

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	Managing Director and Chief Executive Officer General Manager	Incentive 2014					95		
		Incentive 2015						122	
		Incentive 2016						169	
		Incentive 2017						385	
		Incentive 2018					553	325	
		Incentive 2019					455	568	
		Incentive 2020	289	361	May 2021/ May 2026				
Key Managers (*) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2014					92		
		Incentive 2015						203	
		Incentive 2016					155 ¹⁾	400	
		Incentive 2017						1,000	
		Incentive 2018					1,896	1,112	
		Incentive 2019							
		Incentive 2020	1,458	1,467	May 2021/ May 2026				46 ²⁾

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						50	
		Incentive 2016					30 ¹⁾	33	
		Incentive 2017						144	
		Incentive 2018					207	138	
		Incentive 2019					238	298	
		Incentive 2020	163	204	May 2021/ May 2026				

(*) Remuneration refers to 19 Key Managers.

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

2) the remuneration refers to the XXV loyalty bonus ex Mediocredito accrued on 2020 by the Chief Operating Officer in application of the agreement signed on 23rd February 2005 – “*premio di fedeltà per il personale proveniente da Banca Carime e per il personale proveniente da Mediocredito Lombardo*”.