



PRESS RELEASE

UBI'S MANAGEMENT BELIEVES IN THE 2019-2020 BUSINESS PLAN AND INVESTS IN THE BANK

An important sign of support for the 2019/2020 Business Plan has come from UBI's management, which believes in the Bank and invests in it

Bergamo, 20th September 2017 – UBI Banca's Management Board, which met today, took note of the number of staff participating in the long-term incentive scheme for key management personnel of the Group, launched to support the 2019-2020 Business Plan presented on 10th May 2017.

This scheme, approved by the General Shareholders' Meeting in April of this year, contains innovative features new to the banking scene and involves a direct financial commitment by the personnel involved with the direct purchase on the market of shares in the Bank by each manager amounting to a predetermined percentage of annual gross salary¹. The shares remain locked-in and unavailable for the whole duration of the scheme.

The investment made by managers may increase as a result of the scheme's structure, which involves recognition of a growing number of shares based mainly on the achievement of objectives linked to the Business Plan, as a function of the results achieved in 2019 and 2020, as well as an increase in the share price.

Any bonuses earned will be paid in shares of the Bank, considered the most appropriate instrument to ensure that the interests of all shareholders and stakeholders are aligned with those of management.

On conclusion of the subscription period, managers that had participated in the initiatives had subscribed a total of around 400,000 shares with a total value of €1.6 million.

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Copy of this press release is available on the website www.ubibanca.it

¹ See also the documents on the Group's site at this address

https://www.ubibanca.it/contenuti/RigAlle/UBI_proposte%20remunerazione-ENG2%20lr.pdf