

2. Part Two: remuneration paid in 2019

Table 1: remuneration paid to members of the administration and control bodies, general managers and other executives with strategic responsibilities (figures in thousands of euros)

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Compensation for taking part in committees	Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Supervisory Body fees		Bonuses and other incentives	Participation in profits					
Sebastien Egon Firstenberg	Chairman of the Board of Directors	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	35.0		455.0								490.0		
Compensation in Banca IFIS S.p.A.				35.0	-	455.0	-	-	-	-	-	-	-	490.0	n.a.	-
Compensation from subsidiaries of Banca IFIS S.p.A.					-	-	-	-	-	-	-	-	-		n.a.	-
Total				35.0	-	455.0	-	-	-	-	-	-	-	490.0	n.a.	-
Sebastien Egon Firstenberg	Chairman of the Board of Directors	from 01/01/2019 to 19/04/2019	Approval of financial statements as at 31/12/2010	7.5		195.0								202.5		
Compensation in Banca IFIS S.p.A.				7.5	-	195.0	-	-	-	-	-	-	-	202.5	n.a.	-
Compensation from subsidiaries of Banca IFIS S.p.A.					-	-	-	-	-	-	-	-	-		n.a.	-
Total				7.5	-	195.0	-	-	-	-	-	-	-	202.5	n.a.	-
Ernesto Firstenberg Fassio	Vice Chairman of the Board of Directors	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	35.0		175.0								210.0		
Compensation in Banca IFIS S.p.A.				35.0	-	175.0	-	-	-	-	-	-	-	210.0	n.a.	-
Ernesto Firstenberg Fassio	Chairman of the Board of Directors of FBS S.p.A.	from 30/11/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	4.2										4.2		
Compensation from subsidiaries of Banca IFIS S.p.A.				4.2	-	-	-	-	-	-	-	-	-	4.2	n.a.	-
Total				39.2	-	175.0	-	-	-	-	-	-	-	214.2	n.a.	-
Alessandro Csillaghy De Pacser	Vice Chairman of the Board of Directors	from 01/01/2019 to 19/04/2019	Approval of financial statements as at 31/12/2010	7.5		150.0								157.5		
Compensation in Banca IFIS S.p.A.				7.5	-	150.0	-	-	-	-	-	-	-	157.5	n.a.	-
Compensation from subsidiaries of Banca IFIS S.p.A.					-	-	-	-	-	-	-	-	-		n.a.	-
Total				7.5	-	150.0	-	-	-	-	-	-	-	157.5	n.a.	-
Luciano Colombini	Chief Executive Officer	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	35.0		546.0								993.8		
Compensation in Banca IFIS S.p.A.				35.0	-	546.0	-	-	-	-	-	-	-	993.8	n.a.	-
Luciano Colombini	Chief Executive Officer of FBS S.p.A.	from 02/12/2019 to 31/12/2019	Approval of financial statements as at 31/12/21													
	Chairman of the Board of Directors of FBS S.p.A.	from 31/05/2019 to 29/11/2019	Approval of financial statements as at 31/12/21													
	Chief Executive Officer of IFIS NPL S.p.A.	from 10/05/2019 to 31/12/2020	Approval of financial statements as at 31/12/2020													
Compensation from subsidiaries of Banca IFIS S.p.A.					-	-	-	-	-	-	-	-	-		n.a.	-
Total				35.0	-	546.0	-	-	-	-	-	-	-	993.8	n.a.	-
Simona Arduini	Member of the Board of Directors	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	35.0	18.8									53.8		
	Member of the Risks Control Committee	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21						31.5					31.5		
	President of the Remuneration Committee	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21						8.4					8.4		
	Lead Independent Director	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21													
Compensation in Banca IFIS S.p.A.				35.0	18.8	-	-	-	-	39.9	-	-	-	93.7	n.a.	-
Compensation from subsidiaries of Banca IFIS S.p.A.					-	-	-	-	-	-	-	-	-		n.a.	-
Total				35.0	18.8	-	-	-	-	39.9	-	-	-	93.7	n.a.	-

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Supervisory Body fees	Compensation for taking part in committees	Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Bonuses and other incentives			Participation in profits						
Antonella Malinconico	Member of the Board of Directors	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	35.0	18.0									53.0			
	Member of the Risks Control Committee	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21						31.5					31.5			
Compensation in Banca IFIS S.p.A.				35.0	18.0	-	-	-	31.5	-	-	-	-	84.5	n.a.	-	
Antonella Malinconico	Member of the Board of Directors of IFIS NPL S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	20.0	6.5									26.5			
Compensation from subsidiaries of Banca IFIS S.p.A.				20.0	6.5	-	-	-	-	-	-	-	-	26.5	n.a.	-	
Total				55.0	24.5	-	-	-	31.5	-	-	-	-	111.0	n.a.	-	
Antonella Malinconico	Member of the Board of Directors	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	7.5	6.3									13.8			
	Member of the Risks Control Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						13.5					13.5			
Compensation in Banca IFIS S.p.A.				7.5	6.3	-	-	-	13.5	-	-	-	-	27.3	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				7.5	6.3	-	-	-	13.5	-	-	-	-	27.3	n.a.	-	
Daniele Santosuosso	Member of the Board of Directors	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	35.0	16.5									51.5			
	President of the Risks Control Committee	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21						52.5					52.5			
	President of Supervisory Body	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21					7.0						7.0			
Compensation in Banca IFIS S.p.A.				35.0	16.5	-	-	7.0	52.5	-	-	-	-	111.0	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				35.0	16.5	-	-	7.0	52.5	-	-	-	-	111.0	n.a.	-	
Daniele Santosuosso	Member of the Board of Directors	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	7.5	6.3									13.8			
	Member of the Risks Control Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						13.5					13.5			
	President of Appointments Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						1.5					1.5			
	Member of Remuneration Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						1.5					1.5			
	Member of Supervisory Body	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018					3.0						3.0			
Compensation in Banca IFIS S.p.A.				7.5	6.3	-	-	3.0	16.5	-	-	-	-	33.3	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				7.5	6.3	-	-	3.0	16.5	-	-	-	-	33.3	n.a.	-	
Giacomo Bugna	President of the Board of Statutory Auditors	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	73.5	15.0									88.5			
Compensation in Banca IFIS S.p.A.				73.5	15.0	-	-	-	-	-	-	-	-	88.5	n.a.	-	
Giacomo Bugna	President of the Board of Statutory Auditors of IFIS Rental Services S.r.l.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	30.0										30.0			
	President of the Board of Statutory Auditors of IFIS NPL S.p.A.	from 01/01/2019 to 31/12/2020	Approval of financial statements as at 31/12/2020	30.0										30.0			
	President of the Board of Statutory Auditors of Capitalfin S.p.A.	from 01/01/2019 to 31/12/2020	Approval of financial statements as at 31/12/2020	20.0										20.0			
	Standing auditor FBS S.p.A.	from 07/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	14.8										14.8			
	Standing auditor FBS Real Estate S.p.A.	from 07/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	3.4										3.4			
Compensation from subsidiaries of Banca IFIS S.p.A.				98.2	-	-	-	-	-	-	-	-	-	98.2	n.a.	-	
Total				171.7	15.0	-	-	-	-	-	-	-	-	186.7	n.a.	-	
Giacomo Bugna	President of the Board of Statutory Auditors	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	31.5	5.0									36.5			
Compensation in Banca IFIS S.p.A.				31.5	5.0	-	-	-	-	-	-	-	-	36.5	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				31.5	5.0	-	-	-	-	-	-	-	-	36.5	n.a.	-	
Marinella Monterumisi	Standing auditor	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	49.0	13.5									62.5			
	Member of Supervisory Body	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21					7.0						7.0			
Compensation in Banca IFIS S.p.A.				49.0	13.5	-	-	7.0	-	-	-	-	-	69.5	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				49.0	13.5	-	-	7.0	-	-	-	-	-	69.5	n.a.	-	

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Compensation for taking part in committees	Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment	
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Supervisory Body fees		Bonuses and other incentives	Participation in profits						
Franco Olivetti	Standing auditor	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	49.0	15.0									64.0			
Compensation in Banca IFIS S.p.A.				49.0	15.0	-	-	-	-	-	-	-	-	64.0	n.a.	-	
Franco Olivetti	Standing auditor FBS Real Estate S.p.A.	from 03/12/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	0.3										0.3			
Compensation from subsidiaries of Banca IFIS S.p.A.				0.3	-	-	-	-	-	-	-	-	-	0.3	n.a.	-	
Total				49.3	15.0	-	-	-	-	-	-	-	-	64.3	n.a.	-	
Giuseppe Benini	Member of the Board of Directors	from 01/01/2019 to 10/04/2019	Approval of financial statements as at 31/12/2018	7.5	6.3									13.0			
	President of the Risks Control Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						22.5					22.5			
	Member of Appointments Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						1.5					1.5			
	Member of Supervisory Body	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2010					3.0						3.0			
Compensation in Banca IFIS S.p.A.				7.5	6.3	-	-	-	24.0	-	-	-	-	40.8	n.a.	-	
Giuseppe Benini	Member of the Board of Directors of IFIS NPL S.p.A.	from 01/01/2019 to 09/05/2019	Office ended on 09/05/2019	7.1										7.1			
	Member of the Board of Directors of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	6.6	1.4									8.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				13.7	1.4	-	-	-	-	-	-	-	-	15.1	n.a.	-	
Total				21.2	7.7	-	-	-	24.0	-	-	-	-	55.9	n.a.	-	
Giovanni Bossi	Chief Executive Officer	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	7.5		196.8								204.3			
Compensation in Banca IFIS S.p.A.				7.5	-	196.8	-	-	-	-	-	-	-	-	204.3	n.a.	-
Giovanni Bossi	Chairman of the Board of Directors of FBS S.p.A.	from 07/01/2019 to 30/05/2019	Office ended on 30/05/2019														
	Chairman of the Board of Directors of Capitalfin S.p.A.	from 01/01/2019 to 17/07/2019	Office ended on 17/07/2019														
	Chief Executive Officer of IFIS NPL S.p.A.	from 01/01/2019 to 09/05/2019	Office ended on 09/05/2019														
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				7.5	-	196.8	-	-	-	-	-	-	-	-	204.3	n.a.	-
Francesca Maderna	Member of the Board of Directors	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	7.5	6.3									13.0			
	Member of the Risks Control Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						13.5					13.5			
	President of the Remuneration Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						1.5					1.5			
Compensation in Banca IFIS S.p.A.				7.5	6.3	-	-	-	15.0	-	-	-	-	28.8	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				7.5	5.3	-	-	-	15.0	-	-	-	-	28.8	-	-	
Riccardo Preve	Member of the Board of Directors	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	7.5	6.3									13.8			
	Member of Appointments Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						1.5					1.5			
	Member of Remuneration Committee	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018						1.5					1.5			
Compensation in Banca IFIS S.p.A.				7.5	6.3	-	-	-	3.0	-	-	-	-	16.8	n.a.	-	
Riccardo Preve	Chairman of the Board of Directors of IFIS Rental Services S.p.A.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	24.5										24.5			
Compensation from subsidiaries of Banca IFIS S.p.A.				24.5	-	-	-	-	-	-	-	-	-	24.5	n.a.	-	
Total				32.0	6.3	-	-	-	3.0	-	-	-	-	41.3	n.a.	-	
Marina Salamon	Member of the Board of Directors	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	7.5	4.8									12.3			
Compensation in Banca IFIS S.p.A.				7.5	4.8	-	-	-	-	-	-	-	-	12.3	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				7.5	4.8	-	-	-	-	-	-	-	-	12.3	n.a.	-	
Giovanna Ciriotta	Standing auditor	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2010	21.0	5.0									26.0			
Compensation in Banca IFIS S.p.A.				21.0	5.0	-	-	-	-	-	-	-	-	26.0	n.a.	-	
Giovanna Ciriotta	Standing auditor IFIS Rental Services S.r.l.	from 01/01/2019 to 04/07/2019	Office ended on 04/07/2019	10.2										10.2			
	Standing auditor IFIS NPL S.p.A.	from 01/01/2019 to 25/11/2019	Office ended on 25/11/2019	18.1										18.1			
Compensation from subsidiaries of Banca IFIS S.p.A.				28.3	-	-	-	-	-	-	-	-	-	28.3	n.a.	-	
Total				49.3	5.0	-	-	-	-	-	-	-	-	54.3	n.a.	-	

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Supervisory Body fees	Compensation for taking part in committees	Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Bonuses and other incentives			Participation in profits						
Massimo Miani	Standing auditor	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018	21.0	4.0	-	-	-	-	-	-	-	-	25.0			
Compensation in Banca IFIS S.p.A.				21.0	4.0	-	-	-	-	-	-	-	-	25.0	n.a.	-	
Massimo Miani	Standing auditor IFIS NPL S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	20.0										20.0			
	President of the Supervisory Body of IFIS NPL S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020					5.0						5.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				20.0	-	-	-	5.0	-	-	-	-	-	25.0	n.a.	-	
Total				41.0	4.0	-	-	5.0	-	-	-	-	-	50.0	n.a.	-	
Andrea Martin	President of Supervisory Body	from 01/01/2019 to 18/04/2019	Approval of financial statements as at 31/12/2018					7.5						7.5			
Compensation in Banca IFIS S.p.A.								7.5						7.5	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				-	-	-	-	7.5	-	-	-	-	-	7.5	n.a.	-	
Filippo Contadini	Chief Executive Officer FBS Real Estate S.p.A.	from 07/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	68.9										68.9			
Total				68.9	-	-	-	-	-	-	-	-	-	68.9	n.a.	-	
Ferruccio Di Lenarcto	Standing auditor IFIS Rental Services S.r.l.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	9.8										9.8			
	President of the Supervisory Body of IFIS Rental Services S.r.l.	from 26/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21					2.2						2.2			
	President of the Board of Statutory Auditors of FBS S.p.A.	from 29/11/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	1.8										1.8			
	President of the Board of Statutory Auditors of FBS Real Estate S.p.A.	from 29/11/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	0.4										0.4			
Compensation from subsidiaries of Banca IFIS S.p.A.				12.0	-	-	-	2.2	-	-	-	-	-	14.2	n.a.	-	
Alfredo Enria	Member of the Board of Directors of FBS S.p.A.	from 30/11/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	1.7										1.7			
Compensation from subsidiaries of Banca IFIS S.p.A.				1.7	-	-	-	-	-	-	-	-	-	1.7	n.a.	-	
Giancarlo Galatiolo	Member of the Development Committee of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	4.0										4.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				4.0	-	-	-	-	-	-	-	-	-	4.0	n.a.	-	
Andrea Giacomelli	Member of the Development Committee of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	4.0										4.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				4.0	-	-	-	-	-	-	-	-	-	4.0	n.a.	-	
Antonio Guerriechio	Member of the Board of Directors of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	6.6	1.4									8.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				6.6	1.4	-	-	-	-	-	-	-	-	8.0	n.a.	-	
Maurizio Manna	Chairman of the Board of Directors of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	37.0	1.4									38.4			
Compensation from subsidiaries of Banca IFIS S.p.A.				37.0	1.4	-	-	-	-	-	-	-	-	38.4	n.a.	-	
Valentina Martina	Standing auditor IFIS NPL S.p.A.	from 26/11/2019 to 31/12/2019	Approval of financial statements as at 31/12/2019	1.9										1.9			
Compensation from subsidiaries of Banca IFIS S.p.A.				1.9	-	-	-	-	-	-	-	-	-	1.9	n.a.	-	
Massimo Moncelli	Member of the Board of Directors of FBS Real Estate S.p.A.	from 07/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21														
Total				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Francesco Natale	Standing Auditor Capitalfin S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	15.0										15.0			
	President of the Board of Statutory Auditors of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	20.0										20.0			
	President of the Supervisory Body of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020					5.0						5.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				35.0	-	-	-	5.0	-	-	-	-	-	40.0	n.a.	-	
Antonello Pirri	Standing auditor Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	15.0										15.0			
	Member of the Supervisory Body of Credifarma S.p.A.	from 01/01/2019 to 06/02/2019	Office ended on 06/02/2019														
Compensation from subsidiaries of Banca IFIS S.p.A.				15.0	-	-	-	-	-	-	-	-	-	15.0	n.a.	-	
Marilena Segnarla	Standing auditor IFIS Rental Services S.r.l.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	9.8										9.8			
	Standing auditor FBS S.p.A.	from 29/11/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	1.3										1.3			
Compensation from subsidiaries of Banca IFIS S.p.A.				11.1	-	-	-	-	-	-	-	-	-	11.1	n.a.	-	
Giancarlo Visiani	Member of the Development Committee of Credifarma S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	4.0										4.0			
Compensation from subsidiaries of Banca IFIS S.p.A.				4.0	-	-	-	-	-	-	-	-	-	4.0	n.a.	-	

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Supervisory Body fees	Compensation for taking part in committees	Bonuses and other incentives					
Piera Vitali	Standing auditor IFIS Rental Services S.r.l.	from 01/01/2019 to 04/07/2019	End of office on 04/07/2019	10.2								10.2			
	Standing Auditor Capitalfin S.p.A.	from 01/12/2019 to 31/12/2019	Approval of financial statements as at 31/12/2019	1.3								1.3			
	President of the Supervisory Body of Capitalfin S.p.A.	from 09/12/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020					0.3				0.3			
Total				11.5	-	-	-	0.3	-	-	-	11.8	n.a.	-	
Carlo Zuccarini	Standing auditor Credifarma S.p.A.	from 04/12/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	1.3								1.3			
Compensation from subsidiaries of Banca IFIS S.p.A.				1.3	-	-	-	-	-	-	-	1.3	n.a.	-	
Giovanni Bandera	President of the Board of Statutory Auditors of FBS S.p.A.	from 07/01/2019 to 28/11/2019	Office ended on 28/11/2019	17.9								17.9			
Total				17.9	-	-	-	-	-	-	-	17.9	n.a.	-	
Alessandro De Nicola	President of the Supervisory Body of IFIS Rental Services S.r.l.	from 01/01/2019 to 04/07/2019	Office ended on 04/07/2019					5.1				5.1			
Total				-	-	-	-	5.1	-	-	-	5.1	n.a.	-	
Renzo Galeotti	Standing auditor FBS S.p.A.	from 07/01/2019 to 28/11/2019	Office ended on 28/11/2019	13.4								13.4			
Total				13.4	-	-	-	-	-	-	-	13.4	n.a.	-	
Paolo Rovella	President of the Board of Statutory Auditors of FBS Real Estate S.p.A.	from 07/01/2019 to 20/11/2019	Office ended on 20/11/2019	4.3								4.3			
Total				4.3	-	-	-	-	-	-	-	4.3	n.a.	-	
Elena Paola Ruo	Member of the Board of Directors of FBS S.p.A.	from 07/01/2019 to 29/11/2019	Office ended on 29/11/2019	**115.6								70.0		495.0	
	Member of the Board of Directors of FBS Real Estate S.p.A.	from 07/01/2019 to 29/11/2019	Office ended on 29/11/2019												
	General Manager FBS S.p.A.	from 07/01/2019 to 19/12/2019	n.a.												
Total				-	-	-	-	-	-	-	-	70.0	n.a.	495.0	
Federico Stracchi	Member of the Board of Directors of FBS S.p.A.	from 07/01/2019 to 29/11/2019	Office ended on 29/11/2019	251.4								64.1		700.0	
	Chairman of the Board of Directors of FBS Real Estate S.p.A.	from 07/01/2019 to 29/11/2019	Office ended on 29/11/2019	62.8								62.8			
	Total				314.2	-	-	-	-	-	-	-	64.1	n.a.	700.0
Paolo Stracchi	Chief Executive Officer of FBS S.p.A.	from 07/01/2019 to 29/11/2019	Approval of financial statements as at 31/12/2020	404.0								183.3		500.0	
Total				404.0	-	-	-	-	-	-	-	183.3	n.a.	500.0	
Marina Vienna	Standing auditor Capitalfin S.p.A.	from 01/01/2019 to 30/11/2019	Office ended on 30/11/2019	13.8								13.8			
	President of the Supervisory Body of Capitalfin S.p.A.	from 01/01/2019 to 30/11/2019	Office ended on 30/11/2019					4.6				4.6			
	Standing auditor FBS Real Estate S.p.A.	from 07/01/2019 to 29/11/2019	Office ended on 29/11/2019	3.1								3.1			
	Standing auditor Credifarma S.p.A.	from 01/01/2019 to 30/11/2019	Office ended on 30/11/2019	13.8								13.8			
	Member of the Supervisory Body of Credifarma S.p.A.	from 01/01/2019 to 06/02/2019	Office ended on 06/02/2019												
Compensation from subsidiaries of Banca IFIS S.p.A.				30.7	-	-	-	4.6	-	-	-	35.3	n.a.	-	
Marco Alessandrini	Chief Executive Officer of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020												
	Member of the Development Committee of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020												
* Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	n.a.	-	
Andrea Berna	Member of the Board of Directors of IFIS Rental S.r.l.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21												
	Member of the Board of Directors of Capitalfin S.p.A.	from 18/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/21												
* Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	n.a.	-	
Daniela Botzanini	Member of the Board of Directors of IFIS FINANCE	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2019												
* Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	n.a.	-	
Francesco De Marco	General Manager FBS S.p.A	from 20/12/2019 to 31/12/2019	n.a.												
* Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	n.a.	-	
Angelo Ferracchiat	Member of the Supervisory Body of Banca IFIS S.p.A.	from 01/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020												
	Member of the Supervisory Body of IFIS NPL S.p.A.	from 01/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020												
	Member of the Supervisory Body of IFIS Rental S.r.l.	from 01/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/21												
	Member of the Supervisory Body of Capitalfin S.p.A.	from 01/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020												
	Member of the Supervisory Body of Credifarma S.p.A.	from 21/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020												
* Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	n.a.	-	

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Compensation for taking part in committees	Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Supervisory Body fees		Bonuses and other incentives	Participation in profits					
Laura Gasparini	Member of the Board of Directors of Capitalfin S.p.A.	from 18/06/2019 to 05/09/2019	Office ended on 05/09/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Emanuele Leoni	Member of the Board of Directors of FBS S.p.A.	from 07/01/2019 to 05/09/2019	Office ended on 05/09/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of FBS Real Estate S.p.A.	from 07/01/2019 to 05/09/2019	Office ended on 05/09/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Massimo Macciocchi	Member of the Board of Directors of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Development Committee of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Executive Officer of IFIS Rental S.r.l.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of Capitalfin S.p.A.	from 01/01/2019 to 17/07/2019	Office ended on 17/07/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Silvia Magliocchetti	Member of the Board of Directors of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Ruggero Miceli	Member of the Supervisory Body of Banca IFIS S.p.A.	from 01/01/2019 to 31/05/2019	Office ended on 31/05/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of IFIS NPL S.p.A.	from 01/01/2019 to 31/05/2019	Office ended on 31/05/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of IFIS Rental S.r.l.	from 01/01/2019 to 31/05/2019	Office ended on 31/05/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of Capitalfin S.p.A.	from 01/01/2019 to 31/05/2019	Office ended on 31/05/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of Credifarma S.p.A.	from 06/02/2019 to 21/06/2019	Office ended on 21/06/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Emanuel Nalli	Member of the Board of Directors of IFIS NPL S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of Capitalfin S.p.A.	from 24/09/2019 to 31/12/2019	Approval of financial statements as at 31/12/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of Capitalfin S.p.A.	from 01/01/2019 to 17/07/2019	Office ended on 17/07/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of FBS S.p.A.	from 07/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Francesco Peluso	Member of the Supervisory Body of Banca IFIS S.p.A.	from 19/04/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of IFIS NPL S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of IFIS Rental S.r.l.	from 26/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of IFIS Rental S.r.l.	from 01/01/2019 to 04/07/2019	Office ended on 04/07/2019	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of Capitalfin S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Supervisory Body of Credifarma S.p.A.	from 06/02/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Alberto Staccione	Chairman of the Board of Directors of IFIS NFL S.p.A.	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of IFIS Rental S.r.l.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of FBS S.p.A.	from 07/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/21	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Board of Directors of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
	Member of the Development Committee of Credifarma S.p.A. (with remuneration reversibility)	from 01/01/2019 to 31/12/2019	Approval of financial statements as at 31/12/2020	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																
Nicola Zanirato	General Manager Capitalfin S.p.A.	from 18/03/2019 to 31/12/2019	n.a.	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
* Compensation from subsidiaries of Banca IFIS S.p.A.																

Name and surname	Role	Period for which the role was held	Role expiry date	Fixed compensation					Supervisory Body fees	Compensation for taking part in committees	Variable non equity compensation		Non-monetary benefits	Other fees	Total	Fair Value of equity compensation	Termination of office indemnity or of employment
				Office indemnity decided by the Shareholders' Meeting	Attendance fees	Fees for special roles pursuant to art. 2389 Italian Civil Code	Employee salary and fixed compensation	Bonuses and other incentives			Participation in profits						
Raffaele Zingone	Member of the Board of Directors of IFIS Rental S.r.l.	from 05/07/2019 to 31/12/2019	Approval of financial statements as at 31/12/2021												-		
	Chairman of the Board of Directors of Capitalfin S.p.A.	from 18/06/2019 to 31/12/2019	Approval of financial statements as at 31/12/21												-		
* Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
Alberto Staccione	General Manager	from 01/01/2019 to 31/12/2019	n.a.				309.3					185.0	25.8		520.1	n.a.	
Compensation in Banca IFIS S.p.A.				-	-	-	309.3	-	-	-	-	185.0	25.8	-	520.1	n.a.	-
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	-	n.a.	-
Total				-	-	-	309.3	-	-	-	185.0	25.8	-	520.1	n.a.	-	
Other executives with strategic responsibilities (2 executives employed at 31/12/2019)				-	-	-	408.6	-	-	92.6	-	34.7	-	535.9	n.a.	-	
Compensation in Banca IFIS S.p.A.				-	-	-	408.6	-	-	92.6	-	34.7	-	535.9	n.a.	-	
Compensation from subsidiaries of Banca IFIS S.p.A.				-	-	-	-	-	-	-	-	-	-	-	n.a.	-	
Total				-	-	-	408.6	-	-	92.6	-	34.7	-	535.9	n.a.	-	

* Any fees received by the members of the Group's corporate bodies, who are also Parent Company employees, are reversible.

** The amount also includes a non-competition agreement fee

Executives with strategic responsibilities identified at 31st December 2019 (including the General Manager) are 3. Information is provided at an aggregate level indicating the number of individuals referred to.