

Payments made to members of the supervisory and management boards, the General Manager and executives with strategic responsibilities
(Art. 78, Consob Resolution No. 11971 of 14th May 1999 and subsequent amendments)

Surname and first name	Position	Term of office	Date on which appointment ends	Emoluments for the position	Non monetary benefits	Bonuses and other incentives	Other remuneration
Faissola Corrado	Chairman of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	516.250,00			
Calvi Giuseppe	Senior Deputy Chairman of Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	304.250,00			
Folonari Alberto	Deputy Chairman of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	219.250,00			
Mazzoleni Mario	Deputy Chairman of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	218.750,00			
Albertani Battista	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	90.000,00			
Bazoli Giovanni	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.250,00			
Bellini Luigi	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	110.000,00			
Cattaneo Mario	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	229.500,00			
Ferro Luzzi Paolo	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.250,00			
Fidanza Virgilio	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.000,00			
Fontana Enio	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	87.750,00			
Garavaglia Carlo	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	187.000,00			
Gussalli Beretta Pietro	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	88.750,00			
Lucchini Giuseppe	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.750,00			
Lucchini Italo	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	140.500,00			
Manzoni Federico	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	180.500,00			
Moltrasio Andrea	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.500,00			
Musumeci Toti S.	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	91.500,00			
Orlandi Sergio	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	137.000,00			
Pedersoli Alessandro	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.750,00			
Perolari Giorgio	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	90.000,00			
Pivato Sergio	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	182.750,00			
Sestini Roberto	Member of the Supervisory Board of UBI Banca	01/01/12	A.G.M. 2010	89.750,00			
Zanetti Emilio	Chairman of the Management Board of UBI Banca	01/01/12	A.G.M. 2010	477.500,00			
	Director of BPP Immobiliare Srl	01/01/10	11/03/2009				479,45
	Chairman of the Board of Directors and member of the Executive Committee of Banca Popolare di Bergamo SpA	01/01/12	A.G.M. 2011				222.000,00
Pizzini Flavio	Deputy Chairman of the Management Board of UBI Banca	01/01/12	A.G.M. 2010	327.250,00			
	Director and member of the Executive Committee of Banco di Brescia SpA	01/01/12	A.G.M. 2011				70.500,00
	Deputy Chairman of the Board of Directors and member of the Executive Committee of UBI Sistemi e Servizi ScpA	01/01/12	A.G.M. 2012				83.554,58
	Chairman of the Board of Directors of UBI Banca International SA	01/01/12	A.G.M. 2011				30.000,00
Massiah Victor	Chief Executive Officer of the Management Board of UBI Banca	01/01/12	A.G.M. 2010	627.500,00	1.894,53		744.567,37
	Director of Banco di Brescia SpA	07/05/12	A.G.M. 2011				-(1)
	Director and Member of the Executive Committee of Banca Regionale Europea	01/01/08	08/04/2009				-(1)
	Director and member of the Executive Committee of Banca Popolare di Bergamo SpA	07/05/12	A.G.M. 2011				-(1)
	Director of Centrobanca Spa	08/04/12	A.G.M. 2011				-(1)
	Director of UBI Banca Private Investment	01/01/07	07/04/2009				-(1)

(continued)

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Auletta Armenise Giampiero	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€27.500,00	668,00 ⁽²⁾		78.942,87 ⁽²⁾
	Director of Banca Popolare di Bergamo Spa and, from 01/01/2009 to 21/04/2009, also Member of the Executive Committee	01/01/2012	A.G.M. 2011				52.416,00
	Director of Banco di Brescia SpA	01/01/2010	21/04/2009				13.307,69
	Director of Banca Regionale Europea Spa	01/01/2012	A.G.M. 2010				40.328,03
	Director and Member of the Executive Committee of Banca Popolare Commercio e Industria Spa	01/01/2012	A.G.M. 2011				67.250,00
	Senior Deputy Chairman of the Board of Directors and Member of the Executive Committee of Banca Carime SpA	01/01/2012	A.G.M. 2011				53.250,00
	Director and Member of the Executive Committee of Banca Popolare di Ancona SpA	01/01/2012	A.G.M. 2011				64.250,00
	Director and Member of the Executive Committee of Centrobanca Spa	01/01/2010	21/04/2009				13.914,38
Bertolotto Piero	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€27.250,00			
	Chairman of the Board of Directors and Member of the Executive Committee of Banca Regionale Europea Spa	01/01/2012	A.G.M. 2010				240.262,32
	Director of UBI Banca International SA	01/01/2012	A.G.M. 2011				3.000,00
	Director of Banca 24-7 SpA	01/01/2012	A.G.M. 2010				€2.500,00
Boselli Mario	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€27.500,00			
	Chairman of the Board of Directors and Member of the Executive Committee of Centrobanca Spa	01/01/2012	A.G.M. 2011				€8.750,00
Camadini Giuseppe	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€27.250,00			
	Director of Banco di Brescia SpA	01/01/2012	A.G.M. 2011				44.000,00
	Deputy Chairman of the Board of Directors and Member of the Executive Committee of Banca Regionale Europea Spa	01/01/2012	A.G.M. 2010				€22.405,18
	Director of Banca di Valle Camonica Spa	01/01/2012	A.G.M. 2011				27.750,00
	Chairman of the Board of Directors of UBI Fiduciaria SpA	01/01/2008	08/04/2009		360,00		9.750,00
Cera Mario	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€29.500,00			
	Senior Deputy Chairman of the Board of Directors and Member of the Executive Committee of Banca Regionale Europea Spa	01/01/2012	A.G.M. 2010				€8.057,74
	Deputy Chairman of the Board of Directors and Member of the Executive Committee of Banca Popolare Commercio e Industria Spa	28/04/2012	A.G.M. 2011				78.989,72
	Director of IW Bank SpA and, since 14/10/2009, Chairman of the Board of Directors	18/09/2012	A.G.M. 2012				€5.863,00
	Director and Member of the Executive Committee of UBI Pramerica SGR Spa	01/01/2010	23/03/2009				2.695,89
Frigeri Giorgio	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€27.250,00			
	Director of Banca 24-7 SpA and, from 01/01/2009 to 26/04/2009, Chairman of the Board of Directors	01/01/2012	A.G.M. 2010				24.616,44
	Director of IW Bank and, from 08/04/2009 to 13/10/2009, Chairman of the Board of Directors	08/04/2012	A.G.M. 2012				38.533,00
	Chairman of the Board of Directors of Centrobanca Sviluppo Impresa SGR Spa	01/01/2012	A.G.M. 2011				€8.000,00
	Chairman of the Board of Directors of FinanzAttiva Servizi Srl	01/01/2012	A.G.M. 2011				1.000,00
	Chairman of the Board of Directors and Member of the Executive Committee of UBI Pramerica SGR Spa	01/01/2012	A.G.M. 2011				50.000,00
	Deputy Chairman of the Board of Directors and Member of the Executive Committee of Centrobanca Spa	01/01/2012	A.G.M. 2011				98.000,00
	Chairman of the Board of Directors of UBI Pramerica Alternative Investments SGR Spa	01/01/2012	A.G.M. 2012				3.000,00
	Director of Capitalgest Alternative Investments SGR Spa	01/01/2012	A.G.M. 2012				250,00
	Director and Member of the Executive Committee di UBI Sistemi e Servizi SpA	01/01/2012	A.G.M. 2012				€9.727,65
Gusmini Alfredo	Member of the Management Board of UBI Banca	01/01/2012	A.G.M. 2010	€17.750,00 ⁽³⁾			

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Polotti Franco	Member of the Management Board of UBI Banca	10.05/31/12	A.G.M. 2010	127.000,00			
	Director and Member of the Executive Committee of Banco di Brescia SpA	01/01/31/12	A.G.M. 2011				71.250,00
Sora Riccardo	General Manager of UBI Banca	01/12/31/12	The position has no termination date		2.992,78		580.616,90
	Director and Member of the Executive Committee of Banca Carime Spa	01/01/31/12	A.G.M. 2011				-(1)
	Director of UBI Sistemi e Servizi ScpA	06.04/31/12	A.G.M. 2012				-(1)
Senior managers with strategic responsibility		01/12/31/12	The positions have no termination date		22.445,96	16.000,00	2.333.349,67 ⁽¹⁾

(1) The remuneration relating to Dott. Victor Massiah, to Rag. Riccardo Sora and to senior managers with strategic responsibility does not include that relating to any posts held by them in other companies in the Group because this is paid directly to UBI Banca.

(2) The amounts relate to employee remuneration accruing for the period 01/01/2009 - 31/01/2009.

(3) The amount is inclusive of the special remuneration amounting to 37.500 euro for the position of board member appointed to oversee the internal control system, held in the first quarter of 2009, pursuant to Art. 43 bis of the Corporate By-laws.