

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

The following table shows the amounts of the compensation paid in 2023 to the members of the Management and Control Bodies and the General Managers of the subsidiary companies, as well as the compensation paid to other Key Managers of the Parent Company who fall within the notion of “related party”. This also includes the maximum amounts of the variable portion of remuneration which shall be paid in cash and/or shares of the Parent Company, based on the Group's remuneration and incentive policy, subject to the verification of achievement of the assigned targets and the decisions of the competent bodies of the Parent Company.

(millions of euro)

| | MANAGEMENT BODIES/ CONTROL BODIES ⁽¹⁾ | | OTHER MANAGERS ⁽²⁾ | | TOTAL as at 31.12.2023 | |
|---|---|-------------|-------------------------------|-------------|------------------------|-------------|
| | Amount due | Amount paid | Amount due | Amount paid | Amount due | Amount paid |
| Short-term benefits ⁽³⁾ | 18 | 14 | 63 | 50 | 81 | 64 |
| Post-employment benefits ⁽⁴⁾ | - | - | 4 | 3 | 4 | 3 |
| Other long-term benefits ⁽⁵⁾ | - | - | 11 | - | 11 | - |
| Termination benefits ⁽⁶⁾ | - | - | - | - | - | - |
| Share-based payments ⁽⁷⁾ | - | - | 29 | - | 29 | - |
| Total | 18 | 14 | 107 | 53 | 125 | 67 |

(1) Figures referring to 452 positions. The table does not include approximately 1.9 million euro relating to 74 positions in the Boards of Directors (or similar bodies), as this was fully transferred to other Group Companies.

(2) Figures referring to 112 positions. The table does not include approximately 8,8 million euro relating to 14 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.