

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	
		Incentive 2022	3,591,002	May 2024 - May 2028							1,395,696 ¹	3,394	3,394	
		Incentive 2023			(*)	12,895	May 2024 - May 2029	(*)	(*)				4,314	
Key Managers (**) (Remuneration awarded by subsidiaries)		Incentive 2017									2,866.01 ³	124	124	
		Incentive 2018	4,099.93 ³	May 2024							4,099.92 ³	113	113	
		Incentive 2019	13,805	May 2024 - May 2025							15,774 ¹	38	38	
			4,108.33 ³								2,191.11 ³	65	65	
		Incentive 2020	28,931	May 2024 - May 2026							15,430 ¹	38	38	
			2,710.47 ³								1,414.16 ³	44	44	
		Incentive 2021	142,430	May 2024 - May 2027							61,041 ¹	148	148	
			7,883.26 ³								3,941.63 ³	228	228	
		PSP Plan	1,434,330 ^(x)	June 2022 - June 2031										
		Incentive 2022	226,093	'mag.2024 - mag. 2028								113,046 ¹	275	275
	16,439.40 ³													
		Incentive 2023			(*)	1,840 ⁴	May 2024 - May 2029	(*)	(*)				613 ⁵	

(*) The information related to the shares that will be granted as an incentive for the performance of financial year 2023 will be available following the resolutions of the Ordinary Shareholders' Meeting called on 24 April 2024.

(**) Remuneration refers to No. 19 Key Managers.

(x) The indicated number represents the assigned rights on Performance Shares. Each one assigns the right to receive No. 1 Intesa Sanpaolo Share at the end of the PSP Plan, conditioned upon the verification of the gateway conditions, of the level of achievement of the performance objectives and of the possible application of de-multipliers. Such number was calculated for each cluster of beneficiaries by dividing the value of the

initial grant (for the Managing Director and CEO equal to 100% of the fixed remuneration at the launch of the Plan) by the market price at grant date determined by applying some Fair Value adjustments – based on the valuation models certified in the Group's Fair Value Policy - due to sale and availability constraints (please see the Report of the Board of Directors, Ordinary Part – Point 3f of the agenda of 15 March 2022).

1) 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) Of which 612,977 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) Assigned in UCITS units (instead of Intesa Sanpaolo shares) to the Head of the Asset Management, in his capacity 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 889thousand euro assigned in UCITS units (instead of Intesa Sanpaolo shares) to the Head of the Asset Management, in his capacity 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).

5) Of which 296thousand euro assigned in UCITS units (instead of Intesa Sanpaolo shares) to the Head of the Asset Management, in his capacity 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.