

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

(thousands of euro)

A	B	(1)	(2)			(3)			(4)
Surname and Name	Office	Plan	Bonus of the year			Bonus from previous years			Other bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable / Paid	Deferred	Deferral period	No longer payable	Payable / Paid	Still deferred	
Messina Carlo	Consigliere Delegato e Chief Executive Officer Direttore Generale	Incentive 2017					412 ¹⁾		
		Incentive 2018						325	
		Incentive 2019					91	387	
		Incentive 2020					58	303	
		Incentive 2021						758	
		Incentive 2022					917	917	
		Incentive 2023	917	917	May 2024/ May 2029				
Key Managers (*) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2017					1,030 ¹⁾		
		Incentive 2018						1,160	
		Incentive 2019					401 ²⁾	1,688	
		Incentive 2020					261	1,370	
		Incentive 2021						3,180	
		Incentive 2022					4,185	4,231	
		Incentive 2023	4,314	4,361	May 2024/ May 2029				3 ²⁾

A	B	(1)	(2)			(3)			(4)	
Surname and Name	Office	Plan	Bonus of the year			Bonus from previous years			Other bonuses	
			(A)	(B)	(C)	(A)	(B)	(C)		
			Payable / Paid	Deferred	Deferral period	No longer payable	Payable / Paid	Still deferred		
Key Managers (*) (Remuneration awarded by subsidiaries)		Incentive 2017					154 ¹⁾			
		Incentive 2018						98		
		Incentive 2019						48	203	
		Incentive 2020						33	172	
		Incentive 2021							467	
		Incentive 2022						563	563	
		Incentive 2023	613	613	May 2024/ May 2029					

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

1) An appreciation of 7% was calculated on the portions paid, in line with market rates.

2) Remuneration refers to the former Banco Ambrosiano Veneto fidelity bonus accrued by the Head of the Banca dei Territori Division.