

Table n.3b: “Monetary incentive plans in favour of Managing Director and CEO and other Key Managers”, line “Messina Carlo” – “Incentive 2019”, column “(2) Bonus of the year” – “(A) Payable/Paid” with reference to the non-equity part of the bonus for year 2019 awarded upfront and column “(2) Bonus of the year” – “(B) Deferred” for the deferred non-equity part of the bonus for year 2019. Following the waiver, the amounts therein indicated are modified as shown in the excerpt of the table below:

Table No. 3B: Monetary incentive plans in favour of Managing Director and CEO and other Key Managers

(thousands of euro)

A Surname and Name	B Office	(1) Plan	(2) Bonus of the year			(3) Bonus from previous years			(4) Other bonuses
			(A) Payable / Paid	(B) Deferred	(C) Deferral period	(A) No longer payable	(B) Payable / Paid	(C) Still deferred	
			Messina Carlo	Managing Director and Chief Executive Officer General Manager	Incentive 2019	455	569	May 2020 – May 2025	

Table No. 3b: “Monetary incentive plans in favour of Managing Director and CEO and other Key Managers”, line “Key Managers - Remuneration awarded by Intesa Sanpaolo” and line “Key Managers -Remuneration awarded by subsidiaries”, line “Incentive 2019”, column “(2) Bonus of the year” – “(A) Payable/Paid” with reference to the non-equity part of the bonus for year 2019 awarded upfront and line “Key Managers - Remuneration awarded by Intesa Sanpaolo” and line “Key Managers -Remuneration awarded by subsidiaries”, column “(2) Bonus of the year” – “(B) Deferred” for the deferred non-equity part of the bonus for year 2019. Following the waiver, the amounts therein indicated are modified as shown in the excerpt of the table below:

Table No. 3B: Monetary incentive plans in favour of Managing Director and CEO and other Key Managers

(thousands of euro)

A Surname and Name	B Office	(1) Plan	(2) Bonus of the year			(3) Bonus from previous years			(4) Other bonuses
			(A) Payable / Paid	(B) Deferred	(C) Deferral period	(A) No longer payable	(B) Payable / Paid	(C) Still deferred	
			Key Managers (**) (Remuneration awarded by Intesa Sanpaolo)	Incentive 2019	2,080	2,298	May 2020 – May 2025		
Key Managers (**) (Remuneration awarded by subsidiaries)	Incentive 2019	219	274	May 2020 – May 2025					