

Table No. 3B: Monetary incentive plans in favour of Managing Director and CEO and other Key Managers

(thousands of euro)

A	B	(1)	(2)			(3)			(4)
Surname and Name	Office	Plan	Bonus of the year			Bonus from previous years			Other bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable / Paid	Deferred	Deferral period	No longer payable	Payable / Paid	Still deferred	
Messina Carlo	Consigliere Delegato e Chief Executive Officer  Direttore Generale	Incentive 2016					178 <sup>1)</sup>		
		Incentive 2017						385	
		Incentive 2018						325	
		Incentive 2019					91	478	
		Incentive 2020						361	
		Incentive 2021					758	758	
		Incentive 2022	917	917	Mag. 2023/ Mag. 2028				
Key Managers (*) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2016					493 <sup>1)</sup>		
		Incentive 2017						982	
		Incentive 2018					35 <sup>2)</sup>	1,160	
		Incentive 2019					335	2,089	
		Incentive 2020						1,631	
		Incentive 2021					3,175	3,196	
		Incentive 2022	4,213	4,266	Mag. 2023/ Mag. 2028				113 <sup>3)</sup>

A	B	(1)	(2)			(3)			(4)
Surname and Name	Office	Plan	Bonus of the year			Bonus from previous years			Other bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable / Paid	Deferred	Deferral period	No longer payable	Payable / Paid	Still deferred	
Key Managers (*) (Remuneration awarded by subsidiaries)		Incentive 2016					35 <sup>1)</sup>		
		Incentive 2017						144	
		Incentive 2018					41	98	
		Incentive 2019					48	250	
		Incentive 2020						204	
		Incentive 2021					467	467	
		Incentive 2022	563	563	Mag. 2023/ Mag. 2028				

(\*) Remuneration refers to 20 Key Managers, of whom No. 19 are still in force as at 31 December 2022.

1) An appreciation of 5% was calculated on the portions paid, in line with market rates.

2) An appreciation of 3% was calculated on the portions paid, in line with market rates.

3) Remuneration refers to the fidelity bonus XXXV accrued by the Chief Financial Officer.