

**Remuneration paid to directors, statutory auditors and the general manager
(Art. 78, Consob Resolution No. 11971 of 14/05/1999 and subsequent
amendments)**

Surname and first name	Position	Period of appointment	Date on which appointment ends	Emoluments for the position	Non monetary benefits	Bonuses and other incentives	Other remuneration (7)
Faissola Corrado	Chairman of the Supervisory Board of UBI Banca	10.05/31.12	A.G.M. 2010	389.214,28	93,65		
	Deputy Chairman of the Management Board of UBI Banca	01/01/09.05	09.05.2008	198.928,57	93,65		
	Director and member of the Executive Committee of Banco di Brescia SpA	01/01/09.05	09.05.2008		93,65		23.574,57
	Director of Banco di San Giorgio SpA	01/01/09.05	09.05.2008		93,65		3.035,72
	Senior Deputy Chairman and member of the Executive Committee of Banca Regionale Europea SpA	01/01/09.05	09.05.2008		117,06		48.668,16
Trombi Gino	Chairman of the Supervisory Board of UBI Banca	01/01/10.05	10.05.2008	218.535,72	468,26		
	Chairman of the Board of Directors and member of the Executive Committee of Banco di Brescia SpA	12.05/31.12	A.G.M. 2011				238.137,37
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Centrobanca	28.05/31.12	A.G.M. 2009				56.856,56
Calvi Giuseppe	Senior Deputy Chairman of Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	359.500,00	468,26		
Folonari Alberto	Deputy Chairman of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	256.500,00	468,26		
Mazzoleni Mario	Deputy Chairman of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	255.750,00	468,26		
Bazoli Giovanni	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	105.000,00	468,26		
Bellini Luigi	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	161.000,00	468,26		
Cattaneo Mario	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	266.250,00	468,26		
Ferro Luzzi Paolo	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	103.750,00	468,26		
Fidanza Virgilio	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	104.000,00	468,26		
Fontana Enio	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	102.500,00	468,26		
Garavaglia Carlo	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	215.750,00	468,26		
Gussalli Beretta Pietro	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	103.500,00	468,26		
Lucchini Giuseppe	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	104.250,00	468,26		
Lucchini Italo	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	161.750,00	468,26		
Manzoni Federico	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	213.000,00	468,26		
Moltrasio Andrea	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	104.000,00	468,26		
Musumeci Toti S.	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	105.750,00	468,26		
Orlandi Sergio	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	158.750,00	468,26		
Pedersoli Alessandro	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	104.750,00	468,26		
Perolari Giorgio	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	106.750,00	468,26		
Pivato Sergio	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	211.750,00	468,26		
Sestini Roberto	Member of the Supervisory Board of UBI Banca	01/01/31.12	A.G.M. 2010	103.250,00	468,26		
Zaleski Romain C.	Member of the Supervisory Board of UBI Banca	01/01/10.05	10.05.2008	36.464,29	468,26		
Albertani Battista	Member of the Supervisory Board of UBI Banca	10.05/31.12	A.G.M. 2010	67.035,71			
	Director and member of the Executive Committee of Banca di Valle Camonica SpA	01/01/07.04	07.04.2008		132,76		12.367,20
Zanetti Emilio	Chairman of the Management Board of UBI Banca	01/01/31.12	A.G.M. 2010	857.500,00	78,04		
	Director of BPB Immobiliare Srl	01/01/31.12	A.G.M. 2011		78,04		3.750,00
	Chairman of the Board of Directors and member of the Executive Committee of Banca Popolare di Bergamo SpA	01/01/31.12	A.G.M. 2011		78,04		205.892,86
	Deputy Chairman of the Board of Directors of UBI Partecipazioni Assicuratrici SpA	01/01/09.04	09.04.2008		78,04		3.174,66
	Deputy Chairman of the Board of Directors of UBI Assicurazioni Vita SpA	01/01/18.06	18.06.2008		78,04		11.880,74
	Deputy Chairman of the Board of Directors of UBI Assicurazioni SpA	01/01/09.04	09.04.2008		78,04		4.656,16
Pizzini Flavio	Deputy Chairman of the Management Board of UBI Banca	10.05/31.12	A.G.M. 2010	358.733,52	123,95		
	Member of the Management Board of UBI Banca	01/01/09.05	09.05.2008	55.909,34			
	Director and member of the Executive committee (from 12.05.2008) of Banco di Brescia SpA	01/01/31.12	A.G.M. 2011		123,95		59.386,25
	Deputy Chairman of the Board of Directors and member of the Executive Committee of UBI Sistemi e Servizi SpA	01/01/31.12	A.G.M. 2009		123,95		80.835,20
	Chairman of the Board of Directors of Solfid Spa	01/01/14.02	14.02.2008		123,95		4.822,00
	Chairman of the Board of Directors of UBI Banca International SA	01/04/31.12	A.G.M. 2009				2.250,00
Massiah Victor ⁽¹⁾	Chief Executive Officer of the Management Board of UBI Banca	01/12/31.12	A.G.M. 2009	54.848,00	289,00	16.666,67	74.555,06
	General Manager and Member of the Management Board of UBI Banca from 27.11.2008 to 30.11.2008	01/01/30.11	30.11.2008	2.288,00 ⁽²⁾	5.954,19	183.333,33	553.813,54

(continued)

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Auletta Armenise Giampiero	Member of the Management Board of UBI Banca	01/2/31/12	A.G.M. 2010	13.000,00	606,70		83.813,40
	Chief Executive Officer of the Management Board of UBI Banca	01/01/30.11	30.11.2008	877.109,00	6.324,38		931.305,24
	Director and member of the Executive Committee of Banca Popolare di Bergamo Spa	01/01/31/12	A.G.M. 2011				5.975,54 ⁽³⁾
	Director of Banco di Brescia SpA	01/01/31/12	A.G.M. 2011				3.869,57 ⁽³⁾
	Director of Banca Regionale Europea Spa	16.06/31/12	A.G.M. 2009				2.811,46 ⁽³⁾
	Director and Member of the Executive Committee of Banca Popolare Commercio e Industria Spa	01/01/31/12	A.G.M. 2011				5.500,00 ⁽³⁾
	Director and member of the Executive Committee of Banca Carime Spa	01/01/17/12	A.G.M. 2011				5.500,00 ⁽³⁾
	Director and Member of the Executive Committee of Banca Popolare di Ancona SpA	01/01/31/12	A.G.M. 2011				5.250,00 ⁽³⁾
	Director and member of the Executive Committee of Centrobanca Spa	01/01/31/12	A.G.M. 2011				3.887,98 ⁽³⁾
Bertolotto Piero	Member of the Management Board of UBI Banca	01/01/31/12	A.G.M. 2010	167.000,00	165,27		
	Chairman of the Board of Directors and member of the Executive Committee of Banca Regionale Europea Spa	01/01/31/12	A.G.M. 2009		165,27		357.499,21
	Director of UBI Banca International SA	01/01/31/12	A.G.M. 2009		165,27		3.000,00
	Director of Banca 24-7 SpA	25.02/31/12	A.G.M. 2010				5.908,47
Boselli Mario	Member of the Management Board of UBI Banca	01/01/31/12	A.G.M. 2010	167.500,00	234,13		
	Chairman of the Board of Directors and member of the Executive Committee of Centrobanca Spa	01/01/31/12	A.G.M. 2011		234,13		196.000,00
Camadini Giuseppe	Member of the Management Board of UBI Banca	01/01/31/12	A.G.M. 2010	166.750,00	123,95		
	Director of Banco di Brescia SpA	01/01/31/12	A.G.M. 2011		123,95		42.952,18
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Banca Regionale Europea Spa	16.06/31/12	A.G.M. 2009				76.892,12
	Director of Banca Regionale Europea Spa	01/01/15.06	15.06.2008		123,95		12.846,16
	Director of Banca di Valle Camonica Spa	01/01/31/12	A.G.M. 2011		123,95		27.500,00
Chairman of the Board of Directors of UBI Fiduciaria SpA (formerly Solofid SpA)	14.02/31/12	A.G.M. 2009				34.915,00	
Cera Mario	Member of the Management Board of UBI Banca	01/01/31/12	A.G.M. 2010	167.250,00	247,90		
	Deputy Chairman (Senior from 12.05.2008) of the Board of Directors and member of the Executive Committee of Banca Regionale Europea Spa	01/01/31/12	A.G.M. 2009		247,90		307.499,21
	Director and member of the Executive Committee of UBI Pramerica SGR Spa	13.02/31/12	A.G.M. 2011				12.000,00
Frigeri Giorgio	Member of the Management Board of UBI Banca	01/01/31/12	A.G.M. 2010	167.250,00	33,45		
	Chairman of the Board of Directors of Banca 24-7 SpA	01/01/31/12	A.G.M. 2010		33,45		53.250,00
	Chairman of the Board of Directors of Centrobanca Sviluppo Impresa SGR Spa	01/01/31/12	A.G.M. 2011		33,45		18.000,00
	Chairman of the Board of Directors of FinanzAttiva Servizi Srl	01/01/31/12	A.G.M. 2011		33,45		1.000,00
	Chairman of the Board of Directors and member of the Executive Committee of UBI Pramerica SGR Spa	01/01/31/12	A.G.M. 2011		33,45		50.000,00
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Centrobanca Spa	01/01/31/12	A.G.M. 2011		33,45		95.500,00
	Chairman of the Board of Directors of UBI Pramerica Alternative Investments SGR Spa	01/01/31/12	A.G.M. 2009		33,45		3.000,00
	Director of Capitalgest Alternative Investments SGR Spa	21/01/31/12	A.G.M. 2009				250,00
	Director and member of the Executive Committee of UBI Sistemi e Servizi Spa	01/01/31/12	A.G.M. 2009		33,45		21.585,20
	Chairman of the Board of Directors of Mercato Impresa SpA	01/01/20.03	20.03.2008		33,45		4.329,00 ⁽⁴⁾
	Chairman of the Board of Directors of Coralis Rent Srl	01/01/20.03	20.03.2008		33,45		649,00 ⁽⁴⁾
	Chairman of the Board of Directors of Coralis Travel Srl	01/01/20.03	20.03.2008		33,45		
	Director of UBI Partecipazioni Assicurative Spa	01/01/09.04	09.04.2008		33,45		1.975,34
	Director of UBI Assicurazioni Spa	01/01/09.04	09.04.2008		33,45		2.680,82
	Director of UBI Assicurazioni Vita Spa	01/01/18.06	18.06.2008		33,45		4.029,01
Gusmini Alfredo	Member of the Management Board of UBI Banca	01/01/31/12	A.G.M. 2010	307.500,00 ⁽⁵⁾	468,26		
	Director of Banca Carime Spa	01/01/24.01	24.01.2008				1.290,31
Polotti Franco	Member of the Management Board of UBI Banca	10.05/31/12	A.G.M. 2010	101.428,57			
	Director and member of the Executive Committee of Banco di Brescia SpA	12.05/31/12	A.G.M. 2011				46.678,58
	Chairman of the Board of Directors and member of the Executive Committee of Banco di Brescia SpA	01/01/11.05	11.05.2008		495,80		82.171,38

(continued)

Surname and first name	Position	Period of appointment	Date on which appointment ends	Emoluments for the position	Non monetary benefits	Bonuses and other incentives	Other remuneration (7)
Sora Riccardo ⁽¹⁾⁽⁶⁾	General Manager of UBI Banca	01/12/31/12	The position has no termination date		310,00	22.000,00	49.080,05
Senior managers with strategic responsibility ⁽¹⁾		01/12/31/12	The positions have no termination date		44.658,81	677.500,00	3.095.212,55

(1) The remuneration relating to Mr. Victor Massiah for the whole of 2008, to Mr. Riccardo Sora from 01/12/2008 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 amount relates to remuneration for the post of Member of the Management Board of UBI Banca from 27/11/2008.

(3) For Mr. Auletta Armenise the remuneration received from 01/12/2008 is given because until 30/11/2008 the remuneration received for positions held in Group member companies was paid directly to UBI Banca.

(4) The remuneration was paid at the end of 2007 and the amounts stated in the 2007 financial statements already included those sums.

(5) The amount is inclusive of the special remuneration amounting to 150.000 euro for the position of board member appointed to oversee the internal control system pursuant to Art. 43 *bis* of the corporate by-laws.

(6) The remuneration accruing to Mr. Riccardo Sora for his position as director of Banca Carime was not paid to him because Mr. Sora was an employee of Banca Popolare di Bergamo during the period in question.

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