

Table No.1: “Remuneration paid to members of administration and control bodies, to General Managers, and to other Key Managers”, line “Messina Carlo”, column “Bonuses and other incentives” that, among other components, also includes the non-equity part of the bonus for year 2019 awarded upfront and the column “Fair value of equity remuneration” that, among other components, also includes the equity part of the bonus for 2019 awarded upfront. Following the waiver, the amounts therein indicated are modified as shown in the excerpt of the table below:

**Table No. 1: Remuneration paid to members of administration and control bodies, to General Managers, and to other Key Managers**

(thousands of euro)

Surname and Name	Office	Office held since	End of office	Fixed Remuneration	Remuneration for participation in committees	Attendance fees	Non-equity variable remuneration		Non-monetary benefits	Other remuneration	Total	Fair value of equity remuneration	Indemnity for end of office or termination of the employment agreement
							Bonuses and other incentives (x)	Profit-sharing					
Messina Carlo	General Manager	01/01/2019	31/12/2019	2,000			1,694		59		3,753	1,222	
	Managing Director and Chief Executive Officer	01/01/2019	31/12/2019	500							500		
	Member of the Board of Directors/ Executive Board Member	01/01/2019	31/12/2019	113							113		

Table No.1: “Remuneration paid to members of administration and control bodies, to General Managers, and to other Key Managers”, line “Key Managers”, column “Bonuses and other incentives” that, among other components, also includes the non-equity part of the bonus for year 2019 awarded upfront and the column “Fair value of equity remuneration” that, among other components, also includes the equity part of the bonus for 2019 awarded upfront. Following the waiver, the amounts therein indicated are modified as shown in the excerpt of the table below:

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							Bonuses and other incentives (x)	Profit-sharing					
Key Managers (****)	Total remuneration and attendance fees awarded by Intesa Sanpaolo			15,222 b)			5,775		812		21,789 b)	4,752	
	Total remuneration and attendance fees awarded by subsidiaries and associates			950 c)			779		68		1,797 c)	653	