

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	122	122	
		Incentive 2017	134,179	May 2023							134,176	261	261	
		Incentive 2018	306,718	May 2023 - May 2024							153,359	298	298	
		Incentive 2019	160,142	May 2024 - May 2025							85,408 ¹	166	166	
		Incentive 2020	149,209	May 2024 - May 2026							77,849 ¹	151	151	
		Incentive 2021	649,668	May 2024 - May 2027							324,833 ¹	631	631	
		PSP Plan			2,031,322 (x)	2,620	June 2022 - June 2031	30 June 2022	1.78					
	Incentive 2022			(*)	2,751	May 2023 - May 2028	(*)	(*)					917	
Key Managers (**) (Remuneration awarded by Intesa Sanpaolo)		Incentive 2016									173.844	369	369	
		Incentive 2017	251.387	May 2023							379.040	763	763	
		Incentive 2018	999.395	May 2023 - May 2024							614.529	1,234	1,234	
		Incentive 2019	713.792	May 2024 - May 2025							407.694 ¹	792	792	
		Incentive 2020	674,697	May 2024 - May 2026							352,019 ¹	683	683	
		Incentive 2021	2,808,421	May 2023 - May 2027							1,265,129 ¹	2,456	2,456	
		PSP Plan			11,403,307 (x)	14,707.99	June 2022 - June 2031	30 June 2022	1.78					
		Incentive 2022			(*)	12,586.60	June 2023 - June 2028	(*)	(*)					4,213

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	24	24
		Incentive 2017										14,272	28	28
			2,866.01 ²	May 2023								2,866,02	126	126
		Incentive 2018										17,139	33	33
			8,199.85 ²	May 2023 - May 2024								4,099,92	114	114
		Incentive 2019										15,774 ¹	31	31
			29,579	May 2023 - May 2025								3,286,66	98	98
			6,299.43 ²											
		Incentive 2020										23,144 ¹	45	45
			44,361	May 2023 - May 2026								2,356,94	73	73
		4,124.64 ²												
	Incentive 2021										101,735 ¹	198	198	
		203,471	'mag.2023 - mag. 2027											
		11,824.89 ²												
	PSP Plan				1,434,330 (x)	1,850	Giu. 2022 - Giu. 2031	30 giugno 2022	1.78					
	Incentive 2022				(*)	1,689.60 ³	Mag. 2023 - Mag. 2028	(*)	(*)				563 ⁴	

(*) The information related to the shares that will be granted as an incentive for the performance of financial year 2022 will be available following the resolutions of the Ordinary Shareholders' Meeting called on 28 April 2023.

(**) Remuneration refers to 20 Key Managers, of whom No. 19 are still in force as at 31 December 2022.

(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) 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) 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).

3) of which 839 thousand 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).

4) of which 280 thousand 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.