

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

(thousands of euro)

A Surname and Name	B Office	(1) Plan	(2) Bonus of the year			(3) Bonus from previous years			(4) Other bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable / Paid	Deferred	Deferral period	No longer payable	Payable / Paid	Still deferred	
Costa Giovanni (*)	Member of the Board of Directors	Incentive 2015					10	-	
		Incentive 2016					3	3	
Messina Carlo	Managing Director and Chief Executive Officer General Manager	Incentive 2014					-	95	
		Incentive 2015					-	122	
		Incentive 2016					-	169	
		Incentive 2017					654	385	
		Incentive 2018					586	879	
		Incentive 2019	655	655	May 2020 – May 2025				
Key Managers (**) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2014					-	92	
		Incentive 2015					-	176	
		Incentive 2016					-	507	
		Incentive 2017					1,547	959	
		Incentive 2018					2,128	3,106	
		Incentive 2019	2,767	2,690	May 2020 – May 2025				

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 2014					-	41	
		Incentive 2015					-	91	
		Incentive 2016					-	74	
		Incentive 2017					292	189	
		Incentive 2018					269	403	
		Incentive 2019	313	336	May 2020 – May 2025				

(\*) Remuneration refers to the deferred portions of the bonus received as the Deputy Chairperson of the Management Board in the years 2015 and 2016.

(\*\*) Remuneration refers to 19 Key Managers.

Note: this information refers to the remuneration assigned by Intesa Sanpaolo or, where indicated, by subsidiaries; the granting of variable remuneration by associates is not envisaged.