

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 (xx)	Profit-sharing					
Gros-Pietro Gian Maria	Chair of the Board of Directors	01/01/2022	31/12/2022	800							800		
	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Nominations Committee	01/01/2022	31/12/2022			27.5					27.5		
Colombo Paolo Andrea	Deputy Chair of the Board of Directors	01/01/2022	31/12/2022	149.9							149.9		
	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Chair of the Remuneration Committee	01/01/2022	31/12/2022	59		60					119		
	Member of the Nominations Committee	01/01/2022	31/12/2022			27.5					27.5		
Messina Carlo	General Manager	01/01/2022	31/12/2022	2,000			1,834		100.9		3,934.9	2,544.5	
	Managing Director and Chief Executive Officer	01/01/2022	31/12/2022	500							500		
	Member of the Board of Directors/ Executive Board Member	01/01/2022	31/12/2022	120							120		

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							Bonuses and other incentives (xx)	Profit-sharing					
Ceruti Franco	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Risks and Sustainability Committee	01/01/2022	31/12/2022			100					100		
	Member of the Remuneration Committee	01/01/2022	31/12/2022			60					60		
a)	INTESA SANPAOLO EXPO Institutional Contact S.r.l. – Chair and Director	01/01/2022	31/12/2022	130							130		
a)	INTESA SANPAOLO PRIVATE BANKING S.p.A. – Director	01/01/2022	31/12/2022	23.6							23.6		
b)	SOCIETA' BENEFIT CIMAROSA 1 S.p.A. - Chair and Director	01/01/2022	31/12/2022	-							-		
Tagliavini Paola	Member of the Board of Directors	29/04/2022	31/12/2022	81.2							81.2		
	Chair of Risks and Sustainability Committee	06/05/2022	31/12/2022	39.5		55					94.5		
	Member of the Committee for transactions with related parties	06/05/2022	31/12/2022			17.5					17.5		
a)	Eurizon Capital SGR - Director	01/01/2022	12/04/2022	12.6	4.9						17.5		
a)	Eurizon Capital SA - Director	01/01/2022	29/04/2022	5							5		
a)	Fideuram Asset Management - Director	01/01/2022	14/04/2022	5	0.7						5.7		
Logiurato Liliana	Member of the Board of Directors	29/04/2022	31/12/2022	80.7							80.7		
	Member of the Remuneration Committee	06/05/2022	31/12/2022			30					30		
	Member of the Committee for transactions with related parties	06/05/2022	31/12/2022			17.5					17.5		

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							Bonuses and other incentives (xx)	Profit-sharing					
Nebbia Luciano	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Remuneration Committee	01/01/2022	31/12/2022			60					60		
a)	EQUITER S.p.A. – Deputy Chair	01/01/2022	31/12/2022	35							35		
Picca Bruno	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Nominations Committee	01/01/2022	31/12/2022			27.5					27.5		
	Member of the Risks and Sustainability Committee	01/01/2022	31/12/2022			100					100		
Pomodoro Livia	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Chair of the Nominations Committee	01/01/2022	31/12/2022	59		27.5					86.5		
Stefanelli Maria Alessandra	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Remuneration Committee	01/03/2022	29/04/2022			10					10		
	Member of the Committee for transactions with related parties	01/01/2022	31/12/2022			32.5					32.5		
Parigi Bruno Maria	Member of the Board of Directors	29/04/2022	31/12/2022	80.7							80.7		
	Member of the Risks and Sustainability Committee	06/05/2022	31/12/2022			55					55		
a)	Intesa Sanpaolo Assicura Director	01/01/2022	03/05/2022	6.7							6.7		
Zamboni Daniele	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Chair of the Committee for transactions with related parties	01/01/2022	31/12/2022	59		32.5					91.5		
	Member of the Risks and Sustainability Committee	01/01/2022	31/12/2022			100					100		

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							Bonuses and other incentives (xx)	Profit-sharing					
Mazzarella Maria	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Nominations Committee	01/01/2022	31/12/2022			27.5					27.5		
	Member of the Committee for transactions with related parties	01/01/2022	31/12/2022			32.5					32.5		
Gatti Anna	Member of the Board of Directors	01/01/2022	31/12/2022	120							120		
	Member of the Remuneration Committee	01/01/2022	31/12/2022			60					60		
Mosca Fabrizio	Member of the Board of Directors and of the Management Control Committee	01/01/2022	31/12/2022	260							260		
Motta Milena Teresa	Member of the Board of Directors and of the Management Control Committee	01/01/2022	31/12/2022	260							260		
Zoppo Maria Cristina	Member of the Board of Directors and of the Management Control Committee	01/01/2022	31/12/2022	260							260		
Pisani Alberto Maria	Member of the Board of Directors and of the Management Control Committee	01/01/2022	31/12/2022	260							260		
	Chair of the Management Control Committee	01/01/2022	31/12/2022	65							65		
Franchini Roberto	Member of the Board of Directors and of the Management Control Committee	01/01/2022	31/12/2022	260							260		

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							Bonuses and other incentives (xx)	Profit-sharing					
Locatelli Rossella	Member of the Board of Directors	01/01/2022	29/04/2022	39.1							39.1		
	Chair of the Risks and Sustainability Committee	01/01/2022	29/04/2022	19.6		45					64.6		
	Member of the Committee for transactions with related parties	01/01/2022	29/04/2022			15					15		
Sironi Andrea	Member of the Board of Directors	01/01/2022	28/02/2022	19.4							19.4		
	Member of the Remuneration Committee	01/01/2022	28/02/2022			20					20		
	Member of the Committee for transactions with related parties	01/01/2022	28/02/2022			7.5					7.5		
Weber Guglielmo	Member of the Board of Directors	01/01/2022	29/04/2022	39.1							39.1		
	Member of the Risks and Sustainability Committee	01/01/2022	29/04/2022			45					45		
a)	Intesa Sanpaolo Assicura - Chair	04/05/2022	31/12/2022	86							86		
Venero Paolo	Full Member of the Surveillance Board	01/01/2022	31/12/2022	25							25		
Cortellazzo Andrea	Chair of the Surveillance Board	01/01/2022	31/12/2022	10							10		
	Full Member of the Surveillance Board	01/01/2022	31/12/2022	25							25		
Dalla Sega Franco	Full Member of the Surveillance Board	01/01/2022	31/12/2022	25							25		
a)	BANCOMAT S.p.A. – Chair	01/01/2022	31/12/2022	70							70		
Key Managers (*)	Total remuneration and attendance fees awarded by Intesa Sanpaolo	01/01/2022	31/12/2022	17,834 c)			8,591.9		986		27,411.9 c)	10,510.7	
	Total remuneration and attendance fees awarded by subsidiaries and associates	01/01/2022	31/12/2022	835 d)			1,126.4		51		2,012.4 d)	1,331.9	

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- 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 for offices in company subsidiaries and/or associates and equal to euro 677,595, since entirely transferred to the parent company.
 - 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, of whom No. 19 are still in force as at 31 December 2022.

(x) It should be noted that the Shareholders Meeting of 29/04/2022 appointed the members of the Board of Directors and of the Management Control Committee for the following financial years 2022/2023/2024. The Board of Directors established the Internal Committees with a resolution of 6/05/2022.

(xx) The data reported refers to the portions of bonus assigned, both upfront and deferred, awarded following 2022 performance (for further details please see table 3B).