
	Chair of Remuneration Committee	01.01.2024	11.04.2024		*9,754*	*5,200*	-	*2,787*	-	17,741	-	-	-	-	-	17,741	-	-
	Member of ESG Committee	01.01.2024	11.04.2024		*9,754*	*3,200*	-	-	-	14,554	-	-	-	-	-	14,554	-	-
	(I) Compensation in the company preparing the financial statements				*138,361*	*26,600*	-	*96,557*	-	**261,518**	**-**	**-**	**-**	**-**	**-**	**261,518**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*138,361*	*26,600*	-	*96,557*	-	**261,518**	**-**	**-**	**-**	**-**	**-**	**261,518**	**-**	**-**
Beatriz Lara Bartolomé	Member of the Board	01.01.2024	31.12.2024	approv. AR 2026	*118,852*	*7,400*	-	-	-	126,252	-	-	-	-	-	126,252	-	-
	Member of Nomination Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*28,852*	-	28,852	-	-	-	-	-	28,852	-	-
	Member of ESG Committee	01.01.2024	11.04.2024		*9,754*	*2,400*	-	-	-	12,154	-	-	-	-	-	12,154	-	-
	(I) Compensation in the company preparing the financial statements				*128,607*	*9,800*	-	*28,852*	-	**167,259**	**-**	**-**	**-**	**-**	**-**	**167,259**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*128,607*	*9,800*	-	*28,852*	-	**167,259**	**-**	**-**	**-**	**-**	**-**	**167,259**	**-**	**-**

(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation						Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Luca Molinari	Member of the Board	01.01.2024	12.04.2024		*25,328*	*5,600*	-	-	-	30,928	-	-	-	-	-	30,928	-	-
	Member of Remuneration Committee	01.01.2024	12.04.2024		*9,850*	*2,800*	-	-	-	12,650	-	-	-	-	-	12,650	-	-
	(I) Compensation in the company preparing the financial statements				*35,178*	*8,400*	-	-	-	**43,578**	**-**	**-**	**-**	**-**	**-**	**43,578**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*35,178*	*8,400*	-	-	-	**43,578**	**-**	**-**	**-**	**-**	**-**	**43,578**	**-**	**-**
Maria Pierdicchi	Member of the Board	01.01.2024	31.12.2024	approv. AR 2026	*118,852*	*14,800*	-	-	-	133,652	-	-	-	-	-	133,652	-	-
	Chair of Related Parties Committee	01.01.2024	31.12.2024	approv. AR 2026	*9,754*	*3,600*	-	*53,279*	-	66,633	-	-	-	-	-	66,633	-	-
	Member of Remuneration Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*28,852*	-	28,852	-	-	-	-	-	28,852	-	-
	Member of Corp. Governance and Nomination Committee	01.01.2024	11.04.2024		*9,754*	*2,800*	-	-	-	12,554	-	-	-	-	-	12,554	-	-
	(I) Compensation in the company preparing the financial statements				*138,361*	*21,200*	-	*82,131*	-	**241,692**	**-**	**-**	**-**	**-**	**-**	**241,692**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*138,361*	*21,200*	-	*82,131*	-	**241,692**	**-**	**-**	**-**	**-**	**-**	**241,692**	**-**	**-**
Marco Rigotti	Member of the Board and Chair Audit Committee	12.04.2024	31.12.2024	approv. AR 2026	*216,393*	-	-	-	-	216,393	-	-	-	6,090	-	222,483	-	-
	Member of Risk Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*64,918*	-	64,918	-	-	-	-	-	64,918	-	-
	(I) Compensation in the company preparing the financial statements				*216,393*	-	-	*64,918*	-	**281,311**	**-**	**-**	**-**	**6,090**	**-**	**287,401**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*216,393*	-	-	*64,918*	-	**281,311**	**-**	**-**	**-**	**6,090**	**-**	**287,401**	**-**	**-**
Francesca Tondi	Member of the Board	01.01.2024	31.12.2024	approv. AR 2026	*118,852*	*7,800*	-	-	-	126,652	-	-	-	-	-	126,652	-	-
	Member of Related Parties Committee	12.04.2024	31.12.2024	approv. AR 2026	-	-	-	*18,033*	-	18,033	-	-	-	-	-	18,033	-	-
	Member of Internal Controls and Risk Committee	01.01.2024	11.04.2024		*13,934*	*8,600*	-	-	-	22,534	-	-	-	-	-	22,534	-	-
	Chair of ESG Committee	01.01.2024	11.04.2024		*12,541*	*2,800*	-	-	-	15,341	-	-	-	-	-	15,341	-	-
	(I) Compensation in the company preparing the financial statements				*145,328*	*19,200*	-	*18,033*	-	**182,561**	**-**	**-**	**-**	**-**	**-**	**182,561**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*145,328*	*19,200*	-	*18,033*	-	**182,561**	**-**	**-**	**-**	**-**	**-**	**182,561**	**-**	**-**

(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held		Office expiry	Fixed compensation						Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Gabriele Villa	Member of the Board and Audit Committee	12.04.2024	31.12.2024	approv. AR 2026	*165,902*	-	-	-	-	165,902	-	-	-	6,090	-	171,991	-	-
	(I) Compensation in the company preparing the financial statements				*165,902*	-	-	-	-	**165,902**	**-**	**-**	**-**	**6,090**	**-**	**171,991**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*165,902*	-	-	-	-	**165,902**	**-**	**-**	**-**	**6,090**	**-**	**171,991**	**-**	**-**
Renate Wagner	Member of the Board	01.01.2024	12.04.2024		*25,328*	*5,200*	-	-	-	30,528	-	-	-	-	-	30,528	-	-
	Member of Remuneration Committee	01.01.2024	12.04.2024		*9,850*	*2,800*	-	-	-	12,650	-	-	-	-	-	12,650	-	-
	(I) Compensation in the company preparing the financial statements				*35,178*	*8,000*	-	-	-	**43,178**	**-**	**-**	**-**	**-**	**-**	**43,178**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*35,178*	*8,000*	-	-	-	**43,178**	**-**	**-**	**-**	**-**	**-**	**43,178**	**-**	**-**
Alexander Wolfgring	Member of the Board	01.01.2024	12.04.2024		*25,328*	*13,800*	-	-	-	39,128	-	-	-	2,932	-	42,060	-	-
	Member of Internal Controls and Risk Committee	01.01.2024	12.04.2024		*14,071*	*8,000*	-	-	-	22,071	-	-	-	-	-	22,071	-	-
	Member of Corp. Governance and Nomination Committee	01.01.2024	12.04.2024		*9,850*	*1,600*	-	-	-	11,450	-	-	-	-	-	11,450	-	-
	(I) Compensation in the company preparing the financial statements				*49,249*	*23,400*	-	-	-	**72,649**	**-**	**-**	**-**	**2,932**	**-**	**75,581**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	-	-	-	-	-	**-**	-	-
	(III) Total				*49,249*	*23,400*	-	-	-	**72,649**	**-**	**-**	**-**	**2,932**	**-**	**75,581**	**-**	**-**

TOTAL BOARD	**(I) Compensation in the company preparing the financial statements**	***2,216,530***	***204,000***	**-**	***2,222,142***	***2,880,000***	**7,522,672**	**-**	**-**	**-**	**61,699**	**28,950**	**7,613,321**	**3,639,589**	**-**
	(II) Compensation from subsidiaries and associates	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	(III) Total	***2,216,530***	***204,000***	**-**	***2,222,142***	***2,880,000***	**7,522,672**	**-**	**-**	**-**	**61,699**	**28,950**	**7,613,321**	**3,639,589**	**-**

(A)	(B)	(C)		(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
					Fixed compensation							Variable non-equity compensation						
Name and surname	Office	Period for which office was held		Office expiry	Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp.for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary	Total	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
Marco Rigotti	Chair Board Statutory Auditors	01.01.2024	12.04.2024		53,616	16,000	-	-	-	69,616	-	-	-	-	-	69,616	-	-
	(I) Compensation in the company preparing the financial statements				53,616	16,000	-	-	-	**69,616**	**-**	**-**	**-**	**-**	**-**	**69,616**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	(III) Total				53,616	16,000	-	-	-	**69,616**	**-**	**-**	**-**	**-**	**-**	**69,616**	**-**	**-**
Antonella Bientinesi	Standing Auditor	01.01.2024	12.04.2024		35,274	13,600	-	-	-	48,874	-	-	-	-	-	48,874	-	-
	(I) Compensation in the company preparing the financial statements				35,274	13,600	-	-	-	**48,874**	**-**	**-**	**-**	**-**	**-**	**48,874**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	(III) Total				35,274	13,600	-	-	-	**48,874**	**-**	**-**	**-**	**-**	**-**	**48,874**	**-**	**-**
Claudio Cacciamani	Standing Auditor	01.01.2024	12.04.2024		35,274	12,800	-	-	-	48,074	-	-	-	-	-	48,074	-	-
	(I) Compensation in the company preparing the financial statements				35,274	12,800	-	-	-	**48,074**	**-**	**-**	**-**	**-**	**-**	**48,074**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	(III) Total				35,274	12,800	-	-	-	**48,074**	**-**	**-**	**-**	**-**	**-**	**48,074**	**-**	**-**
Benedetta Navarra	Standing Auditor	01.01.2024	12.04.2024		35,274	11,600	-	-	-	**46,874**	**-**	**-**	**-**	-	**-**	**46,874**	-	-
	(I) Compensation in the company preparing the financial statements				35,274	11,600	-	-	-	**46,874**	**-**	**-**	**-**	**-**	**-**	**46,874**	**-**	**-**
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**	**-**
	(III) Total				35,274	11,600	-	-	-	**46,874**	**-**	**-**	**-**	**-**	**-**	**46,874**	**-**	**-**
Guido Paolucci	Standing Auditor	01.01.2024	12.04.2024		35,274	12,400	-	-	-	47,674	-	-	-	-	-	47,674	-	-
	(I) Compensation in the company preparing the financial statements				35,274	12,400	-	-	-	**47,674**	**-**	**-**	**-**	**-**	**-**	**47,674**	**-**	**-**
	(II) Compensation from subsidiaries and associates				4,221	-	-	-	-	**4,221**	**-**	**-**	**-**	**157**	**-**	**4,378**	**-**	**-**
	(III) Total				39,495	12,400	-	-	-	**51,895**	**-**	**-**	**-**	**157**	**-**	**52,052**	**-**	**-**
TOTAL BOARD STATUTORY AUDITORS	**(I) Compensation in the company preparing the financial statements**				194,712	66,400	-	-	-	**261,112**	**-**	**-**	**-**	**-**	**-**	**261,112**	**-**	**-**
	(II) Compensation from subsidiaries and associates				4,221	-	-	-	-	**4,221**	-	-	-	157	-	**4,378**	-	-
	(III) Total				198,934	66,400	-	-	-	**265,334**	**-**	**-**	**-**	**157**	**-**	**265,490**	**-**	**-**

(A)	(B)	(C)	(D)	(1)						(2)	(3)		(4)	(5)	(6)	(7)	(8)
Name and surname	Office	Period for which office was held	Office expiry	Fixed compensation						Compensation for committee participation	Variable non-equity compensation		Non-monetary benefits	Other remuneration	Total	Fair value of equity compensation	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					
Other Executives with Strategi Responsibilities	**(I) Compensation in the company preparing the financial statements**			-	-	-	-	*9,183,761*	**9,183,761**	**-**	**-**	**-**	**108,228**	**133,903**	**9,425,891**	**6,890,197**	**3,523,200**
	(II) Compensation from subsidiaries and associates			-	-	-	-	*1,000,008*	**1,000,008**	-	-	-	371,924	-	**1,371,932**	819,021	-
(total 10.28 FTE)	**(III) Total**			-	-	-	-	*10,183,769*	**10,183,769**	**-**	**-**	**-**	**480,151**	**133,903**	**10,797,823**	**7,709,218**	**3,523,200**

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

TABLE 3A: Incentive plans based on financial instruments other than stock options, in favour of members of the administrative body, general managers and other executives with strategic responsibilities

A	B	(1)	Financial instruments assigned during previous years and not vested during the year (2)	(3)	Financial instruments assigned during the year (4)	(5)	(6)	(7)	(8)	Financial instruments vested during the year and not assigned (9)	Financial instruments vested during the year and assignable (10)	(11)	Financial instruments relevant to the year (12)
Name and surname	Office	Plan	Number and type of financial instruments	Vesting period (a)	Number and type of financial instruments	Fair val. on assign. date	Vesting period (a)	Assignment date	Market price upon assignment	Number and type of financial instruments	Number and type of financial instruments	Value on maturity date	Fair Value
Andrea Orcel	CEO												
(I) Compensation in company preparing financial statements		GIS 2022	309,723	33.3% - 31/12/2026 * 33.3% - 31/12/2027 * 33.3% - 31/12/2028 *	0	0	-	-	-	0	0	0	335,673
		GIS 2023	275,112	33.3% - 31/12/2027 ** 33.3% - 31/12/2028 ** 33.3% - 31/12/2029 **	0	0	-	-	-	0	183,408	8,364,138	492,638
		GIS 2024	0	-	166,315	7,199,943	40% - 31/12/2025 20% - 31/12/2028 *** 20% - 31/12/2029 *** 20% - 31/12/2030 ***	20/02/2025	43.291	0	0	0	2,811,279
		One-Off Award	0	-	50,816	2,199,875	40% - 31/12/2025 20% - 31/12/2028 20% - 31/12/2029 20% - 31/12/2030	20/02/2025	43.291	0	0	0	-
(II) Compensation from Subsidiaries and Associates			0	-	0	0	-	-	-	0	0	0	0
(III) Total			**584,835**	**-**	**217,131**	9,399,818	**-**	**-**	-	**0**	**183,408**	**8,364,138**	**3,639,589**
Other Executives with strategic responsibilities													
(I) Compensation in company preparing financial statements	n. 9 Executives	GIS 2019	0	-	0	0	-	-	-	0	28,471	1,298,391	0
	n.7 Executives	GIS 2020	20,402	100% - 31/12/2025	0	0	-	-	-	0	20,402	930,413	28,501
	n. 9 Executives	GIS 2021	73,460	50% - 31/12/2025 50% - 31/12/2026	0	0	-	-	-	0	36,428	1,661,263	178,977
	n. 10 Executives	GIS 2022	421,378	3.7% - 31/12/2025 31.4% - 31/12/2026 * 31.4% - 31/12/2027 * 29.8% - 31/12/2028 *	0	0	-	-	-	0	22,185	1,011,725	565,403
	n. 7 Executives	GIS 2023 - Business	361,869	33.3% - 31/12/2027 ** 33.3% - 31/12/2028 ** 33.3% - 31/12/2029 **	0	0	-	-	-	0	241,250	11,001,965	675,213
	n. 4 Executives	GIS 2023 - Control Functions	66,775	20% - 31/12/2025 20% - 31/12/2026 20% - 31/12/2027 20% - 31/12/2028 20% - 31/12/2029	0	0	-	-	-	0	42,472	1,936,893	208,553
	n. 6 Executives	LTI 2020 2023	184,525	25% - 31/12/2025 25% - 31/12/2026 25% - 31/12/2027 25% - 31/12/2028	0	0	-	-	-	0	122,595	5,590,822	666,074
	n. 6 Executives	GIS 2024 - Business	0	-	200,946	8,699,153	40% - 31/12/2025 20% - 31/12/2028 *** 20% - 31/12/2029 *** 20% - 31/12/2030 ***	20/02/25	43.291	0	0	0	4,091,308
	n. 4 Executives	GIS 2024 - Control Functions	0	-	40,180	1,739,432	40% - 31/12/2025 12% - 31/12/2026 12% - 31/12/2027 12% - 31/12/2028 12% - 31/12/2029 12% - 31/12/2030	20/02/25	43.291	0	0	0	1,295,189
	n. 6 Executives	One-Off Share Award - Business	0	-	126,412	5,472,502	40% - 31/12/2025 20% - 31/12/2028 20% - 31/12/2029 20% - 31/12/2030	20/02/25	43.291	0	0	0	0
	n. 3 Executives	One-Off Share Award - Control Functions	0	-	10,479	453,646	40% - 31/12/2025 12% - 31/12/2026 12% - 31/12/2027 12% - 31/12/2028 12% - 31/12/2029 12% - 31/12/2030	20/02/25	43.291	0	0	0	0
(II) Compensation from Subsidiaries and Associates			0	-	0	0	-	-	-	0	0	0	0
(III) Total			**1,128,409**	**-**	**378,017**	**16,364,734**	**-**	**-**	**-**	**0**	**513,803**	**23,431,472**	**7,709,218**

(a) date on which the shares become available for the beneficiary, after their vesting and upon expiry of the further year of mandatory retention

** tranche subject to further performance evaluation as of 31.12.2025*

*** tranche subject to further performance evaluation as of 31.12.2026*

**** tranche subject to further performance evaluation as of 31.12.2027*

(11) Valuation based on the price of €42.391 , corresponding to the average price for the month prior to the Board resolving the execution of the capital increase for the issuance of shares to be allocated to beneficiaries, to service the Plans

(12) The indicated Fair Value does not include the one related to the One Off Share Award, whose costs have been allocated to an omnibus fund for risks and charges that will be allocated to individual positions during 2025 and reported in next year's disclosure.

Consob Issuers' Regulation nr. 11971 - Attachment 3A / Schedule 7-bis
TABLE 3B: Monetary Incentive Plans in Favour of Members of the Administrative Body, General Managers and Other Executives

A	B	(1)	(2)			(3)			(4)
Name and Surname	Office	Plan	Annual Bonus			Previous Years Bonuses			Other Bonuses
			(A) Payable / Paid	(B) Deferred	(C) Deferral Period	(A) Non Longer Payable	(B) Payable / Paid	(C) Still Deferred	
Other Executives with Strategic Responsibilities		-	-	-	-	-	-	-	-
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2019	-	-	-	-	422,068	-	-
		Group Incentive System 2020	-	-	-	-	-	195,628	-
		Group Incentive System 2021	-	-	-	-	7,875	482,937	-
		Group Incentive System 2022	-	-	-	-	-	96,000	-
(II) Compensation from Subsidiaries and Associates		nn	-	-	-	-	-	-	-
(III) Total			-	-	-	-	**429,943**	**774,565**	-

Amounts in Euro

Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-ter
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 2023 (1)	Acquired	Sold	Held at the End of 2024 (1)
BOARD OF DIRECTORS							
Andrea Orcel	Chief Executive Officer	UniCredit	ord.	673,853	109,005 (2)		782,858
Elena Carletti	Director	UniCredit	ord.	808			808
Jeffrey Alan Hedberg	Director	UniCredit	ADR	26,750	1,845		28,595
BOARD OF STATUTORY AUDITORS							
Guido Paolucci	Auditor	UniCredit	ord.	319			319 (3)

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

(2) including 103,241 shares resulting from the issuance and grant during fiscal 2024 of free ordinary shares under the 2022 Group Incentive System and 5,764 ordinary shares purchased on the market under the Stock Salary process

(3) End of office: 12.04.2024

Consob Issuers Regulation nr. 11971 - Annex 3A / Schedule 7-ter
TABLE 2: Investments of Other Executives with Strategic Responsibilities

			Number of Shares			
Number of Executives with Strategic Responsibilities	Investee Company	Type of Share	Held at the End of 2023 (1)	Acquired	Sold	Held at the End of 2024 (1)
14	UniCredit	ord.	738,980	381,017 (2)	198,979 (3)	921,018

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

(2) Resulting from the granting in 2024 of free ordinary shares under the Group Incentive Schemes

(3) Of which nr. 160,534 sold within the Group Share Netting / Share Cashing processes