

Press release

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UniCredit Turns Own Personnel into Investors with Exclusive Voluntary Employee Share Ownership Plan

UniCredit, the pan-European commercial bank, has successfully launched "Employee Share Ownership Plan - U Share" ("U Share" or the "Plan"), the share incentive plan for employees of UniCredit Group enabling personnel to directly access the material benefits of the Company's success.

U Share, approved by Shareholders' Meeting on April 12, 2024 and also detailed in the 2025 Group Remuneration Policy, gives UniCredit Group employees the possibility to join their employer's investor base.

The Group recognises that it is essential to unlock the potential of its people. The Plan's purpose is to put the core value of ownership in action, thus further aligning interests between shareholders, management and staff with a global and consistent approach.

Eligible personnel can discretionally enrol to the Plan and commit to investing between a minimum of €500.00 and a maximum of €10,000.00 in the Company's ordinary shares at market valuation with favourable terms.

In fact, UniCredit will contribute for each Plan participant, conditional on their stay with the Group throughout the intervening period:

- **Discount Shares:** equal to 20% of the initial investment, in the form of additional "free of charge" shares or equity rights, to be assigned to the Plan participant, simultaneously with the Purchased shares at Plan Launch. These shares will vest in 18 months' time.
- **Matching Shares:** equal to 20% of the initial investment, in the form of additional shares on top of the Discount Shares, to be delivered after 36 months at U Share plan end. The distribution of Matching Shares is also conditional to the achievement of specific Group KPIs.

The U Share plan is a single-cycle plan and will end after 36 months.

*"UniCredit's success lays on the dedication and commitment that our people demonstrate across the network every day," said **Andrea Orcel**, CEO UniCredit. "U Share is our way to reward the fundamental role they play in the achievement of our Group's objectives and remarkable performance over the last four years. We are very pleased to launch this new plan, that is dedicated to all our people - they are the backbone of UniCredit. Now, investors, executives, and all our people are bound by one shared mission to elevate our support for clients, families, and local communities."*

Contact

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About UniCredit

UniCredit is a pan-European Commercial Bank with a unique service offering in Italy, Germany, Central and Eastern Europe. Our purpose is to empower communities to progress, delivering the best-in-class for all stakeholders, and unlocking the potential of our clients and our people across Europe.