

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					
Gros-Pietro Gian Maria	Chairman of the Board of Directors (*)	01/01/2020	31/12/2020	700							700		
	Member of the Board of Directors	01/01/2020	31/12/2020	120							120		
	Member of the Nominations Committee	01/01/2020	31/12/2020			33					33		
Colombo Paolo Andrea	Deputy Chairperson of the Board of Directors	01/01/2020	31/12/2020	150							150		
	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Chairman of the Remuneration Committee	01/01/2020	31/12/2020	60		45					105		
	Member of the Nominations Committee	01/01/2020	31/12/2020			33					33		
Messina Carlo	General Manager	01/01/2020	31/12/2020	2,000			649		59		2,708	832	
	Managing Director and Chief Executive Officer	01/01/2020	31/12/2020	500							500		
	Member of the Board of Directors/ Executive Board Member	01/01/2020	31/12/2020	120							120		
Locatelli Rossella	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Chairman of the Risks Committee	01/01/2020	31/12/2020	60		113					173		
	Member of the Committee for transactions with related parties	01/01/2020	31/12/2020			40					40		

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							Bonuses and other incentives (x)	Profit-sharing					
Pomodoro Livia	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Chairman of the Nominations Committee	01/01/2020	31/12/2020	60		33					93		
Mazzarella Maria	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Member of the Nominations Committee	01/01/2020	31/12/2020			33					33		
	Member of the Committee for transactions with related parties	01/01/2020	31/12/2020			43					43		
Zamoni Daniele	Member of the Board of Directors (*)	01/01/2020	31/12/2020	100							100		
	Chairman of the Committee for transactions with related parties	01/01/2020	31/12/2020	60		43					103		
	Member of the Risks Committee	01/01/2020	31/12/2020			113					113		
Ceruti Franco	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Member of the Risks Committee	01/01/2020	31/12/2020			113					113		
	Member of the Remuneration Committee	01/01/2020	31/12/2020			45					45		
a)	INTESA SANPAOLO EXPO Institutional Contact S.r.l. – Chairman and Director	01/01/2020	31/12/2020	130							130		
a)	INTESA SANPAOLO PRIVATE BANKING S.p.A. – Director	01/01/2020	31/12/2020	20							20		
b)	SOCIETA' BENEFIT CIMAROSA 1 S.p.A. - Chairman and Director	03/09/2020	31/12/2020	0							0		

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							Bonuses and other incentives (x)	Profit-sharing					
Picca Bruno	Member of the Board of Directors (*)	01/01/2020	31/12/2020	100							100		
	Member of the Nominations Committee	01/01/2020	31/12/2020			33					33		
	Member of the Risks Committee	01/01/2020	31/12/2020			113					113		
	a) UNIONE DI BANCHE ITALIANE S.p.A - Deputy Chairperson and Director	15/10/2020	31/12/2020	38							38		
	a) UNIONE DI BANCHE ITALIANE S.p.A - Member of the Risks Committee	16/10/2020	31/12/2020	11							11		
Nebbia Luciano	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Member of the Remuneration Committee	01/01/2020	31/12/2020			45					45		
	a) INTESA SANPAOLO CASA S.p.A. - Director	01/01/2020	31/12/2020	10							10		
	a) EQUITER S.p.A. - Chairperson	01/01/2020	31/12/2020	35							35		
Stefanelli Maria Alessandra	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Member of the Committee for transactions with related parties	01/01/2020	31/12/2020			40					40		
Sironi Andrea	Member of the Board of Directors (*) (****)	01/01/2020	31/12/2020	90							90		
	Member of the Remuneration Committee	01/01/2020	31/12/2020			45					45		
	Member of the Committee for transactions with related parties	01/01/2020	31/12/2020			35					35		
Gatti Anna	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Member of the Remuneration Committee	01/01/2020	31/12/2020			45					45		

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							Bonuses and other incentives (x)	Profit-sharing					
Weber Guglielmo	Member of the Board of Directors (*)	01/01/2020	31/12/2020	110							110		
	Member of the Risks Committee	01/01/2020	31/12/2020			113					113		
Pisani Alberto Maria	Member of the Board of Directors and of the Management Control Committee (*)	01/01/2020	31/12/2020	238							238		
	Chairman of the Management Control Committee (*)	01/01/2020	31/12/2020	65							65		
Motta Milena Teresa	Member of the Board of Directors and of the Management Control Committee (*)	01/01/2020	31/12/2020	238							238		
Zoppo Maria Cristina	Member of the Board of Directors and of the Management Control Committee (*)	01/01/2020	31/12/2020	238							238		
Mosca Fabrizio	Member of the Board of Directors and of the Management Control Committee (*)	01/01/2020	31/12/2020	238							238		
Franchini Roberto	Member of the Board of Directors and of the Management Control Committee (*) (***)	27/04/2020	31/12/2020	155							155		
Gatti Corrado	Member of the Board of Directors and of the Management Control Committee (**)	01/01/2020	02/03/2020	-							-		
Venero Paolo	Chairman of the Surveillance Board	01/01/2020	31/12/2020	10							10		
	Full Member of the Surveillance Board	01/01/2020	31/12/2020	25							25		
Dalla Sega Franco	Full Member of the Surveillance Board	01/01/2020	31/12/2020	25							25		
a)	BANCOMAT S.p.A. - Chairman	01/01/2020	31/12/2020	63							63		

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							Bonuses and other incentives (x)	Profit-sharing					
Cortellazzo Andrea	Full Member of the Surveillance Board	01/01/2020	31/12/2020	25							25		

Key Managers (*****)	Total remuneration and attendance fees awarded by Intesa Sanpaolo			15,259 (c)			2,971		843		19,073 (c)	2,752	
	Total remuneration and attendance fees awarded by subsidiaries and associates			846 (d)			368		39		1,253 (d)	483	

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

b) The amount does not include the remunerations for the office, equal to euro 3,288, as they have been waived.

c) Additional remuneration for the offices held in subsidiaries and/or associates, which amounts to 799,671 euro, is not comprised in this data, as it is entirely transferred or waived to the subsidiaries. The amount includes 50,000 euro paid to Dr. Micillo as Banca IMI CEO, merged in Intesa Sanpaolo on 20th July 2020.

d) Additional remuneration for the offices held in subsidiaries and/or associates, which amounts to 187,744 euro, is not comprised in this data, as it is entirely transferred or waived to the subsidiaries.

(*) The Members of the Board of Directors in 2020 decided to contribute to the Group initiatives promoted to face the spread of the COVID-19 pandemic, waiving part of their 2020 remuneration.

(**) He initially resigns temporarily from 13th December 2019 and then he officially resigns on 2nd March 2020.

(***) Appointed by the Annual General Meeting on 27th April 2020 as the replacement of Corrado Gatti who resigned from Board of Directors Member office.

(****) Appointed by the Annual General Meeting on 27th April 2020 following the Board of Directors cooptation on 2nd December 2019.

(*****) Remunerations refer to 19 Key Managers as at 31st December 2020.

(x) The data reported refers to the incentive portions assigned, both upfront and deferred, following 2020 performance (please see Table No. 3B for further details).