

PART II – QUANTITATIVE ANALYTICAL TABLES

Remuneration

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					
Bazoli Giovanni	President Emeritus (*)	01/01/2019	30/04/2019										
Gros-Pietro Gian Maria	Chairman of the Board of Directors	01/01/2019	31/12/2019	800							800		
	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Member of the Nominations Committee	01/01/2019	30/04/2019			12					12		
		07/05/2019	31/12/2019			20					20		
Colombo Paolo Andrea	Deputy Chairperson of the Board of Directors	01/01/2019	31/12/2019	150							150		
	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Chairman of the Remuneration Committee	01/01/2019	30/04/2019	16		20					36		
		07/05/2019	31/12/2019	39		25					64		
	Member of the Nominations Committee	01/01/2019	30/04/2019			12					12		
		07/05/2019	31/12/2019			23					23		
Carbonato Gianfranco	Member of the Board of Directors	01/01/2019	30/04/2019	33							33		
	Chairman of the Nominations Committee	01/01/2019	30/04/2019	16		12					28		

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					
Locatelli Rossella	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Chairman of the Risks Committee	01/01/2019	30/04/2019	16		30					46		
		07/05/2019	31/12/2019	39		53					92		
	Member of the Committee for transactions with related parties	01/01/2019	30/04/2019			6					6		
07/05/2019		31/12/2019			23					23			
Costa Giovanni	Member of the Board of Directors	01/01/2019	30/04/2019	33			13 (**)				46		
	Member of the Nominations Committee	01/01/2019	30/04/2019			12					12		
	Member of the Remuneration Committee	01/01/2019	30/04/2019			20					20		
Mangiagalli Marco	Member of the Board of Directors and of the Management Control Committee	01/01/2019	30/04/2019	66							66		
	Chairman of the Management Control Committee	01/01/2019	30/04/2019	16							16		
Gaffeo Edoardo	Member of the Board of Directors and of the Management Control Committee	01/01/2019	30/04/2019	66							66		
Motta Milena Teresa	Member of the Board of Directors and of the Management Control Committee	01/01/2019	31/12/2019	240							240		
Pisani Alberto Maria	Member of the Board of Directors and of the Management Control Committee	01/01/2019	31/12/2019	240							240		
	Chairman of the Management Control Committee	30/04/2019	31/12/2019	44							44		

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					
Zoppo Maria Cristina	Member of the Board of Directors and of the Management Control Committee	01/01/2019	31/12/2019	240							240		
Mosca Fabrizio	Member of the Board of Directors and of the Management Control Committee	30/04/2019	31/12/2019	175							175		
Gatti Corrado	Member of the Board of Directors and of the Management Control Committee (***)	30/04/2019	31/12/2019	161							161		
Pomodoro Livia	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Member of the Nominations Committee	01/01/2019	30/04/2019			12					12		
	Chairman of the Nominations Committee	07/05/2019	31/12/2019	39		23					62		
Gorno Tempini Giovanni	Member of the Board of Directors	01/01/2019	08/11/2019	96							96		
	Member of the Remuneration Committee	01/01/2019	30/04/2019			20					20		
		07/05/2019	08/11/2019			13					13		
	Member of the Committee for transactions with related parties	01/01/2019	30/04/2019			6					6		
07/05/2019		08/11/2019			20					20			
Gallo Giorgina	Member of the Board of Directors	01/01/2019	30/04/2019	33							33		
	Member of the Remuneration Committee	01/01/2019	30/04/2019			20					20		
	Member of the Committee for transactions with related parties	01/01/2019	30/04/2019			6					6		
Cornelli Francesca	Member of the Board of Directors	01/01/2019	30/04/2019	33							33		
	Member of the Risks Committee	01/01/2019	30/04/2019			28					28		

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							Bonuses and other incentives (x)	Profit-sharing					
Mazzarella Maria	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Member of the Nominations Committee	07/05/2019	31/12/2019			23					23		
	Member of the Committee for transactions with related parties	01/01/2019	30/04/2019			6					6		
		07/05/2019	31/12/2019			25					25		
Zamboni Daniele	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Chairman of the Committee for transactions with related parties	01/01/2019	30/04/2019	16		6					22		
		07/05/2019	31/12/2019	39		25					64		
	Member of the Risks Committee	01/01/2019	30/04/2019			30					30		
		07/05/2019	31/12/2019			53					53		
	Ceruti Franco	Member of the Board of Directors	01/01/2019	31/12/2019	113							113	
Member of the Risks Committee		01/01/2019	30/04/2019			30					30		
		07/05/2019	31/12/2019			53					53		
Member of the Remuneration Committee		07/05/2019	31/12/2019			25					25		
a)	BANCA PROSSIMA S.p.A. – Director	01/01/2019	26/05/2019	6							6		
a)	INTESA SANPAOLO EXPO Institutional Contact S.r.l. – Chairman and Director	01/01/2019	31/12/2019	130							130		
a)	INTESA SANPAOLO PRIVATE BANKING S.p.A. – Director	01/01/2019	31/12/2019	19							19		
a)	MEDIOCREDITO ITALIANO S.p.A. - Director	01/01/2019	10/11/2019	26							26		
Corbella Silvano	Full Member of the Surveillance Board	01/01/2019	30/04/2019	8							8		

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							Bonuses and other incentives (x)	Profit-sharing					
Dalla Sega Franco	Full Member of the Surveillance Board	01/01/2019	30/04/2019	8							8		
		24/05/2019	31/12/2019	15							15		
a)	BANCOMAT S.p.A. – Chairman	01/01/2019	31/12/2019	50							50		
Venero Paolo	Chairman of the Surveillance Board	01/01/2019	30/04/2019	3							3		
		24/05/2019	31/12/2019	6							6		
	Full Member of the Surveillance Board	01/01/2019	30/04/2019	8							8		
		24/05/2019	31/12/2019	15							15		
Cortellazzo Andrea	Full Member of the Surveillance Board	24/05/2019	31/12/2019	15						15			
Messina Carlo	General Manager	01/01/2019	31/12/2019	2,000			1,894		59		3,953	1,422	
	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		
Picca Bruno	Member of the Board of Directors	01/01/2019	31/12/2019	113							113		
	Member of the Remuneration Committee	01/01/2019	30/04/2019			20					20		
	Member of the Nominations Committee	07/05/2019	31/12/2019			23					23		
	Member of the Risks Committee	01/01/2019	30/04/2019			30					30		
		07/05/2019	31/12/2019			53					53		

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							Bonuses and other incentives (x)	Profit-sharing					
Nebbia Luciano	Member of the Board of Directors	30/04/2019	31/12/2019	81							81		
	Member of the Remuneration Committee	07/05/2019	31/12/2019			25					25		
a)	BANCA CR FIRENZE S.p.A – Deputy Chairperson	01/01/2019	24/02/2019	14							14		
a)	CASSA DI RISPARMIO DI PISTOIA E DELLA LUCCHESIA S.p.A – Director	01/01/2019	24/02/2019	8							8		
a)	INTESA SANPAOLO CASA S.p.A – Director	01/01/2019	31/12/2019	10							10		
a)	EQUITER S.p.A – Deputy Chairperson	01/01/2019	31/12/2019	35							35		
Stefanelli Maria Alessandra	Member of the Board of Directors	30/04/2019	31/12/2019	81							81		
	Member of the Committee for transactions with related parties	07/05/2019	31/12/2019			23					23		
Sironi Andrea	Member of the Board of Directors	02/12/2019	31/12/2019	10							10		
	Member of the Remuneration Committee	18/12/2019	31/12/2019			3					3		
	Member of the Committee for transactions with related parties	18/12/2019	31/12/2019			-					-		
Gatti Anna	Member of the Board of Directors	30/04/2019	31/12/2019	81							81		
	Member of the Remuneration Committee	07/05/2019	31/12/2019			25					25		

Surname and Name	Office	Office held since	End of office	Fixed Remuneration	Remuneration for participation in committees	Non-equity variable remuneration				Total	Fair value of equity remuneration	Indemnity for end of office or termination of the employment agreement
						Attendance fees	Bonuses and other incentives (x)	Profit-sharing	Non-monetary benefits			
Weber Guglielmo	Member of the Board of Directors	30/04/2019	31/12/2019	81						81		
	Member of the Risks Committee	07/05/2019	31/12/2019			53				53		
a)	INTESA SANPAOLO ASSICURA S.p.A – Deputy Chairperson	01/01/2019	06/05/2019	10						10		

Key Managers (****)	Total remuneration and attendance fees awarded by Intesa Sanpaolo			15,222 b)			6,441		812		22,475 b)	5,591	
	Total remuneration and attendance fees awarded by subsidiaries and associates			950 c)			873		68		1,891 c)	747	

a) Remuneration/Attendance fees in subsidiaries and/or associates.

b) Additional remuneration for offices held in subsidiaries and/or associates, which amounts to 1,030 thousand euro, is not comprised in this data, as it is entirely transferred to the Parent Company.

c) Additional remuneration for offices held in subsidiaries and/or associates, which amounts to 207 thousand euro, is not comprised in this data, as it is entirely transferred or waived to the subsidiaries.

(*) Office not remunerated.

(**) Remuneration refers to the deferred amounts in relation to the position of Deputy Chairman of the Management Board in 2015 and 2016.

(***) Initially self-suspended with effect from 13 December 2019 and subsequently resigned on 2 March 2020.

(****) Remuneration refers to 19 Key Managers, 19 of which still in office as at 31 December 2019.

(x) The amounts shown refer to the portions of the incentives awarded in cash for previous years (deferred amounts of the 2017 and 2018 Incentive System) and up-front portion in cash for the 2019 performance (see table 3B for details).