

**UBI BANCA REMUNERATION 01.04.2007 – 31.12.2007**

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 (*)
Trombi Gino	Chairman of the Supervisory Board di UBI Banca	01.04/31.12	A.G.M. 2010	459.500,00			
Calvi Giuseppe	Senior Deputy Chairman of Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	272.250,00			
Folonari Alberto	Deputy Chairman of the Supervisory Board of UBI Banca	05.05/31.12	A.G.M. 2010	165.087,91			
Mazzoleni Mario	Deputy Chairman of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	190.837,91			
Bazoli Giovanni	Member of the Supervisory Board of UBI Banca	05.05/31.12	A.G.M. 2010	67.659,34			
Bellini Luigi	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	118.612,64			
Cattaneo Mario	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	164.314,69			
Ferro-Luzzi Paolo	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	80.110,50			
Fidanza Virgilio	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.750,00			
Fontana Enio	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.250,00			
Garavaglia Carlo	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	142.249,63			
Gussalli Beretta Pietro	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	76.750,00			
Lucchini Giuseppe	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.750,00			
Lucchini Italo	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	118.362,64			
Manzoni Federico	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	140.999,63			
Moltrasio Andrea	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.500,00			
Musumeci Toti S.	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	78.000,00			
Orlandi Sergio	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	102.636,99			
Pedersoli Alessandro	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.500,00			
Perolari Giorgio	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.750,00			
Pivato Sergio	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	156.475,27			
Sestini Roberto	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	77.250,00			
Zaleski Romain	Member of the Supervisory Board of UBI Banca	01.04/31.12	A.G.M. 2010	76.250,00			
Polotti Franco	Deputy Chairman of the Supervisory Board of UBI Banca	01.04/04.05	04.05.2007	24.189,56			
Rampinelli Rota Pierfrancesco	Member of the Supervisory Board of UBI Banca	01.04/04.05	04.05.2007	10.340,66			
Zanetti Emilio	Chairman of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	643.250,00			
	Deputy Chairman of the Board of Directors UBI Assicurazioni Spa	01.04/31.12	A.G.M. 2008				8.507,12
	Deputy Chairman of the Board of Directors of UBI Assicurazioni Vita Spa	01.04/31.12	A.G.M. 2008				10.129,68
	Director of BPB Immobiliare Srl	01.04/31.12	A.G.M. 2008				2.687,50
	Deputy Chairman of the Board of Directors of UBI Partecipazioni Assicurative Spa	01.04/31.12	A.G.M. 2008				5.921,08
	Chairman of the Board of Directors and member of the Executive Committee of Banca Popolare di Bergamo Spa	01.04/31.12	A.G.M. 2008				119.500,00
Faissola Corrado	Deputy Chairman of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	418.250,00			
	Director and member of the Executive Committee of Banco di Brescia Spa	01.04/31.12	A.G.M. 2008				55.928,59
	Senior Deputy Chairman of the Board of Directors and member of the Executive Committee of Banca Regionale Europea Spa	01.04/31.12	A.G.M. 2009				108.501,12
	Director of Banco di San Giorgio Spa	01.04/31.12	A.G.M. 2009				9.509,36
Auletta Armenise Giampiero (**)	Chief Executive Officer of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	718.250,00	13.363,38	0,00	752.601,81
Bertolotto Piero	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	118.250,00			
	Chairman of the Board of Directors and member of the Executive Committee of Banca Regionale Europea Spa	01.04/31.12	A.G.M. 2009				272.868,92
	Director of UBI Banca International Spa	01.04/31.12	A.G.M. 2009				2.374,87

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>Boselli Mario</b>	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	118.250,00			
	Chairman of the Board of Directors and member of the Executive Committee of Centrobanca Spa	01.04/31.12	A.G.M. 2008				126.797,95
<b>Camadini Giuseppe</b>	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	117.750,00			
	Director of Banco di Brescia Spa	01.04/31.12	A.G.M. 2008				29.202,35
	Director of Banca Regionale Europea Spa	01.04/31.12	A.G.M. 2009				24.274,63
	Director of Banca di Valle Camonica Spa	01.04/31.12	A.G.M. 2008				17.967,73
<b>Cera Mario</b>	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	118.250,00			
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Banca Regionale Europea Spa	01.04/31.12	A.G.M. 2009				235.368,92
	Chairman of the Board of Directors of Grifogest SGR Spa	01.04/11.06	11.06.2007				11.850,00
<b>Frigeri Giorgio</b>	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	118.250,00			
	Chairman of the Board of Directors of Banca 24-7 Spa	01.04/31.12	A.G.M. 2010				40.250,00
	Chairman of the Board of Directors of Centrobanca Sviluppo Impresa SGR Spa	01.04/31.12	A.G.M. 2008				4.650,00
	Chairman of the Board of Directors of Mercato Impresa S.p.A.	01.04/31.12	A.G.M. 2008				15.000,00
	Chairman of the Board of Directors of FinanzAttiva Servizi Srl	01.04/31.12	A.G.M. 2008				753,00
	Chairman of the Board of Directors and member of the Executive Committee of UBI Pramerica SGR Spa	01.04/31.12	A.G.M. 2008				37.671,00
	Director of UBI Equity investments Assicurative Spa	01.04/31.12	A.G.M. 2008				5.339,04
	Director of UBI Life insurance Spa	01.04/31.12	A.G.M. 2008				7.133,56
	Deputy Chairman of the Board of Directors and member of the Executive Committee of Centrobanca Spa	01.04/31.12	A.G.M. 2008				51.455,48
	Director of UBI Insurance Spa	01.04/31.12	A.G.M. 2008				7.133,56
	Chairman of the Board of Directors of Coralis Rent S.r.l.	01.04/31.12	A.G.M. 2008				2.250,00
	Chairman of the Board of Directors of UBI Pramerica Alternative Investments SGR Spa	01.04/31.12	A.G.M. 2009				2.260,00
	Chairman of Coralis Travel S.r.l.	19.07/31.12	A.G.M. 2008				0,00
	Director and member of the Executive Committee of UBI Sistemi e Servizi Spa	26.10/31.12	A.G.M. 2009				3.835,62
<b>Gusmini Alfredo</b>	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	118.000,00			
	Director and member of the Executive Committee of Centrobanca Spa	01.04/03.04	03.04.2007				246,58
	Director and member of the Executive Committee of Banca Popolare di Bergamo Spa	11.04/14.06	14.06.2007				12.685,00
	Director of Banca Popolare di Bergamo Spa	15.06/18.12	18.12.2007				24.004,00
	Director of Banca Popolare di Ancona Spa	11.04/24.12	24.12.2007				24.900,00
	Director of Carime Spa	12.04/18.12	18.12.2007				16.874,46
	Director of Banca 24/7 Spa	19.04/18.12	18.12.2007				5.911,64
	Deputy Chairman of the Board of Directors of BPU Esaleasing Spa	11.04/18.12	18.12.2007				3.775,34
<b>Pizzini Flavio</b>	Member of the Management Board of UBI Banca	02.04/31.12	A.G.M. 2010	118.250,00			
	Director of Banco di Brescia Spa	01.04/31.12	A.G.M. 2008				44.882,77
	Deputy Chairman of the Board of Directors and member of the Executive Committee of UBI Sistemi e Servizi Spa (***)	01.04/31.12	A.G.M. 2009				57.667,81
	Chairman of the Board of Directors of Solofid Spa	01.04/31.12	A.G.M. 2009				30.312,17
<b>Massiah Victor (**)</b>	General Manager of UBI Banca	02.04/31.12	the post has no termination date	0,00	0,00	0,00	463.058,06
<b>Senior managers with strategic responsibility (**)</b>		01.04/31.12	the post has no termination date	0,00	20.622,44	0,00	3.015.763,05

(\*) 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 Chief Executive Officer, the General Manager 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.

(\*\*\*) Chairman from 01/04/2007 until 25/10/2007 - Deputy Chairman from 26/10/2007 until 31/12/2007