



Annex 1 to 2026 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 2025

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 this regard, please note that the information requested in 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 "2026 Group Remuneration Policy and Report", of which this document represents an enclosure.

The following set of tables provides the information required by the Second Part of the above-mentioned Section II. For a deeper understanding of the methodological criteria underlying the information reported in the various tables, reference is made to Annex 3A of the said Consob Regulation.

Here below is 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 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 of the fact that amounts are payable or still deferred.

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 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 2025 and, for comparability purposes, correspond to 10 Full Time Equivalents (FTEs).

The overall compensation paid by UniCredit S.p.A. for 2025 to the Board of Directors amounts to € 8,907,831.

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. Further 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 portion exceeding 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 omitted as none of the members of the Board of Directors or other managers with strategic responsibilities currently benefits from incentive plans based on stock options.

Furthermore, the non-executive members of the Board of Directors do not 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 2025 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 2025, based on the international accounting standards.

The Fair Value includes the values related to the "One-Off Award" which had been allocated in view of 2024 results, initially centralizing the costs in UniCredit SpA, in a risk and charges fund for the entire Group Material Risk Taker population, costs that have been then 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 2025 Group Incentive System (GIS 2025) and vesting from 31.12.2029 are, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to a further evaluation on 31.12.2028 of a set of long-term performance indicators.

Similarly:

- 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;
- 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 have been, for the CEO and the other executives with strategic responsibilities not belonging to control functions, subject to the application of a corrective factor linked to the verification of a set of long-term performance indicators at 31.12.2025, which led – within the regulatory cap to variable remuneration – to the assignment of further shares that are reported in the section "Financial instruments assigned during the year".

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 actually assigned to the beneficiaries in the month of February 2026.

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. The non-executive members of the Board of Directors do not receive any variable compensation.

No annual incentives related to 2025 were paid in monetary form, in connection with the fact that GIS 2025 provides, for the CEO and the other executives with strategic responsibilities, 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 at December 31, 2025.

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 Thousand Euro

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)	(8)		
					Fixed compensation						Compensation for committee participation	Variable non-equity compensation							
Name and surname	Office	Period for which office was held		Office expiry	Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary	Total	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	
Pietro Carlo Padoan	Chair of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	789	-	919	-	-	-	22	-	941	-	-	
	Chair of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	879	-	1,009	-	-	-	22	-	1,031	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	879	-	1,009	-	-	-	-	22	-	1,031	-	-
Elena Carletti	Deputy Vice Chair of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	Chair of Risk Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	170	-	170	-	-	-	-	-	170	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	210	-	340	-	-	-	-	-	340	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				130	-	-	210	-	340	-	-	-	-	-	-	340	-	-	
Andrea Orcel	Chief Executive Officer	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	700	3,320	4,150	-	-	-	499	22	4,671	6,803	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	700	3,320	4,150	-	-	-	499	22	4,671	6,803	-	-
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	700	3,320	4,150	-	-	-	499	22	4,671	6,803	-	-
Paola Bergamaschi	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Risk Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	Member of Remuneration Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	130	-	260	-	-	-	-	-	260	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				130	-	-	130	-	260	-	-	-	-	-	-	260	-	-	

(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	
Paola Camagni	Member of the Board and Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(I) Compensation in the company preparing the financial statements				230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				230	-	-	-	-	230	-	-	-	7	-	237	-	-	
Vincenzo Cariello	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	7	-	137	-	-	
	Member of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	Member of Related Parties Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	34	-	34	-	-	-	-	-	34	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	74	-	204	-	-	-	7	-	211	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				130	-	-	74	-	204	-	-	-	7	-	211	-	-	
Antonio Domingues	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Chair of Remuneration Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	Member of Nomination Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	130	-	260	-	-	-	-	-	260	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				130	-	-	130	-	260	-	-	-	-	-	260	-	-		
Julie B. Galbo	Member of the Board and Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	230	-	-	-	-	230	-	-	-	-	-	230	-	-	
	(I) Compensation in the company preparing the financial statements				230	-	-	-	-	230	-	-	-	-	-	230	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	(III) Total				230	-	-	-	-	230	-	-	-	-	-	230	-	-	

(A)	(B)	(C)		(D)	(1)					(2)	(3)		(4)	(5)	(6)	(7)			
					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	
Jeffrey Alan Hedberg	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Governance & Sustainability Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	Chair of Nomination Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	(I) Compensation in the company preparing the financial statements					130	-	-	130	-	260	-	-	-	-	260	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					130	-	-	130	-	260	-	-	-	-	-	260	-	-
Doris Honold	Member of the Board	27.03.2025	31.12.2025	approv. AR 2026	100	-	-	-	-	100	-	-	-	-	-	100	-	-	
	Member of Risk Committee	11.04.2025	31.12.2025	approv. AR 2026	-	-	-	65	-	65	-	-	-	-	-	65	-	-	
	(I) Compensation in the company preparing the financial statements					100	-	-	65	-	165	-	-	-	-	165	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					100	-	-	65	-	165	-	-	-	-	-	165	-	-
Beatriz Lara Bartolomé	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Nomination Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements					130	-	-	40	-	170	-	-	-	-	170	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					130	-	-	40	-	170	-	-	-	-	-	170	-	-
Maria Pierdicchi	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Chair of Related Parties Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	82	-	82	-	-	-	-	-	82	-	-	
	Member of Remuneration Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	40	-	40	-	-	-	-	-	40	-	-	
	(I) Compensation in the company preparing the financial statements					130	-	-	122	-	252	-	-	-	-	252	-	-	
	(II) Compensation from subsidiaries and associates					-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total					130	-	-	122	-	252	-	-	-	-	-	252	-	-

(A) Name and surname	(B) Office	(C) Period for which office was held		(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity compensation		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	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	
Marco Rigotti	Member of the Board and Chair Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	300	-	-	-	-	300	-	-	-	7	-	307	-	-	
	Member of Risk Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	90	-	90	-	-	-	-	-	90	-	-	
	(I) Compensation in the company preparing the financial statements				300	-	-	90	-	390	-	-	-	7	-	397	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				300	-	-	90	-	390	-	-	-	7	-	397	-	-	-	
Francesca Tondi	Member of the Board	01.01.2025	31.12.2025	approv. AR 2026	130	-	-	-	-	130	-	-	-	-	-	130	-	-	
	Member of Related Parties Committee	01.01.2025	31.12.2025	approv. AR 2026	-	-	-	34	-	34	-	-	-	-	-	34	-	-	
	Member of Risk Committee	28.01.2025	11.04.2025		-	-	-	21	-	21	-	-	-	-	-	21	-	-	
	(I) Compensation in the company preparing the financial statements				130	-	-	55	-	185	-	-	-	-	-	185	-	-	
(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				130	-	-	55	-	185	-	-	-	-	-	185	-	-	-	
Gabriele Villa	Member of the Board and Audit Committee	01.01.2025	31.12.2025	approv. AR 2026	230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(I) Compensation in the company preparing the financial statements				230	-	-	-	-	230	-	-	-	7	-	237	-	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
(III) Total				230	-	-	-	-	230	-	-	-	7	-	237	-	-	-	
TOTAL BOARD	(I) Compensation in the company preparing the financial statements				2,390	-	-	2,626	3,320	8,336	-	-	-	549	22	8,908	6,803	-	
	(II) Compensation from subsidiaries and associates				-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	(III) Total				2,390	-	-	2,626	3,320	8,336	-	-	-	549	22	8,908	6,803	-	-

Rounded amounts expressed in thousands of Euro

(A) Name and surname	(B) Office	(C) Period for which office was held	(D) Office expiry	(1) Fixed compensation					(2) Compensation for committee participation	(3) Variable non-equity compensation		(4) Non-monetary benefits	(5) Other remuneration	(6) Total	(7) Fair value of equity compensation	(8) Severance indemnity for end of office or termination of employment	
				Emoluments resolved by the Shareholders' Meeting	Attendance tokens	Lump sum expense reimbursements	Comp. for specific offices ex sec. 2389 Italian Civil Code	Employment fixed salary		Total	Bonuses and other incentives						Profit sharing
Other Executives with Strategic Responsibilities	(I) Compensation in the company preparing the financial statements			-	-	-	-	10,304	10,304	-	-	-	1,556	356	12,216	11,319	3,158
	(II) Compensation from subsidiaries and associates			-	-	-	-	1,250	1,250	-	-	-	453	16	1,719	2,025	-
(total 10 FTEs)	(III) Total			-	-	-	-	11,554	11,554	-	-	-	2,009	372	13,935	13,344	3,158

Rounded amounts expressed in thousands of Euro

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		Financial instruments assigned during the year					Financial instruments vested during the year and not assigned	Financial instruments vested during the year and assignable		Financial instruments relevant to the year	
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(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	Dec. 2026 / Dec. 2028	92,916	899,984	Dec. 2026 / Dec. 2028	Dec. 2025	9.686	0	0	0	429,380	
		GIS 2023	275,112	Dec. 2027 / Dec. 2029 (*)	0	0	-	-	-	0	0	0	530,127	
		GIS 2024	99,789	Dec. 2028 / Dec. 2030 (*) (**)	0	0	-	-	-	0	66,526	4,828,989	15,447	
		One-Off Award	30,489	Dec. 2028 / Dec. 2030 (**)	0	0	-	-	-	0	20,327	1,475,496	310,683	
		Dividend Equivalent Shares Under Retention	0	-	0	0	-	-	-	0	4,372	317,355	185,974	
		GIS 2025	0	-	161,985	11,758,167	40% Dec. 2026 60% Dec. 2029 / Dec. 2031 (*) (**)	23/02/2026	72.588	0	0	0	5,331,252	
(II) Compensation from Subsidiaries and Associates			0	-	0	0	-	-	-	0	0	0	0	
(III) Total			715,113	-	254,901	12,658,152	-	-	-	0	91,225	6,621,840	6,802,863	
Other Executives with strategic responsibilities														
(I) Compensation in company preparing financial statements (****)		n. 7 Executives	GIS 2020	0	-	0	0	-	-	0	20,356	1,477,601	0	
		n.9 Executives	GIS 2021	37,097	Dec. 2026	0	0	-	-	0	36,493	2,648,954	79,543	
		n. 10 Executives	GIS 2022	367,972	Dec. 2026 / Dec. 2028	87,711	849,569	Dec. 2026 / Dec. 2028	Dec. 2025	10	0	22,185	1,610,365	999,680
		n. 11 Executives	GIS 2023	391,850	Dec. 2026 / Dec. 2029 (****)	0	0	-	-	-	0	14,712	1,067,915	785,278
		n. 6 Executives	LTI 2020 2023	126,384	Dec. 2026 / Dec. 2028	0	0	-	-	-	0	44,047	3,197,284	184,967
		n. 11 Executives	GIS 2024	146,885	Dec. 2026 / Dec. 2030 (**)(****)	0	0	-	-	-	0	97,219	7,056,933	-6,234
		n. 10 Executives	One-Off Share Award	83,288	Dec. 2026 / Dec. 2030 (**)	0	0	-	-	-	0	55,531	4,030,884	906,943
		n. 11 Executives	Dividend Equivalent Shares Under Retention	0	0	0	0	-	-	-	0	7,672	556,895	349,958
		n. 11 Executives	GIS 2025	0	0	173,314	12,580,517	Dec. 2026 / Dec. 2031 (**)(****)	23/02/26	72.588	0	0	0	10,043,982
(II) Compensation from Subsidiaries and Associates			0	-	0	0	-	-	-	0	0	0	0	
(III) Total			1,153,476	-	261,025	13,430,085	-	-	-	0	298,215	21,646,830	13,344,117	

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

(*) Quantities subject to changes based on the further assessment of long-term performance as provided for by the Incentive Plan Regulations.

(**) A stock Dividend Equivalent is envisaged to be granted on the shares that have vested but are subject to the annual holding period.

(****) For certain tranches, quantities are subject to changes based on the further assessment of long-term performance as provided for by the Incentive Plan Regulations.

(*****) In the section "Financial instruments assigned during the year," the additional shares assigned as a result of the application of the corrective factor linked to long-term performance—measured at the end of 2025—are reported, as provided for by the Regulations of the 2022 Group Incentive System.

(*****) For simplicity, the data also include those relating to an executive who is a member of the Group Executive Committee of UniCredit S.p.A. and has an employment relationship with a foreign subsidiary, whose values are indicated separately in Table 1.

(11) Valuation based on the price of €72.588, corresponding to the average price recorded in the month preceding the Board meeting that resolved the execution of the capital increase for the issuance of the shares to be assigned to beneficiaries under the Plans.

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 Name and Surname	B Office	(1) Plan	(2)			(3)			(4) Other Bonuses
			Annual Bonus			Previous Years Bonuses			
			(A) Payable / Paid	(B) Deferred	(C) Deferral Period	(A) Non Longer Payable	(B) Payable / Paid	(C) Still Deferred	
Other Executives with Strategic Responsibilities									
(I) Compensation In The Company Preparing the Financial Statements		Group Incentive System 2020	-	-	-	-	180,703	-	
		Group Incentive System 2021	-	-	-	-	-	483,777	
		Group Incentive System 2022	-	28,800	Dec. 2027	-	-	139,800	
		Group Incentive System 2023	-	-	-	-	-	40,000	
		Group Incentive System 2024	-	-	-	-	-	48,000	
(II) Compensation from Subsidiaries and Associates		-	-	-	-	-	-	-	
(III) Total			-	28,800	-	-	180,703	711,577	

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 2024 (1)	Acquired	Sold	Held at the End of 2025 (1)
BOARD OF DIRECTORS							
Andrea Orcel	Chief Executive Officer	UniCredit	ord.	782,858	183,408 (2)		966,266
Elena Carletti	Deputy Vice Chair	UniCredit	ord.	808			808
Julie B. Galbo	Director	UniCredit	ord.	627			627
Jeffrey Alan Hedberg	Director	UniCredit	ADR	28,595			28,595

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

(2) Shares resulting from the issuance and grant during fiscal 2025 of free ordinary shares under the 2023 Group Incentive System

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

TABLE 2: Investments of Other Executives with Strategic Responsibilities

Number of Executives with Strategic Responsibilities	Investee Company	Type of Share	Number of Shares			Held at the End of 2025 (1)
			Held at the End of 2024 (1)	Acquired	Sold	
11	UniCredit	ord.	854,548	488,641(2)	249,594 (3)	1,093,595

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

(2) Resulting from the granting in 2025 of free ordinary shares under the Group Incentive Systems

(3) Of which nr. 227,964 sold within the Group Share Netting / Share Cashing program



UniCredit S.p.A. Joint stock company - Registered Office and Head Office: Piazza Gae Aulenti, 3 Tower A, 20154 Milan, Italy - Registered in the Register of Banking Groups and Parent Company of the UniCredit Group, with code 02008.1; ABI code 02008.1 - Fiscal Code, VAT number and Registration number with the Company Register of Milan-Monza-Brianza-Lodi: 00348170101 - Member of the National Interbank Deposit Guarantee Fund and the National Compensation Fund - Stamp duty paid virtually, if due - Auth. Agenzia delle Entrate, Ufficio di Roma 1, no. 143106/07 of 21.12.2007.