

Quantitative information pursuant to CONSOB Regulation

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	01/01/2021	31/12/2021	800							800		
	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Nominations Committee	01/01/2021	31/12/2021			25					25		
Colombo Paolo Andrea	Deputy Chairperson of the Board of Directors	01/01/2021	31/12/2021	150							150		
	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Chairman of the Remuneration Committee	01/01/2021	31/12/2021	60		50					110		
	Member of the Nominations Committee	01/01/2021	31/12/2021			25					25		
Messina Carlo	General Manager	01/01/2021	31/12/2021	2,000			1,516		59		3,575	3,359	
	Managing Director and Chief Executive Officer	01/01/2021	31/12/2021	500							500		
	Member of the Board of Directors/ Executive Board Member	01/01/2021	31/12/2021	120							120		
Locatelli Rossella	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Chairman of the Risks Committee	01/01/2021	31/12/2021	60		133					193		
	Member of the Committee for transactions with related parties	01/01/2021	31/12/2021			38					38		

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							Bonuses and other incentives (x)	Profit-sharing					
Pomodoro Livia	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Chairman of the Nominations Committee	01/01/2021	31/12/2021	60		25					85		
Mazzarella Maria	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Nominations Committee	01/01/2021	31/12/2021			25					25		
	Member of the Committee for transactions with related parties	01/01/2021	31/12/2021			38					38		
Zamboni Daniele	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Chairman of the Committee for transactions with related parties	01/01/2021	31/12/2021	60		38					98		
	Member of the Risks Committee	01/01/2021	31/12/2021			130					130		
Ceruti Franco	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Risks Committee	01/01/2021	31/12/2021			133					133		
	Member of the Remuneration Committee	01/01/2021	31/12/2021			50					50		
a)	INTESA SANPAOLO EXPO Institutional Contact S.r.l. – Chairman and Director	01/01/2021	31/12/2021	130							130		
a)	INTESA SANPAOLO PRIVATE BANKING S.p.A. – Director	01/01/2021	31/12/2021	20							20		
b)	SOCIETA' BENEFIT CIMAROSA 1 S.p.A. - Chairman and Director	01/01/2021	31/12/2021	0							0		

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							Bonuses and other incentives (x)	Profit-sharing					
Picca Bruno	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Nominations Committee	01/01/2021	31/12/2021			25					25		
	Member of the Risks Committee	01/01/2021	31/12/2021			133					133		
a)	UNIONE DI BANCHE ITALIANE S.p.A - Deputy Chairperson and Director	01/01/2021	11/04/2021	50							50		
a)	UNIONE DI BANCHE ITALIANE S.p.A - Member of the Risks Committee	01/01/2021	11/04/2021	14							14		
Nebbia Luciano	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Remuneration Committee	01/01/2021	31/12/2021			50					50		
	a)	INTESA SANPAOLO CASA S.p.A. – Member of the Board of Directors	01/01/2021	07/04/2021	3						3		
	a)	EQUITER S.p.A. – Deputy Chairperson	01/01/2021	31/12/2021	35						35		
Stefanelli Maria Alessandra	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Committee for transactions with related parties	01/01/2021	31/12/2021			38					38		
Sironi Andrea	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Remuneration Committee	01/01/2021	31/12/2021			48					48		
	Member of the Committee for transactions with related parties	01/01/2021	31/12/2021			35					35		
Gatti Anna	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Remuneration Committee	01/01/2021	31/12/2021			50					50		

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							Bonuses and other incentives (x)	Profit-sharing					
Weber Guglielmo	Member of the Board of Directors	01/01/2021	31/12/2021	120							120		
	Member of the Risks Committee	01/01/2021	31/12/2021			133					133		
Pisani Alberto Maria	Member of the Board of Directors and of the Management Control Committee	01/01/2021	31/12/2021	260							260		
	Chairman of the Management Control Committee	01/01/2021	31/12/2021	65							65		
Motta Milena Teresa	Member of the Board of Directors and of the Management Control Committee	01/01/2021	31/12/2021	260							260		
Zoppo Maria Cristina	Member of the Board of Directors and of the Management Control Committee	01/01/2021	31/12/2021	260							260		
Mosca Fabrizio	Member of the Board of Directors and of the Management Control Committee	01/01/2021	31/12/2021	260							260		
Franchini Roberto	Member of the Board of Directors and of the Management Control Committee	01/01/2021	31/12/2021	260							260		
Venero Paolo	Chairman of the Surveillance Board	01/01/2021	28/04/2021	3							3		
	Full Member of the Surveillance Board	01/01/2021	31/12/2021	25							25		
Cortellazzo Andrea	Chairman of the Surveillance Board	29/04/2021	31/12/2021	7							7		
	Full Member of the Surveillance Board	01/01/2021	31/12/2021	25							25		
Dalla Sega Franco	Full Member of the Surveillance Board	01/01/2021	31/12/2021	25							25		
a)	BANCOMAT S.p.A. - Chairman	01/01/2021	31/12/2021	70							70		

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							Bonuses and other incentives (x)	Profit-sharing					
Key Managers (*)	Total remuneration and attendance fees awarded by Intesa Sanpaolo			16,144 (c)			6,374		809		23,327 (c)	13,245	
	Total remuneration and attendance fees awarded by subsidiaries and associates			750 (d)			935		39		1,724 (d)	1,647	

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

b) The amount does not include the remunerations for the office equal to euro 10,000 as they have been waived.

c) The data reported does not include other remunerations recognised for offices in company subsidiaries and/or associates and equal to euro 868,799 + CHF 35,500 since entirely transferred to the Group.

d) The data reported does not include other remunerations recognized for offices in company subsidiaries and/or associates and equal to euro 190,000 since entirely waived/transferred to subsidiaries companies.

(*) Remuneration refers to 20 Key Managers.as at 31 December 2021.

(x) The data reported refers to the portions of bonus assigned, both upfront and deferred, awarded following 2021 performance (for further details please see table 3B).