

## INFORMATION REGARDING COMPENSATION OF THE MEMBERS OF MANAGEMENT AND CONTROL BODIES AND KEY MANAGERS

(millions of euro)

	MANAGEMENT BODIES/ CONTROL BODIES <sup>(1)</sup>		OTHER MANAGERS <sup>(2)</sup>		TOTAL as at 31.12.2022	
	Amount due	Amount paid	Amount due	Amount paid	Amount due	Amount paid
Short-term benefits <sup>(3)</sup>	18	13	63	51	81	64
Post-employment benefits <sup>(4)</sup>	-	-	5	5	5	5
Other long-term benefits <sup>(5)</sup>	1	1	12	1	13	2
Termination benefits <sup>(6)</sup>	-	-	-	-	-	-
Share-based payments <sup>(7)</sup>	-	-	25	-	25	-
<b>Total</b>	<b>19</b>	<b>14</b>	<b>105</b>	<b>57</b>	<b>124</b>	<b>71</b>

(1) Figures referring to 448 positions. The table does not include approximately 2,1 million euro relating to 82 positions in the Boards of Directors (or similar bodies), as this was fully transferred to other Group Companies.

(2) Figures referring to 99 positions. The table does not include approximately 5,1 million euro relating to 13 General Manager positions (or similar positions), as this was fully transferred to other Group Companies

(3) Includes fixed and variable remuneration of Directors that may be treated as equivalent to labour cost and social security charges paid by the company for its employees.

(4) Includes company contribution to pension funds and provisions for employee termination indemnities pursuant to law and company regulations.

(5) Includes an estimate of provisions for employee seniority bonuses.

(6) Includes benefits due under the employment contract for termination of employment.

(7) Includes the cost referring to the variable portion of short-/long-term remuneration to be paid in Intesa Sanpaolo shares/through POP and PSP Plan.