

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 2015 | | | | | 125 ¹⁾ | | | |
| | | Incentive 2016 | | | | | | 169 | | |
| | | Incentive 2017 | | | | | | 385 | | |
| | | Incentive 2018 | | | | | | 325 | | |
| | | Incentive 2019 | | | | | | 569 | | |
| | | Incentive 2020 | | | | | | 289 | 361 | |
| | | Incentive 2021 | 758 | 758 | May 2022/ May 2027 | | | | | |
| Key Managers (*) (Remuneration awarded by Intesa Sanpaolo) | | Incentive 2015 | | | | | 278 ¹⁾ | | | |
| | | Incentive 2016 | | | | | | 470 | | |
| | | Incentive 2017 | | | | | 87 ¹⁾ | 982 | | |
| | | Incentive 2018 | | | | | | 1,194 | | |
| | | Incentive 2019 | | | | | | 2,423 | | |
| | | Incentive 2020 | | | | | | 1,589 | 1,631 | |
| | | Incentive 2021 | 3,175 | 3,196 | May 2022/ May 2027 | | | | | 3 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 2015 | | | | | 51 ¹⁾ | | | |
| | | Incentive 2016 | | | | | | 33 | | |
| | | Incentive 2017 | | | | | | | 144 | |
| | | Incentive 2018 | | | | | | | 138 | |
| | | Incentive 2019 | | | | | | | 298 | |
| | | Incentive 2020 | | | | | | 163 | 204 | |
| | | Incentive 2021 | 467 | 467 | May 2022/ May 2027 | | | | | |

(*) Remuneration refers to 20 Key Managers.

1) An appreciation of 2% was calculated on the portions paid, in line with market rates.

2) Remuneration refers to the fidelity bonus XXV ex BAV accrued by the Head of the Insurance Business unit.