

Table No. 3A: Incentive plans based on financial instruments other than stock options, in favour of Managing Director and CEO and other Key Managers

(thousands of euro)

A	B	(1)	Financial instruments awarded in previous years and not vested during the year		Financial instruments awarded during the year					Financial instruments vested during the year and not granted	Financial instruments vested during the year and granted		Financial instruments for the year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Surname and Name	Office	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value at award date	Vesting period	Award date	Market price at award date	Number and type of financial instruments	Number and type of financial instruments	Value at vesting date	Fair value
Messina Carlo	Managing Director and Chief Executive Officer General Manager	Incentive 2015	-								49,638	78	78
		Incentive 2016	125,268	May 2021 - May 2022							62,634	88	88
		Incentive 2017	402,531	May 2021 - May 2023							268,353	375	375
		Incentive 2018	766,795	May 2021 - May 2024									
		Incentive 2019	587,183	May 2021 - May 2025									
		Incentive 2020			(*)	794	May 2021 - May 2026	(*)	(*)				
Key Managers (**) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2015									82,230	130	130
		Incentive 2016		May 2021 - May 2022							204,670	290	290
		Incentive 2017		May 2021 - May 2023							813,602	1,150	1,150
		Incentive 2018		May 2021 - May 2024									
		Incentive 2019		May 2021 - May 2025									
		Incentive 2020			(*)	3,227	May 2021 - May 2026	(*)	(*)				

A	B	(1)	Financial instruments awarded in previous years and not vested during the year		Financial instruments awarded during the year					Financial instruments vested during the year and not granted	Financial instruments vested during the year and granted		Financial instruments for the year	
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	
Surname and Name	Office	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value at award date	Vesting period	Award date	Market price at award date	Number and type of financial instruments	Number and type of financial instruments	Value at vesting date	Fair value	
Key Managers (**) (Remuneration awarded by subsidiaries)		Incentive 2015									20,293	32	32	
		Incentive 2016	24,655	May 2021 - May 2022							23,431	33	33	
		Incentive 2017	28,544	May 2021 - May 2023							14,272	22	22	
			8,598.05 ¹⁾								6,919.51 ²⁾	231	231	
		Incentive 2018	85,689	May 2021 - May 2024										
			20,499.62 ¹⁾											
		Incentive 2019	108,450	May 2021 - May 2025										
	15,063.86 ¹⁾													
	Incentive 2020				(*)	449 ³⁾	May 2021 - May 2026	(*)	(*)				163 ⁴⁾	

(*) The information related to the shares that will be granted as an incentive with respect to the 2020 Incentive System based on financial instruments will be available following the resolutions of the Ordinary Shareholders' Meeting called on 28 April 2021.

(**) Remuneration refers to 19 Key Managers.

1) Assigned as UCITS units (instead of Intesa Sanpaolo shares) to the former Head of the Asset Management, as he was Chief Executive Officer of the Eurizon Capital Group, as required by the industry-sector regulations (Joint Bank of Italy – Consob Regulation after confirmed by the Regulation implementing articles 4-undecies and 6, paragraph 1, letter b) and c-bis), of Bank of Italy Consolidated Law on Finance).

2) UCITS units assigned (instead of Intesa Sanpaolo shares) to the former Head of the Asset Management, as he was Chief Executive Officer of the Eurizon Capital Group, as required by the industry-sector regulations (Joint Bank of Italy – Consob Regulation after confirmed by the Regulation implementing articles 4-undecies and 6, paragraph 1, letter b) and c-bis), of Bank of Italy Consolidated Law on Finance), has been updated from the original amount of 5,732.033 units following the UCITS class conversion (from Institutional to Retail).

3) Of which 213 thousand euro assigned as UCITS units (instead of Intesa Sanpaolo shares) to the Head of the Asset Management, as Chief Executive Officer of the Eurizon Capital Group, as required by the industry-sector regulations (Joint Bank of Italy – Consob Regulation after confirmed by the Regulation implementing articles 4-undecies and 6, paragraph 1, letter b) and c-bis), of Bank of Italy Consolidated Law on Finance).

4) Of which 78 thousand euro assigned as UCITS units (instead of Intesa Sanpaolo shares) to the Head of the Asset Management, as Chief Executive Officer of the Eurizon Capital Group, as required by the industry-sector regulations (Joint Bank of Italy – Consob Regulation after confirmed by the Regulation implementing articles 4-undecies and 6, paragraph 1, letter b) and c-bis), of Bank of Italy Consolidated Law on Finance).

Note: this information refers to the remuneration assigned by Intesa Sanpaolo or, where indicated, by subsidiaries; the granting of variable remuneration by associates is not envisaged.