

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	Incentive 2016	62,634	May 2022							62,634	144	144
		Incentive 2017	268,355	May 2022 – May 2023							134,176	308	308
		Incentive 2018	460,077	May 2022 – May 2024							306,718	704	704
		Incentive 2019	245,550	May 2023 – May 2025							341,633 ¹⁾	797	797
		Incentive 2020	227,058	May 2023 – May 2026							129,749 ²⁾	311	311
	Incentive 2021			(*)	2,274	May 2022 - May 2027	(*)	(*)					758
Key Managers (**) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2016	173,844	May 2022							125,710	289	289
		Incentive 2017	630,427	May 2022 – May 2023							328,576	763	63
		Incentive 2018	1,613,924	May 2022 – May 2024							1,153,484	2,651	2,651
		Incentive 2019	1,121,486	May 2023 – May 2025							1,506,091 ³⁾	3,514	3,514
		Incentive 2020	1,026,716	May 2023 – May 2026							586,701 ⁴⁾	1,406	1,406
		Incentive 2021			(*)	9,506	May 2022 - May 2027	(*)	(*)				

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 2016	12,329	May 2022								12,326	28	28		
		Incentive 2017	14,272	May 2022 – May 2023									14,272	35	35	
			5,732.03 ⁵⁾									2,866.02 ⁶⁾	132	132		
		Incentive 2018	17,139	May 2022 – May 2024										68,550	157	157
			12,299.77 ⁵⁾									8,199.85 ⁶⁾	240	240		
		Incentive 2019	45,353	May 2022 – May 2025										63,097 ⁷⁾	147	147
			9,586.09 ⁵⁾									5,477.77 ⁶⁾	171	171		
		Incentive 2020	67,505	May 2022 – May 2026										38,574 ⁸⁾	92	92
			6,481.57 ⁵⁾													
		Incentive 2021					(*)	1,402 ⁹⁾	May 2022 – May 2027	(*)	(*)					467 ¹⁰⁾

(*) The information related to the shares that will be granted as an incentive with respect to the 2021 Incentive System based on financial instruments will be available following the resolutions of the Ordinary Shareholders' Meeting called on 29 April 2022.

(**) Remuneration refers to 20 Key Managers.

- 1) Of which 128,112 shares subject to a year of holding period and retained for the entire duration of this period in a fiduciary position in Siref S.p.A.
- 2) 129,749 shares subject to a year of holding period and retained for the entire duration of this period in a fiduciary position in Siref S.p.A.
- 3) Of which 564,782 shares subject to a year of holding period and retained for the entire duration of this period in a fiduciary position in Siref S.p.A.
- 4) 586,701 shares subject to a year of holding period and retained for the entire duration of this period in a fiduciary position in Siref S.p.A.

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- 5) 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).
 - 6) 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).
 - 7) Of which 23,661 shares subject to a year of holding period and retained for the entire duration of this period in a fiduciary position in Siref S.p.A.
 - 8) Of which 38,574 shares subject to a year of holding period and retained for the entire duration of this period in a fiduciary position in Siref S.p.A.
 - 9) Of which 690 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).
 - 10) Of which 230 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.