

## Remuneration paid to Directors, Statutory Auditors and the General Manager (Art. 78, Consob Resolution No. 11971 of 14/05/1999 and subsequent amendments)

### FORMER BPU REMUNERATION 01.01.2007 – 31.03.2007

Surname and first name	Position	Period of appointment	Date on which appointment ends	Emoluments for the post	Non monetary benefits	Bonuses and other incentives	Other remuneration (*)
<b>Zanetti Emilio</b>	Chairman of the Board of Directors and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	64.876,71		1.500.000,00	
	Deputy Chairman of the Board of Directors BPU Assicurazioni Spa	01.01/31.03	A.G.M. 2008				8.901,33
	Deputy Chairman of the Board of Directors of BPU Assicurazioni Vita Spa	01.01/31.03	A.G.M. 2008				10.194,49
	Director of BPB Immobiliare Srl	01.01/31.03	A.G.M. 2008				1.312,50
<b>Calvi Giuseppe</b>	Deputy Chairman of the Board of Directors of BPU Partecipazioni Assicurative Spa	01.01/31.03	A.G.M. 2008				6.017,22
	Chairman of the Board of Directors and member of the Executive Committee of Banca Popolare di Bergamo Spa	01.01/31.03	A.G.M. 2008				40.000,00
	Senior Deputy Chairman of the Board of Directors and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	38.976,03		500.000,00	
	Chairman of the Board of Directors of BPB Property Srl	01.01/29.03	29.03.2007				750,00
<b>Boselli Mario</b>	Deputy Chairman of the Board of Directors and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	3.979,46			
	Chairman of the Board of Directors and member of the Executive Committee of Centrobanca Spa	01.01/31.03	A.G.M. 2008				41.202,05
<b>Bulgheroni Antonio</b>	Deputy Chairman of the Board of Directors and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	1.989,73			
	Chairman of the Board of Directors and member of the Executive Committee of Banca Popolare Commercio e Industria Spa	01.01/31.03	A.G.M. 2008				37.500,00
<b>Auletta Armenise Giampiero (**)</b>	Managing Director and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	75.000,00	4.454,47	3.900.000,00	272.412,75
<b>Cattaneo Gaudenzio</b>	Director of Banche di Popolari Unite Scpa	01.01/31.03	31.03.2007	1.250,00			
	Director of Banca Popolare di Bergamo Spa	01.01/31.03	A.G.M. 2008				11.000,00
	Director and Member of the Executive Committee of Banca Popolare Commercio e Industria Spa	01.01/31.03	A.G.M. 2008				15.000,00
	Director of Banca Carime Spa	01.01/31.03	A.G.M. 2008				5.750,01
	Director of Centrobanca Spa	01.01/31.03	A.G.M. 2008				8.643,78
	Chairman of the Board of Directors and Member of the Executive Committee of BPU Esaleasing Spa	01.01/31.03	A.G.M. 2010				7.750,00
<b>Fontana Enio</b>	Deputy Chairman of the Board of Directors of BPU Mediazioni Assicurative Srl	01.01/31.03	A.G.M. 2008				1.500,00
	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	2.982,88			
	Director of Banca Popolare Commercio e Industria Spa	01.01/28.03	28.03.2007				10.034,25
	Director of BPU Banca International SA	01.01/31.03	31.03.2007				0,00
<b>Frigeri Giorgio</b>	Director and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	3.732,88			
	Chairman of the Board of Directors of Banca 24-7 Spa	01.01/31.03	A.G.M. 2010				13.250,00
	Chairman of the Board of Directors of Centrobanca Sviluppo Impresa SGR Spa	01.01/31.03	A.G.M. 2008				1.550,00
	Chairman of the Board of Directors of Mercato Impresa S.p.A.	01.01/31.03	A.G.M. 2008				5.000,00
	Chairman of the Board of Directors of FinanzAttiva Servizi Srl	01.01/31.03	A.G.M. 2008				247,00
	Chairman of the Board of Directors and member of the Executive Committee of UBI Pramerica SGR Spa	01.01/31.03	A.G.M. 2008				12.329,00
	Director of BPU Partecipazioni Assicurative Spa	01.01/31.03	A.G.M. 2008				5.154,11
	Director of BPU Assicurazioni Vita Spa	01.01/31.03	A.G.M. 2008				7.606,16
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Centrobanca Spa	01.01/31.03	A.G.M. 2008				16.544,52
	Director of BPU Assicurazioni Spa	01.01/31.03	A.G.M. 2008				7.606,16
	Chairman of the Board of Directors of Coralis Rent S.r.l.	01.01/31.03	A.G.M. 2008				750,00
	Chairman of the Board of Directors of BPU Pramerica Alternative Investments SGR Spa	01.01/31.03	A.G.M. 2009				740,00

Surname and first name	Position	Period of appointment	Date on which appointment ends	Emoluments for the post	Non monetary benefits	Bonuses and other incentives	Other remuneration (*)
<b>Garavaglia Carlo</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	3.732,88			
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Banca Popolare Commercio e Industria S.p.A.	01.01/31.03	31.03.2007				23.660,00
	Director of Centrobanca Spa	01.01/31.03	31.03.2007				7.897,26
	Chairman of the Board of Directors of BPU Banca International SA	01.01/31.03	31.03.2007				0,00
	Chairman of the Board of Directors of BPU Trust Company LTD	01.01/31.03	31.03.2007				0,00
<b>Lucchini Italo</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	4.465,75			
<b>Magnetti Gregorio</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	1.250,00			
	Director and member of the Executive Committee of Banca Popolare di Bergamo Spa	01.01/31.03	A.G.M. 2008				17.500,00
<b>Mazzoleni Mario</b>	Director and member of the Executive Committee of Banche Popolari Unite Scpa	01.01/31.03	31.03.2007	3.321,92			
<b>Moltrasio Andrea</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	1.000,00			
	Director and member of the Executive Committee of Banca Popolare di Bergamo S.p.A.	01.01/31.03	31.03.2007				17.000,00
<b>Musumeci Toti S.</b>	Director and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	3.732,88			
	Director of Banca Carime Spa	01.01/31.03	31.03.2007				5.750,01
	Director of Banca Popolare di Ancona Spa	01.01/31.03	31.03.2007				8.568,00
	Director of Plurifid S.p.A.	01.01/31.03	31.03.2007				312,50
<b>Orlandi Sergio</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	2.739,73			
<b>Pedersoli Alessandro</b>	Director and member of the Executive Committee of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	3.229,46			
<b>Perolari Giorgio</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	3.489,73			
	Director of Banca 24-7 Spa	01.01/26.03	26.03.2007				1.877,40
<b>Pesenti Carlo (***)</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	750,00			
<b>Porcari Carlo</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	1.250,00			
	Deputy Chairman of the Board of Directors and Member of the Executive Committee of Banca Popolare Commercio e Industria Spa	01.01/31.03	A.G.M. 2008				68.750,00
	Director and member of the Executive Committee of Banca Carime Spa	01.01/31.03	A.G.M. 2008				7.749,99
	Director of BPU>< Banca International SA	01.01/31.03	A.G.M. 2008				1.250,00
<b>Riva Emilio</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	500,00			
<b>Sestini Roberto</b>	Director of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	1.000,00			
<b>Guatri Luigi</b>	Chairman of the Statutory Board of Auditors of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	26.640,41			
	Chairman of the Statutory Board of Auditors of Centrobanca Spa	01.01/31.03	A.G.M. 2010				12.821,92
<b>Albini Fulvio</b>	Full Auditor of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	18.760,27			
	Chairman of the Statutory Board of Auditors di UBI Pramerica SGR Spa	29.03/31.03	A.G.M. 2008				98,00
<b>Luzzana Rodolfo</b>	Full Auditor of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	19.010,27			
	Chairman of the Statutory Board of Auditors di Market Impresa S.p.A.	01.01/31.03	A.G.M. 2009				1.500,00
	Chairman of the Statutory Board of Auditors of BPU Centrosystem S.p.A.	01.01/31.03	A.G.M. 2009				1.250,00
	Chairman of the Statutory Board of Auditors of Coralis Rent S.r.l.	01.01/31.03	A.G.M. 2009				1.195,00
<b>Napodano Giovanni</b>	Full Auditor of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	18.760,27			

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<b>Rondini Pecuvio</b>	Full Auditor of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007	19.760,27			
	Chairman of the Statutory Board of Auditors of BPU Esaleasing Spa	01.01/31.03	A.G.M. 2010				993,19
	Chairman of the Statutory Board of Auditors of BPB Immobiliare Srl	01.01/31.03	A.G.M. 2009				2.000,00
	Chairman of the Statutory Board of Auditors of BPU Sim Spa	01.01/31.03	A.G.M. 2009				2.500,00
	Full Auditor of BPU Mediazioni Assicurative Spa	01.01/31.03	A.G.M. 2010				3.563,54
	Full Auditor of Centrobanca Spa	01.01/31.03	A.G.M. 2010				7.643,84
	Chairman of the Statutory Board of Auditors di UBI Pramerica SGR Spa	01.01/29.03	29.03.2007				2.779,00
	Chairman of the Statutory Board of Auditors of FinanzAttiva Servizi Srl	01.01/31.03	A.G.M. 2009				2.308,00
	Chairman of the Statutory Board of Auditors of IW Bank Spa	01.01/31.03	A.G.M. 2009				4.069,00
	Chairman of the Statutory Board of Auditors of Banca 24/7 Spa	01.01/31.03	A.G.M. 2010				3.562,50
	Full Auditor of BPU Assicurazioni Spa	01.01/31.03	A.G.M. 2009				12.490,66
	Full auditor of BPU Assicurazioni Vita Spa	01.01/31.03	A.G.M. 2009				12.490,66
	Full Auditor of BPU Partecipazioni Assicurative Spa	01.01/31.03	A.G.M. 2009				10.042,53
	Chairman of the Statutory Board of Auditors of BPU Pramerica Alternative Investments SGR S.p.A.	01.01/31.03	A.G.M. 2009				1.120,00
	<b>Gusmini Alfredo (**)</b>	General Manager of Banche Popolare Unite Scpa	01.01/31.03	31.03.2007		318,19	240.000,00
<b>Senior managers with strategic responsibility (**)</b>		01.01/31.03	31.03.2007	0,00	7.078,73	1.036.000,00	684.650,38

(\*) The column "other remuneration" gives details of emoluments paid by other Group member companies and also, where relevant, of reimbursement of expenses and employee salaries.

(\*\*) The remuneration relating to the Managing Director, General Manger and senior managers with strategic responsibility does not include that relating to posts held in other companies in the Group because they are paid directly to the Parent Bank.

(\*\*\*)The remuneration relating to the Director Carlo Pesenti is paid to Italmobiliare Spa.