

Other tables: monetary incentive plans for members of the administration bodies, general managers and other executives with strategic responsibilities

The tables established by Appendix 3A, Template 7 bis, of the “Issuers’ Regulation” currently applicable to the Banca IFIS Group are Tables 3A and 3B are reported

below with the participation in profits data established for the Chief Executive Officer and the General Manager.

TABLE 3A

Incentive plans based on financial instruments, not stock options, for members of the administration bodies, general managers and other executives with strategic responsibilities

(A)	(B)	(1)	Financial instruments assigned in the previous financial years not vested during the year		Financial instruments assigned during the year					Financial instruments vested during the financial year and not attributed	Financial instruments vested during the financial year and attributable		Financial instruments attributable to the financial year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Surname and name	Role	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value at the assignment date	Vesting period	Assignment date	Market price at time of assignment	Number and type of financial instruments	Number and type of financial instruments	Value at the accrual date	Type/Amounts
Luciano Colombini	Chief Executive Officer Banca IFIS S.p.A since 19/04/2019												
Compensation in Banca IFIS S.p.A.		2019 Plan Resolution of 19/04/2019			*	*205,920	2020/2023	te	te				*123,552
Compensation from subsidiaries of Banca IFIS S.p.A.		2019 Plan Resolution of 19/04/2019	-	-	-	-	-	-	-	-	-	-	-
Total			-	-	-	205,920	-	-	-	-	-	-	123,552
Staccione Alberto	General Manager Banca IFIS S.p.A												
Compensation in Banca IFIS S.p.A.		2015 Plan Resolution of 08/04/2015			-	-	-	-	-	-	2,421	37,115	-
		2016 Plan Resolution of 22/03/2016	1,018	3	-	-	-	-	-	-	-	-	-
		2017 Plan Resolution of 21/04/2017	1,137	3									
		2018 Plan Resolution of 06/03/2018	2,414	3									
		2019 Plan Resolution of 19/04/2019			*	*92,520	2020/2023	-	-		-	-	*55,512
Compensation from subsidiaries of Banca IFIS S.p.A.		2015 Plan	-	-	-	-	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-	-	-	-	-
		2017 Plan	-	-	-	-	-	-	-	-	-	-	-
		2018 Plan	-	-	-	-	-	-	-	-	-	-	-
		2019 Plan	-	-	-	-	-	-	-	-	-	-	-

Total	4,569	9	-	92,520	-	-	-	2,421	37,115	55.5112
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(A)	(B)	(1)	Financial instruments assigned in the previous financial years not vested during the year		Financial instruments assigned during the year					Financial instruments vested during the financial year and not attributed	Financial instruments vested during the financial year and attributable		Financial instruments attributable to the financial year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	(10)	
Surname and name	Role	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value at the assignment date	Vesting period	Assignment date	Market price at time of assignment	Number and type of financial instruments	Number and type of financial instruments	Value at the accrual date	Type/Amounts
Bossi Giovanni	Chief Executive Officer Banca IFIS S.p.A with office ending on 19/04/2019												
Compensation in Banca IFIS S.p.A.		2015 Plan Resolution of 08/04/2015			-	-	-	-	-	-	8,547	131,031	-
		2016 Plan Resolution of 22/03/2016	3,576	3	-	-	-	-	-	-	-	-	-
		2017 Plan Resolution of 21/04/2017	3,993	3	-	-	-	-	-	-	-	-	-
		2018 Plan Resolution of 06/03/2018	8,480	3	-	-	-	-	-	-	-	-	-
Compensation from subsidiaries of Banca IFIS S.p.A.		2015 Plan	-	-	-	-	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-	-	-	-	-
		2017 Plan											
		2018 Plan											
Total			16,049	9	-	-	-	-	-	-	8,547	131,031	-
Strocchi Paolo	Chief Executive Officer Banca FBS SpA with office ending on 29/11/2019												
Compensation from subsidiaries of Banca IFIS S.p.A.		2019 Plan Resolution of 19/04/2019			*	*91,667	2020/2023	*	*				*55,000
Total			-	-	-	91,667	-	-	-	-	-	-	55,000
(*) The data of shares assignable with reference to the bonus attributed for the results of financial year 2019 will be available downstream of the resolution of the ordinary Shareholders' Meeting called for 23/04/2020													

TABLE 3B***Monetary incentive plans for members of the administration bodies, general managers and other executives with strategic responsibilities***

(A) Surname and name	(B) Role	(1) Plan	(2) Bonus for the year			(3) Bonus of previous years			(4) Other Bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable/paid	Deferred	Deferment period	No longer payable	Payable/paid	Still deferred	
Luciano Colombini	Chief Executive Officer Banca IFIS S.p.A since 19/04/2019								
Compensation in Banca IFIS S p A		2019 Plan Resolution of 19/04/2019	123,552	82,368	3				
Compensation from subsidiaries of Banca IFIS S.p.A.		2019 Plan	-	-	-	-	-	-	-
Total			123,552	82,368	3	-	-	-	-
Staccione Alberto	General Manager								
Compensation in Banca IFIS S p A		Plans 2015-2016 2017-2018	-	-	-	-	92,640	111,024	-
		2019 Plan Resolution of 19/04/2019	55,512	37,008	3				
Compensation from subsidiaries of Banca IFIS S.p.A.		2015 Plan	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-
		2017 Plan	-	-	-	-	-	-	-
		Plans 2018- 2019	-	-	-	-	-	-	-
Total			55,512	37,008	3	-	92,640	111,024	-
Bossi Giovanni	Director								
Compensation in Banca IFIS S p A		Plans 2015-2016 2017-2018	-	-	-	-	326,035	390000	-
Compensation from subsidiaries of Banca IFIS S.p.A.		2015 Plan	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-
		2017 Plan	-	-	-	-	-	-	-
		2018 Plan	-	-	-	-	-	-	-
		2019 Plan	-	-	-	-	-	-	-
Total			-	-	-	-	326,035	390,000	-
Paolo Strocchi	Chief Executive Officer Banca FBS SpA with office ending on 29/11/2019								
Compensation from subsidiaries of Banca IFIS S.p.A.		2019 Plan Resolution of 19/04/2019	55,000	36,667	3				
Total			55,000	36,667	3	-	-	-	-

(A) Surname and name	(B) Role	(1) Plan	(2) Bonus for the year			(3) Bonus of previous years			(4) Other Bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable/paid	Deferred	Deferment period	No longer payable	Payable/paid	Still deferred	
Federico Stracchi	Vice Chairman Banca FBS SpA with office ending on 29/11/2019								
Compensation from subsidiaries of Banca IFIS S.p.A.		2019 Plan Resolution of 19/04/2019	64,167	-	-	-	-	-	-
Total			64,167	-	-	-	-	-	-
Elena Paola Ruo	General Manager FBS SpA with office ending on 29/11/2019								
Compensation from subsidiaries of Banca IFIS S.p.A.		2019 Plan Resolution of 19/04/2019	70000	36,667	3	-	-	-	-
Total			70,000	36,667	3	-	-	-	-