

REPORT ON THE ORDINARY GENERAL ASSEMBLY OF SHAREHOLDERS

ITALIAN REPUBLIC

22 March 2016

The Ordinary Shareholders' Meeting met on 22 March 2016 in Venice-Mestre, Via Terraglio n. 63 at 9 (nine) 30 (thirty) at the registered office of the company "BANCA IFIS S.P.A.". Also in attendance were the following persons:

-FÜRSTENBERG SEBASTIEN EGON born in Lausanne (Switzerland) on 24 January 1950, domiciled for the office in Venice-Mestre, Via Terraglio n. 63, an Austrian citizen, claiming to participate in this Act in his capacity as Chairman of the Board of Directors of the company "**BANCA IFIS S.P.A.**" with registered office in Venice-Mestre, Via Terraglio n. 63, share capital fully paid up Euro 53,811,095.00, tax code and listing number at the Companies Register of Venice 02505630109, Economic and Administrative Index no. 0247118, Member of the Interbank Deposit Protection Fund, ABI Code 3205.2, listed with the Register of Banks with no. 5508, Parent Company of the Banca IFIS Banking Group, listed on the screen-based market - STAR segment - operated by "Borsa Italiana S.p.A."

pursuant to art. 5 the Shareholders' Meeting Regulations Mr. Vincenzo Schiazzano, Head of Corporate Affairs, an official of the Bank, was designated by the Shareholders' Meeting to carry out the duties of Secretary and to minute the decisions that will be taken by the Ordinary Shareholders' Meeting of the aforementioned company convened to discuss and deliberate on the following

AGENDA:

- 1) Approval of the Annual Report as of 31 December 2015; communication of the Group Consolidated Annual Report as of 31 December 2015; allocation of profits for the year; inherent and consequent resolutions;
- 2) Remuneration policies for corporate officers, employees and associates of the Banca IFIS Banking Group: Report on remuneration;
- 3) Appointment of the Board of Directors, subject to determination of the number of members, duration in office and fees;
- 4) Appointment of the Board of Statutory Auditors for the 2016-2018 three-year period and determination of fees;

Adhering to the request by the Secretary, Mr. Vincenzo Schiazzano acknowledged that the Meeting would be held as

follows.

The same Mr FÜRSTENBERG SEBASTIEN EGON assumed Presidency of the Shareholders' Meeting, pursuant to the Shareholders' Meeting Regulations, who, in collaboration with the Managing Director GIOVANNI BOSSI, noted and asked to be included in these minutes the fact that:

-the Meeting should be recorded for the purpose of facilitating preparation of the minutes and that the recordings, following minuting, will be deleted; he specified that the processing of personal data should be carried out in compliance with Legislative Decree. 196/2003;

- the Meeting was duly convened with notice made available to the public on 4 February 2016 with "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com and on the company's website (Corporate Governance - Shareholders' Meeting section) and published as an excerpt on 8 February 2016 in the newspaper "Italia Oggi", in single call for today 22 March 2016 at 9.30 a.m. at the registered office;

- the meeting convening notice reported the right of the shareholders to request additions to the agenda and to present new draft resolutions pursuant to art. 126 bis of Legislative Decree 58/1998 and that no Shareholder had made use of this right;

- pursuant to art. 135 undecies of Legislative Decree 58/1998 the company identified as designated representative for this Meeting the Chartered Accountant CHIARA BOLDRIN with offices in Venice 30122, Castello 5507 to whom the shareholders could delegate, without the same incurring charges and that no Shareholder had made use of this right;

-the above-named Chartered Accountant CHIARA BOLDRIN confirmed not having any own interest or any on behalf of third parties with respect to the items on the agenda;

-in order to better comply with the regulatory provisions relating to the right to ask questions before the Meeting (in particular, art. 127 ter of the Italian Consolidated Law on Finance) and during the same, the following procedure will be used: (i) all the questions submitted in writing before the Meeting and those possibly made with written text delivered during the discussion will be answered on a question by question basis, except in the case of questions having the same content, which will be given a joint response; (ii) the questions contained in the verbal intervention that arise during discussions will be answered at the end of all the interventions, based on what is actually understood during the same presentation;

- deposits of records and documents were made and the notices required by law and complied with the obligations of market disclosure;

- the existing capital stock, evident from listing with the Companies Register of Venice on 5 August 2010, is Euro 53,811,095.00 (fifty-three million, eight thousand and eleven and ninety-five point zero zero) represented by no. 53,811,095 (fifty-three million, eight thousand and eleven and ninety-five point zero zero) registered ordinary shares of Euro 1 (one) each;

- in order to obtain the Shareholders' Meeting admission ticket were produced, pursuant to art. 9 of the Articles of Association, the communications of intermediaries relating to the actions outlined in the document which is attached to these minutes under the letter **"A"**;

- pursuant to Legislative Decree no. 196/2003 (personal data protection code), the data of the participants at the Shareholders' Meeting is collected and processed by the Company solely for the purpose of complying with the necessary meeting and corporate requirements, though in any case to ensure security and confidentiality;

- at 9 (nine) 40 (forty) the shareholders indicated in the document, which is attached to these minutes under the letter **"B"**, were present and, therefore, was represented at the Shareholders' Meeting a total of 42,372,016 (forty two million three hundred and seventy two thousand and sixteen) ordinary shares with voting rights out of a total of no. 53,811,095 (fifty-three million, eight thousand and eleven and ninety-five point zero zero) ordinary shares that form the share capital, equal to 78.742% (seventy-eight point seven four two per cent) of that share capital;

- at that date, according to the recordings in the Shareholders' Register, supplemented by the communications received pursuant to art. 120 of Legislative Decree no. 58/1998 (revised standard, effective as of 18 March 2016, pursuant to Legislative Decree. 15 February 2016 no. 25, which raised from 2% to 3% the threshold of participation in the share capital which gives rise to the communication requirement) and from other information available, the shareholders who participate by more than 2% (two per cent) in the subscribed share capital and represented by shares with voting rights are:

"LA SCOGLIERA S.P.A." holder of no. 26,966,847 (twenty-six million nine hundred and sixty six thousand eight hundred and forty seven) ordinary shares equal to 50.114% (fifty point one one four per cent) of the share capital;

GIOVANNI BOSSI holder of no. 1,845,343 (one million eight hundred and forty-five thousand three hundred and forty three) ordinary shares equal to 3.429 per cent (three point four two nine per cent) of the share capital;

"WASATCH ADVISORS" holder of no. 1,105,164 (one million one hundred and five thousand one hundred and sixty-four) ordinary shares equal to 2.054% (two point zero five four per cent) of the share capital;

"PREVE COSTRUZIONI S.p.A" holder of no. 1,160,000 (one million one hundred and sixty thousand) ordinary shares equal to 2.156% (two point one five six per cent) of the share capital;

"ALCHIMIA S.P.A." owner of no. 1,076,247 (one million seventy-six thousand two hundred and forty seven) ordinary shares equal to 2.000% (two point zero per cent) of the share capital;

-There are no agreements that are referred to in art. 122 Legislative Decree no. 58/1998;

- at today's date, "BANCA IFIS S.P.A." holds no. 739,446 (seven hundred and thirty-nine thousand four hundred and forty six) treasury shares, equal to 1.374% (one point three seven four per cent) of the share capital;

- from the Board of Directors attended the same Chairman, the Vice Chairman ALESSANDRO CSILLAGHY DE PACSER, the Chief Executive Officer GIOVANNI BOSSI, the Directors GIUSEPPE BENINI, FRANCESCA MADERNA, ANDREA MARTIN, RICCARDO PREVE and DANIELE UMBERTO SANTOSUOSSO (the latter having joined the meeting a few minutes after the beginning of discussions);

- For the Board of Statutory Auditors Chairman GIACOMO BUGNA and the standing auditor GIOVANNA CIRIOTTO attended;

- For the Remuneration Committee FRANCESCA MADERNA and the members ANDREA MARTIN and DANIELE UMBERTO SANTOSUOSSO attended;

- pursuant to art. 2429 of the Italian Civil Code and to art. 154 ter of Legislative Decree no. 58/1998, the annual financial report, including the draft budget of "BANCA IFIS S.P.A." and the Group's consolidated financial statements relating to year end 31 December 2015, accompanied by the directors' management report, the report of the Board of Statutory Auditors and the report of the Independent Auditors "RECONTA ERNST & YOUNG S.P.A." and "the declaration pursuant to art. 154 bis, paragraph 5 of Legislative Decree no. 58/1998 were made available to the public at the registered office of "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com and on the company's website and the same documentation is available to the shareholders at the Shareholders' Meeting;

- pursuant to art. 125 ter of Legislative Decree no. 58/1998, the Board of Directors drew up the relevant Explanatory Report

on proposals concerning the matters under discussion at today's meeting and that report was filed at the registered office of "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com, was made available to the public on the company's website and was available to the shareholders at the Shareholders' Meeting;

- pursuant to art. 123 bis, paragraph 3 of Legislative Decree no. 58/1998, the Board of Directors of 2 February 2016 approved the "Report on corporate governance and ownership structure"; the report, prepared on the basis of the format provided by "Borsa Italiana S.p.A.", was filed at the registered office of "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com and was made available to the public on the company's website together with the draft budget and was available to the shareholders who participated in the Shareholders' Meeting;

- shareholders are entitled to request copies of the documentation referred to in the previous sections;

- qualified journalists, experts, financial analysts and representatives of the External Auditors "RECONTA ERNST & YOUNG S.P.A." were permitted to attend the Shareholders' Meeting;

- the General Manager ALBERTO STACCIONE attended;

- the Manager Responsible for preparing the company's accounts Mr. EMANUEL NALLI attended;

- present in the room and at the entrance were a number of employees and associates of the company for service reasons.

The Chairman forthwith requested that speakers should communicate when voting any absence of legitimacy to vote under applicable law which provides that:

- anyone involved directly or indirectly in a company with publicly traded shares above 3% (2% until 17 March 2016, as already pointed out) must give written notice to the company and to Consob;

- the Bank of Italy is subject to specific legal and reporting obligations with regard to the acquisition of shareholdings in banks that, in view of those already held, result in: a) a shareholding equal to or greater than 10% or upon reaching or exceeding thresholds of 20%, 33% and 50% of the share capital or of the voting rights; b) the ability to exercise a significant influence over the management; c) control, regardless of the extent of participation;

- holders of significant shareholdings in banks must satisfy the requirements of integrity required by applicable regulations and, in the absence of such requirements, voting rights relating to shareholdings that exceed the thresholds of participation

established by the regulations may not be exercised.

The Chairman acknowledged that the right of admission to a vote of all subjects falling under the circumstances outlined above was noted. The Chairman then ascertained and declared that on the basis of the available information for admission to the vote the necessary checks had been performed and nobody declared any impeditive situations.

The Chairman therefore pointed out that the names of those who declared they would not be voting, who would be voting against, abstaining or who would be leaving the room before each vote must be recorded. For correct recording, the Chairman asked that shareholders, as far as possible, should refrain from leaving. Those who had to leave should communicate such fact upon exiting the room at the appropriate points and should avoid leaving the room during the vote.

The Chairman reported, pursuant to Consob Communication no. 96,003,558 of 18 April 1996, that the Auditing Firm "RECONTA ERNST & YOUNG S.P.A.", within the framework of the mandate approved by the Shareholders' Meeting of 17 April 2014, employed to review and report on the financial statements and on the consolidated financial statements as of 31 December 2015, 17.10 (seventeen ten) with total consideration of Euro 104,000.00 (one hundred and four thousand point zero zero).

With the preliminary formalities completed and having ascertained that the Meeting was validly constituted and able to deliberate on the items on the agenda, the Chairman stated that voting should be by a show of hands and moved on to the discussion of the agenda by addressing the first point **"Approval of the financial statements at 31 December 2015; communication of the Group consolidated financial statements at 31 December 2015; allocation of net income for the year; related and consequent resolutions"**.

The Chairman referred to the contents of the Directors' management report. The Chairman then invited the Shareholders to review the financial statements and consolidated financial statements and the related notes contained in the dossier distributed to those present, of which he omitted reading on the express authorisation of the Shareholders' at the Meeting.

The Chairman then discussed the reports on the financial statements and the consolidated financial statements drawn up by the auditing company "RECONTA ERNST & YOUNG S.P.A."

The Chairman then illustrated to the Shareholders' Meeting the proposed allocation of profit for the year 2015 of Euro 160,743,253.79 (one hundred and sixty thousand seven hundred and forty-three two hundred and fifty three point seven nine) as

follows:

a) to shareholders a cash dividend (gross of withholding tax) of Euro 0.76 (zero point seventy-six) for each ordinary share with dividend to shareholders (no. 19) on 29 March 2016. This dividend includes the portion attributable to the treasury shares held by the Company. Pursuant to art. 83-terdecies of Legislative Decree no. 58/1998 entitlement to payment of the dividend is determined by reference to the evidence of the accounts of the intermediary referred to in article 83-quater, subsection 3 of Legislative Decree 58/1998, at the end of the accounting day of 30 March 2016 (the so-called record date);

b) to other reserves for the remaining amount;

The Chairman then announced that the dividend for the year 2015 will be payable from 31 March 2016. Payment will be made through authorised intermediaries with whom the shares are registered in the Monte Titoli System.

Then the Chairman gave the floor to the Chairman of the Board of Statutory Auditors who, on behalf of that same Board, explained in summary the report of the Statutory Auditors on the financial statements and on the consolidated financial statements and on the supervisory activities carried out and delivered a favourable opinion on the allocation of profits as shown above.

Mr. Bugna also pointed out that the Board of Statutory Auditors had met 33 times over the course of 2015 and had taken part in 19 meetings of the Board of Directors, as well as the meetings of the internal board Committees. He made reference to the report placed at the disposal of the shareholders for operations relative to the carrying out of business, underlining only the reorganisation of the securities held which was carried out in the month of April 2015 and described in the dossier for the consolidated financial statements. He then briefly expanded on:

- relations with the Supervisory body pursuant to Legislative Decree 231/2001 for which the Board, with the support of the Nominating Committee, has decided to not propose to the shareholders the attribution of responsibilities to the Board of Statutory Auditors.

- the creation, noted with pleasure by the Board of Statutory Auditors, of a "Co-ordination Table" between the second and third level control functions, with the aim of permitting efficient synergy in the completion of the functions assigned to them;

- the absence of complaints from Shareholders pursuant to article 2408 of the Civil Code beyond that recorded in the Board Report regarding the business year of 2014 and submitted during

the Shareholders Meeting last year.

The Board, concluded Mr. Bugna, therefore had no observations to present to the Meeting with regards the approval of financial statements as of 31 December 2015 or objections regarding the approval of financial statements, the proposal for the distribution of profits and the distribution of dividends.

At the end of the three-year term of office, Mr. Bugna, speaking on behalf of the entire Board of Statutory Auditors, thanked the shareholders for their trust in the outgoing members.

The Chairman in turn thanked the Chairman of the Board of Statutory Auditors and declared the debate open.

The Chairman therefore gave the floor one by one to shareholders who had requested to speak pursuant to art. 9 of The Shareholders' Meeting Regulations.

The shareholder Gianluca Fiorentini took the floor, making the following speech specified in this written text submitted to the secretary: "I will not exceed two hundred words, and would therefore be grateful for an unabridged recording in the minutes.

The dividend which has been submitted for our approval bears witness to the solidity of assets and the encouraging profitability. The market performance of our stock is the demonstration that when a company has worthy directors and exhibits results which are realistic and most consistent with the concurrent management - avoiding speculative bets, which are always a risk -, investors are able to properly evaluate and include our shares in their portfolio.

I'll move on to another subject.

Despite being an urgent necessity, parliament is not legislating with regards to NPL, partly because the Government has no clear ideas on the matter.

IFIS, like a number of our competitors, operates with transparency and simple methodology, always in respect for the debtor and the regulations in force. We therefore do not merit the title of "vultures", which a very widely-distributed weekly economics publication attributed to the category last 14 March.

Thank you,

Mr. Gianluca Fiorentini"

During the shareholder Fiorentini's reading, the shareholder Fabrizio Pandolfo, holder of no. 3,408 shares, joined the meeting.

The shareholder Arrigo Favalli then took the floor to request a concise illustration of the results of the financial statements before passing to voting.

The shareholder Raffaella Rizzardi also intervened, expressing

his regret for not having purchased in the past a higher number of shares in Banca IFIS and for having instead to record a loss in capital due to the purchase of shares in other Banks. He therefore offered his compliments to the Board of Directors, the Board of Statutory Auditors and the staff of the Bank for the excellent financial results and the high levels reached by the shares on the stock market.

The Chairman thanked the shareholders for their contributions and words of appreciation and asked the CEO to summarise the financial results which were submitted for the approval of the meeting.

The CEO in turn thanked the shareholders who had taken part and added a number of further considerations on the reference by the shareholder Fiorentini regarding the title of "vultures" which had been published by the press a few days before regarding operators in the NPL market, underlining the obligation for every bank to virtuously combine an elevated and sustainable level of service to clients and to the community with an adequate remuneration of capital invested by shareholders, with a view to medium- and long-term market presence.

With regards to the request of the shareholder Favalli, the CEO reminded the meeting of the publication to the market last 19 January, with a promptness that was probably unique in Italy, of the preliminary results for the business year of 2015. He also reminded all those present that the draft balance sheet for 2015, approved by the Board of Directors last 2 February, was published on the same day.

He then moved on to highlight the most significant aspects of the documentation already published to the market and made available to shareholders, principally underlining the growth of:

- the brokerage margin of 44% (from 284 to 408 million Euro), also due to the effect of the announced reorganisation of the book of government securities;
- the net result of financial management net of impairment losses of 50% (from 250 to 374 million Euro);
- net profits of 69% (from 96 to 162 million Euro);

all of this in view of assets of the banking Group of approximately 7 billion Euro (8.3 as of 31 December 2014), the decrease being the net result of the decline in the securities held and the growth of investments in the three main business areas (trade credits, distressed retail loans and tax credits) whose characteristics were briefly summarised by the CEO.

The CEO furthermore underlined the considerable growth in equity recorded by the Bank over the course of its history, reaching a

net worth of almost 600 million Euro as of 31 December 2015, with a Total Own Funds Capital Ratio of 15.37% (14.21% as of 31 December 2014) and a Common Equity Tier 1 Ratio (CET1) of 14.68% (13.89% as of 31 December 2014), calculated on the basis of proposed dividends of 0.76 Euro per share, which was due to be put to the vote.

He then went on to provide data collected, highlighting that debt to clients amounted as of 31 December 2015 to 5.4 billion Euro, of which approximately 3.1 was from retail deposits (rendimax and contomax products) and approximately 2.3 from repurchase agreements with underlying government securities and Cassa di Compensazione e Garanzia as the counterparty.

The CEO then went on to comment on the vigorous growth recorded from various sectors, for an average of 20% over the last five years, beginning with the traditional activity of factoring which had recorded over the course of last year:

- growth in turnover of 22% (from 8.3 to 10.1 billion Euro) and in brokerage margin of 2% (from 156 to 159 million Euro);
- a reduction in impairment losses of 35% (from 33 to 21 million Euro);
- growth in investments of 16% (from 2.4 to 2.8 million Euro);
- a further reduction in the percentage, which was already excellent at the end of 2014, of non performing loans on the total number of investments (from 1.3% to 1.1%).

In the tax credit sector, continued the CEO, the Bank holds a position of leadership in the market, obtaining significant returns (from 5 to 10%) with very low levels of risk, the debtor being represented by the Revenue Authorities, although with limited possibility for further growth in the sector due to the limited size of this market.

The Bank also occupies a very respectable position in the distressed retail loan sector, recording further growth in 2015, reaching a total of one million debtors over the course of the year, demonstrating at the end of the year 8.2 billion Euro nominal value of purchased credit, for a carrying amount of approximately 350 million Euro.

The shareholder Favalli once more took the floor to ask:

- a comment of the eventual impact of the ruling, which was the subject of recent parliamentary and media discussion, relating to the 18 months of non-payment in order to qualify as default and allow the bank to auction property obtained as guarantee;
- advance information on the predictable results of the first quarter also considering its imminent conclusion.

On the invitation of the Chairman, the CEO replied, underlining

that the Bank is not currently present in the mortgage market and is therefore not, for the moment, directly interested in the ruling cited by the shareholder Favalli, even though an eventual entry by Banca IFIS into this sector in the form of an activity which is collateral to the current presence in the distressed retail loan sector cannot be excluded.

With regards to the performance of the Bank in the first part of 2016, the CEO stated that there were no particular elements to highlight and that up to that moment the evidence lead to hypothesise positive results, in line with the trend of the last business year.

Noting that no-one else had requested to speak, the Chairman considered the information provided regarding the financial statements and corporate management appropriate and declared the discussion closed.

The Chairman, therefore, declared opening of voting on the first item on the agenda.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 15 (fifteen) the shareholders indicated in the document, which is attached to these minutes under the letter "B2", were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty-three million, eight thousand and eleven and ninety-five point zero zero) shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of that same share capital.

The Shareholders' Meeting

- having acknowledged the Board of Directors' report on point 1) of the agenda;
- having noted the report on the financial statements and on the consolidated financial statements prepared by the Board of Statutory Auditors and on the supervisory activities carried out by the same Board;
- having noted the reports on the financial statements and on the consolidated financial statements drawn up by the Auditing Firm;

DECIDED

A) TO APPROVE the Annual Report for the period ending on 31 December 2015, with the report on operations presented by the Board of Directors;

B) TO ALLOCATE the net profit for the period, equal to Euro

160,743,253.79 (one hundred and sixty million seven hundred and forty-three thousand two hundred and fifty-three point seven nine Euro) as follows:

a) to shareholders a cash dividend (gross of withholding tax) of Euro 0.76 (zero point seventy-six) for each ordinary share with dividend to shareholders (no. 19) on 29 March 2016. This dividend includes the portion attributable to the treasury shares held by the Company. Pursuant to art. 83-terdecies of Legislative Decree no. 58/1998 entitlement to payment of the dividend is determined by reference to the evidence of the accounts of the intermediary referred to in article 83-quater, subsection 3 of Legislative Decree 58/1998, at the end of the accounting day of 30 March 2016 (the so-called record date);

b) to other reserves as for the remaining amount;

c) TO PAY the stated dividend from the 31 March 2016. Payment will be made through authorised intermediaries to whom the shares are registered in the Monte Titoli System;

with the following result revealed by a show of hands:

- votes in favour: 42,272,483 (forty-two million two hundred and seventy-two thousand four hundred and eighty-three);

- votes against: none;

- abstentions: 102,941 (one hundred and two thousand nine hundred and forty-one);

- non-voting: none.

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter "C".

Examining the **second agenda item "Remuneration policy for corporate officers, employees and collaborators of the Banca IFIS banking group** "Report on remuneration", the Chairman presented the document "Report on remuneration" approved by the Board of Directors of "BANCA IFIS S.P.A." during the Meeting held on 02 February 2016.

The report was made available to the public at the registered office, "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com and on the company's website on 2 February 2016 (and subsequently on 11 February 2016 following completion of the control activities of the Internal Audit Department, of the auditing firm and of the Board of Statutory Auditors), together with the "Report on corporate governance and ownership structure."

The Chairman reported that with the above mentioned remuneration report the Board of Directors had understood compliance with the provisions of art. 123-ter of the Italian Consolidated Law on

Finance and with the discipline of the banking sector and with the self-regulation standards contained in the Corporate Governance Code for listed companies.

The Report hence contains additional information, in aggregate form, on individuals known as "Risk-takers" not included in the area of application of the aforementioned article of the Italian Consolidated Law on Finance.

With regards to the normative framework, the Chairman made reference to the following:

a) with reference to primary and secondary regulations applicable to listed companies

- art. 123-ter of the Italian Consolidated Law on Finance containing the provision requiring companies to make available to the public a Report on Remuneration at least twenty-one days prior to the date of the Ordinary Shareholders' Meeting;

art. 84-quater of the Issuers' Regulations containing the requirement to make available to the public the aforementioned report on remuneration drawn up in compliance with the new "Scheme 7-bis" of Annex 3A to the same Issuers' Regulations;

b) with reference to the secondary regulations applicable to Banks and Banking Groups

- Circular no. 285 of 17th December 2013 - "Supervisory regulations for banks" of 20th November 2014 that, transposing the provisions of Directive 2013/36/EU (CRD IV) concerning prudential rules for banks and investment firms, updated the provisions on remuneration and incentive policies and practices in banks and banking groups;

c) with reference to self-regulation rules of listed companies -the "Format for the report on corporate governance and ownership structure" of listed companies made available by "Borsa Italiana S.p.A." in January 2015;

- the Corporate Governance Code, approved by the Corporate Governance Committee in July 2015.

The Chairman pointed out that:

- the Remuneration Committee, with a view to investigative work in the areas of competence, read the text of the report on remuneration approved by the Board of Directors;

- from that Remuneration Committee attended this meeting Chairwoman FRANCESCA MADERNA and the members ANDREA MARTIN and DANIELE UMBERTO SANTOSUOSSO.

The Chairman, assisted by the Chief Executive Officer, then went on to outline the contents of the Report on remuneration, a copy of which is attached to this Act under the letter "E".

Briefly, the "Report on remuneration" consists of:

- Section I aimed at illustrating, for members of the Board

of Directors, for the general managers and managers with strategic responsibilities in addition to "Risk Takers" not included within the scope of article 123 ter of the Italian Consolidated Law on Finance, the company's remuneration policy and the procedures used for the adoption and implementation of this policy. This section describes the policy provided for the year 2016;

The Shareholders' Meeting was called to deliberate in favour of or opposed to that Section I of the Report;

- Section II divided into two parts; the first aims to represent, by name, for members of the administrative and control bodies, for the general managers and, in aggregate, for managers with strategic responsibilities in addition to "Risk Takers", each of the items that make up the remuneration. The second part shows analytically, in tabular form, as indicated in Annex 3A, Scheme no. 7 bis of the Issuers' Regulations, the remunerations paid during the year 2015 or related to it, in any capacity and in any form, by the company and by subsidiaries or affiliates.

In particular in the Report the following are also confirmed for the year 2016:

- a) the formula for calculating the variable amount for the CEO and for the General Manager (respectively 1.5% and 0.75% of the share of the bank's consolidated result before tax for the year, for the part exceeding 40 million Euro) multiplying the result by the ratio between the RORAC for previous year and the RORAC expected for the current year (as obtained from the most recent update of the approved three-year business plan);
- b) the variable component qualification criteria that is considered to be a "particularly high amount" (and therefore subject to an extension of 5 years under the new supervisory provisions) if higher than the fixed fee, a situation that does not comply with the provisions;
- c) the penalty mechanism consistent with the formula under a), to be verified and applied in each of the three years ending after determination of the variable component;
- d) the claw back clause with application, for each of the three years ended after determination of the variable component, to the case of
 - ✓ a "significant" loss for the Bank (losses equal to or exceeding 5% of the net assets);
 - ✓ "available funds total ratio" below the regulatory threshold from time to time in force;

- ✓ violations of the obligations imposed under art. 26 (professionalism, good standing and independence requisites), or when the subject is an interested party, of article 53, paragraphs 4 et seq. (conflict of interests), of the 1993 Banking Law or of obligations regarding remuneration and incentive schemes;
 - ✓ fraudulent behaviour or misconduct to the detriment of the Bank;
- e) the period of retention (three years) of the amount to be paid in shares for the "up front" part;
 - f) the maximum amount of variable remuneration payable to the key personnel of the control functions that is one third of the Gross Annual Salary (as permitted by the Supervisory provisions);
 - g) the minimum limits of quantitative parameters to which access to the variable part of the remaining "key personnel" is subject, other than the CEO and the General Manager, and not pertaining to the category of heads of the internal control functions (minimum solvency ratio of 10.5% and a minimum consolidated profit before relevant taxes of 8% of the consolidated net equity before profit for the year).

The major changes proposed with respect to the previous year are due to certain changes in the organisational structure of the banking Group, as well as within the new "key personnel" perimeter together with the identification of managers with additional strategic responsibilities with respect to the General Manager. In particular for some members of key personnel, other than the CEO and the General Manager and not in the category of heads of internal control functions were defined in more detail the criteria for composition of the variable remuneration that take into account an MBO (Management By Objectives) system and the trend of the Cost-Income Ratio. Given the importance that meeting the medium- and long-term objectives assumes for the Bank, an incentive was identified for executives with strategic responsibilities, excluding the General Manager and the heads of the control functions, which rewards consistency of performance over time.

It was also considered significant to bring to the attention of the shareholders the fact that, in applying the policies today submitted for approval, the number of shares to be assigned as a component of deferred share of variable remuneration will be determined from the moment of approval of the financial statements that determine the payment of a variable part of the

remuneration.

Lastly, the "Report" indicates, in compliance with art. 84-quater of the Issuers' Regulations, the shares held by the members of the Board of Directors and of the Board of Statutory Auditors, by the General Manager and by the other executives with strategic responsibilities.

The proposals contained in Section I of the Report also resulted in, pursuant to art. 114-bis of the Italian Consolidated Law on Finance and of its implementing rules (art. 84 bis of the Issuers' Regulations), the need to make available to the public, within the period of publication of the notice of today's Shareholders' Meeting, namely 11 February 2016, at the company's registered office, "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com and on the company's website a briefing document on the consequent remuneration plan based on assigning of Banca IFIS shares for certain corporate figures. The Chairman then presented the results of the inspection by the Internal Audit Department on ways in which remuneration practices compliance is assured to the regulatory environment (inspection report also presented to the Board on 23 February 2016), as required by the above mentioned circular no. 285 of 17 December 2013.

The Chairman declared the debate open.

Noting that no one had requested to speak, the Chairman considered the information provided appropriate and declared the discussion closed.

The Chairman, therefore, declared opening of voting with respect to the second item on the agenda.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 25 (twenty-five) the shareholders indicated in the document, which is attached to these minutes under the letter **"B2"**, were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting

-having noted the Board of Directors' report on point 2) of the agenda;

- having acknowledged the report on the implementation of the

remuneration policies during the year 2015, pursuant to art. 10 of the Articles of Association and applicable law, within the framework of the document "Report on remuneration" drawn up pursuant to art. 123 ter of the Italian Consolidated Law on Finance;

- took note of the outcome of the verification carried out by the Internal Audit Department on the methods used to ensure compliance of the remuneration practices with the normative context.

DECIDED

A) TO APPROVE the contents of Section I of the document "Report on remuneration" drawn up pursuant to art. 123 ter of the Italian Consolidated Law on Finance, also, for the purposes of adjustment of the remuneration policies of the Banca IFIS banking group for 2016, annexed to these minutes under the letter "D";

B) TO APPROVE the remuneration plan based on the allocation of Banca IFIS shares to certain corporate figures, described in the briefing document prepared pursuant to art. 114-bis of the Italian Consolidated Law on Finance and its implementing rules (art. 84 bis of the Issuers' Regulations) and made available to shareholders pursuant to the law;

with the following result revealed by a show of hands:

-votes in favour: 42,272,483 (forty-two million two hundred and seventy-two thousand four hundred and eighty-three);

-votes against: none;

-abstentions: 102,941 (one hundred and two thousand nine hundred and forty-one);

-non-voting: none.

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter "E".

Examining the **third agenda item "Election of the Board of Directors, after deciding the number of its members; determination of the duration of the charge and the fees"** the Chairman, in referring to the contents of the Explanatory Report of the directors on the proposals on the agenda, pointed out that with this meeting the mandate of the directors in office ended and as such it would be necessary to appoint the new Board. The shareholders were also invited to determine the number of members, the term of their office and the annual remuneration for the duration of the mandate.

The Chairman referred to the fact that art. 11 of the Articles of Association stipulates that the Board of Directors is

appointed by the slate voting mechanism and is composed of a number of members between 5 and 15. The Board remains in office for a maximum of three years, established at the moment of election and expiring on the date in which the Shareholders' Meeting, called to approve the Annual financial statements for the last year of their office, takes place.

The Chairman communicated that for the purposes of appointment, a single list of candidates was presented, accompanied by the prescribed documents and statements, by the majority shareholder "LA SCOGLIERA S.P.A."

The Chairman also pointed out that on 1 March 2016 the majority shareholder sent a proposal to the Bank regarding the number of members of the new Board of Directors (9 members), the tenure of Office (three years 2016-2018) and attribution of remuneration to the Directors.

He communicated that the Bank had also received, on 2 March 2016, a proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383% of the share capital) to appoint a member of the Board of Directors at the Shareholders' Meeting in the person of the Lawyer, Prof. DANIELE SANTOSUOSSO.

The list presented by the majority shareholder "LA SCOGLIERA S.P.A." accompanied by the relevant documentation and, in a logic of maximum transparency towards shareholders, the above proposals submitted to the Bank in relation to this item on the agenda of today's Meeting were also made public pursuant to the law at the registered office, at Borsa Italiana S.p.A. and with the authorised storage mechanism www.emarketstorage.com as well as on the Bank's website.

The chairman also reminded that, in compliance with the "Supervisory Provisions on the subject of organisation and corporate governance of banks" issued by the Bank of Italy, and in light of the provisions of the Corporate Governance Code of Listed Companies, the current Board of Directors had carried out "self-evaluation" concerning the size, composition and functioning of the that same Board as well as the suitability of its members to carry out their functions from the standpoint of professionalism, available time and independence.

For the purposes of presenting the lists, the Shareholders were asked to consider the facts illustrated in the report on "optimal qualitative and quantitative composition of the Board of Directors of Banca IFIS" which was approved by the Board of Directors on 2 February 2016 and that was made available at the registered office, "Borsa Italiana S.p.A." and with the authorised storage mechanism www.emarketstorage.com and on the

company's website.

That self-assessment revealed a favourable appraisal with regard to a quantitative composition of the Board (nine members); from the point of view of the range of types and skills the opportunity of the presence of at least four Board members in possession of the independence requirements prescribed by the Corporate Governance Code and the need for at least three directors belonging to the less represented genre became evident.

With reference to the Bank's activities within the framework of the acquisition and management of *non-performing* loans and tax credits, the Board's orientation towards a further strengthening in terms of specific competence in this area was revealed, among other aspects.

The Chairman finally recalled the provisions of Art. 11 of the bank's By-Laws that provides that "... In the case of presentation of a single list of candidates members of the Board of Directors will be elected from the names on that list, until the number of directors to be elected minus one, to be appointed by the Shareholders' Meeting with a simple majority but with exclusion from the vote of the shareholders who have presented the single list, on the proposal of these shareholders entitled to vote ...".

The Chairman therefore declared the discussion open and gave the word one by one to shareholders who had requested to speak pursuant to art. 9 of the Shareholders' Meeting Regulations.

On behalf of the majority shareholder, "LA SCOGLIERA S.P.A.", Mr. NICOLA ZANUSSI spoke who, after declaring appreciation for the work of the Board of Directors which terminated the mandate, reiterated and summarised the proposal received by the Bank on 1 March 2016 with regard to the number, tenure of Office and directors' remuneration, detailed below:

"With regard to the number of members of the Board of Directors, the tenure of Office and the remuneration to directors for these activities carried out within the context of the Board of Directors of Banca S.p.A., the undersigned - referring to the document on "Optimal qualitative and quantitative composition of the Board" approved by the same Board of Directors at its meeting of 2 February 2016 and publicised on the Bank's website in the Corporate Governance section, in the "Shareholders' Meeting" part (Ordinary Shareholders' Meeting on 22 March 2016), believing that the total remuneration currently payable for these activities within the context of the Board, as approved by the shareholders on 30 April 2013 and amounting to a total of 3.5 million, is adequate and essentially in line with market

practices - proposed the following:

- *the number of members of the new Board of Directors should be nine, to be elected pursuant to the regulations and to art. 11 of the Articles of Association;*
- *tenure of Office of three years, namely for the period 2016-2018;*
- *Directors' fees*
 - a) *to the individual members, for the position of director, Euro 25,000.00 for each of the years 2016, 2017 and 2018, in addition to reimbursement of expenses incurred by reason of their office;*
 - b) *to all directors, except the Chairman, Vice Chairman and Managing Director, 1,250.00 Euro for each person's attendance at the meetings of the Board of Directors at the company's registered office or at another place of convocation and Euro 500.00 for each attendance at Meetings of the Board of directors via audio/video conferencing connection;*
 - c) *with respect to a total amount not exceeding Euro 3,500,000.00 per year, understood as being inclusive of all fees awarded to members of the Board, assigning to the Board, pursuant to art. 2389 of the Italian Civil Code, establishing of the remuneration to directors vested with special offices for each of the years 2016, 2017 and 2018, also had regard, where appropriate, to the company's results, however in compliance with the remuneration policy in favour of corporate officers, employees and collaborators of the Banca IFIS banking group approved by the Shareholders' Meeting and also in consultation with the Remuneration Committee, as well as, where necessary, with the Board of Statutory Auditors".*

Representing the Group of investors (overall shareholding that is 0.0383% of the share capital) that on 2 March 2016 presented to the Bank at the meeting the aforementioned proposal for the appointment of a member of the Board, Ms. Roberta Garbuio of "Studio Legale Trevisan & Associati" took the floor expressing satisfaction at the actions of the past three years undertaken by the director, the lawyer Prof. DANIELE SANTOSUOSSO, reiterated the proposal, formulated by the members he represents, to reappoint him as a member of the Board of Directors for the following term also.

On the request of the shareholder Arrigo Favalli the Chairman then presented to the shareholders present the administrators and statutory auditors who were taking part in the Meeting, as listed at the opening of proceedings.

The Chairman and CEO, again replying to the shareholder Favalli, communicated that the Board Director Marina Salamon was unable to participate in the proceedings due to personal commitments and that her presence during board proceedings, as demonstrated for example by the Report on corporate governance and ownership structure, is constant and stable.

The Chairman thanked the shareholders in attendance and noting that no-one else wished to take the floor, considered appropriate the information provided and declared the discussion closed.

The Chairman, therefore, declared the opening of voting on the third agenda item referring to the proposal of the shareholder "LA SCOGLIERA S.P.A." concerning determination of the number of members of the Board of Directors and tenure of Office of the directors.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 40 (forty) the shareholders indicated in the document, which is attached to these minutes under the letter "B2", were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting acknowledged

- the Board of Directors' report on point 3) of the agenda;
- the proposals of the majority shareholder "LA SCOGLIERA S.P.A." regarding the number of members and the tenure of Office of the Board of Directors;

DECIDED

- TO DETERMINE the number of members of the Board of Directors and their remuneration;

with the following result expressed by a show of hands:

- votes in favour: 41,334,328 (forty-one million three hundred and thirty-four thousand three hundred and twenty-eight);
- votes against: 91,813 (ninety-one thousand eight hundred and thirteen);
- abstentions: 350,142 (three hundred and fifty thousand one hundred and forty-two);
- non-voting: 599,141 (five hundred and ninety-nine thousand one hundred and forty one).

B) TO DETERMINE the tenure of Office of the directors as three fiscal years, namely for the period 2016-2018;

with the following result expressed by a show of hands:

-votes in favour: 41,334,328 (forty-one million three hundred and thirty-four thousand three hundred and twenty-eight);

-votes against: 91,813 (ninety-one thousand eight hundred and thirteen);

-abstentions: 350,142 (three hundred and fifty thousand one hundred and forty-two);

- non-voting: 599,141 (five hundred and ninety-nine thousand one hundred and forty one.

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter "F".

Then the Chairman continued on to the vote relating to appointment of the Board of Directors for the period 2016-2018 putting to a vote the single list of candidates submitted by the majority shareholder, "LA SCOGLIERA S.P.A." composed as follows:

- SEBASTIEN EGON FÜRSTENBERG born in Lausanne (Switzerland) on 24 January 1950, domiciled in Venice-Mestre, Via Gioberti n. 53, Tax Code FRS SST 50A24 Z133V, Austrian citizen;

- ALEXANDER CSILLAGHY DE PACSER born in Portogruaro (VE) on 11 September 1966, domiciled in Mogliano Veneto (TV), Via Marignana n. 110/H, Tax Code CSL LSN 66P11 G914V, Italian citizen CSL;

- FRANCESCA MADERNA born in Naples on 17 October 1963, domiciled in Cortina d'Ampezzo (BL), Via Cianderies n. 41, Tax Code MDR FNC 63R57 F839W Italian citizen;

- GIUSEPPE BENINI born in Verona on March 28, 1954, domiciled in Verona, Impasse St. Giacometto n. 2, Tax Code BNN GPP 54C28L781G, Italian citizen;

- GIOVANNI BOSSI born in Trieste on 24 May 1960, resident in Trieste, Via Hermada n. 22, Tax Code BSS GNN 60E24 L424F, Italian citizen;

- ANTONELLA MALINCONICO born in Naples on 8 February 1968, domiciled in Naples, Via Belsito n. 19, Tax Code MLN NNL 68B48 F839F, Italian citizen;

- RICCARDO PREVE born in Magliano Alpi (Cuneo) on 21 January 1951, resident in Cuneo, Viale Degli Angeli n. 23, Tax Code PRV RCR 51A21 E808Y, Italian citizen;

- MARINA SALAMON born in Tradate (Varese) on 3 September 1958, domiciled in Paese (Treviso), Via Monsignor G. Breda n. 59, Tax Code SLM MRN 58P43 L319T Italian citizen;

- MARZIA SCARPA born in Venice on 11 April 1961, domiciled in Venice-Mestre, Viale Ancona n. 17, Tax Code SCR MRZ 61D51 L736L

Italian citizen;

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 43 (forty-three) the shareholders indicated in the document, which is attached to these minutes under the letter **"B2"**, were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting acknowledged

- the Board of Directors' report on point 3) of the agenda;
- the provisions of the Articles of Incorporation on the appointment of the Board of Directors;

A) VOTED on the list of candidates for the office of Board Director presented by the majority shareholder "LA SCOGLIERA S.P.A.",

with the following result expressed by a show of hands:

- votes in favour: 41,312,328 (forty-one thousand three hundred and twelve thousand three hundred and twenty-eight)
- votes against: 541,896 (five hundred and forty-one thousand eight hundred and ninety-six);
- abstentions: 350,142 (three hundred and fifty thousand one hundred and forty-two);
- non-voting: 171,058 (one hundred and seventy-one thousand and fifty-eight).

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter **"F"**.

The Chairman, recalling that pursuant to art. 11 of the By-Laws are elected from that single list the first 8 (eight) candidates listed in numerical order and that the ninth member must be appointed by the Shareholders' Meeting on the spot, by simple majority but with exclusion from the vote of the shareholders that presented the single list, upon the proposal of the same members entitled to vote, put to the vote the proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383% of the share capital) to appoint at the Shareholders' Meeting the Lawyer, Prof. DANIELE SANTOSUOSSO.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 46 (forty-six) the shareholders indicated in the document, which is attached to these minutes under the letter **"B2"**, were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting

- having acknowledged the Board of Directors' report on point 3) on the agenda, accompanied by the afore-mentioned Board of Directors qualitative and quantitative composition document;

- having noted the voting of a single list of candidates for the office of Board Director by the majority shareholder, "LA SCOGLIERA S.P.A.";

- having noted that "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383% of the share capital) presented a proposal for appointment at the Shareholders' Meeting a member of the Board of Directors in the person of the Lawyer, Prof. DANIELE SANTOSUOSSO;

- having heard the Chairman's remarks;

A) decided to APPROVE the proposal submitted on 2 March 2016 by "Studio Legale Trevisan & Associati" and to APPOINT a member of the Board of Directors, namely the Lawyer, Prof. DANIELE SANTOSUOSSO,

with the following result expressed by a show of hands:

- votes in favour: 14,964,585 (fourteen million nine hundred and sixty-four thousand five hundred and eighty-five)

- votes against: 137,850 (one hundred and thirty-seven thousand eight hundred and fifty);

- abstentions: 306,142 (three hundred and six thousand one hundred and forty-two);

- non-voting: 26,966,847 (twenty-six thousand nine hundred and sixty-six thousand eight hundred and forty-seven).

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter **"F"**.

Then, the Chairman, pursuant to the afore-mentioned art. 11 of the Articles of Association, given that the list submitted by

the majority shareholder, "LA SCOGLIERA" S.P.A. had obtained the highest number of votes and that the proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors to nominate a member of the Board of Directors, the Lawyer Prof. DANIELE SANTOSUOSSO was approved

DECLARED ELECTED

the Board of Directors for the period 2016-2018 in the following persons:

- SEBASTIEN EGON FÜRSTENBERG born in Lausanne (Switzerland) on 24 January 1950, domiciled in Venice-Mestre, Via Gioberti n. 53, Tax Code FRS SST 50A24 Z133V, Austrian citizen;
- ALEXANDER CSILLAGHY DE PACSER born in Portogruaro (VE) on 11 September 1966, domiciled in Mogliano Veneto (TV), Via Marignana n. 110/H, Tax Code CSL LSN 66P11 G914V, Italian citizen CSL;
- FRANCESCA MADERNA born in Naples on 17 October 1963, domiciled in Cortina d'Ampezzo (BL), Via Cianderies n. 41, Tax Code MDR FNC 63R57 F839W Italian citizen;
- GIUSEPPE BENINI born in Verona on March 28, 1954, domiciled in Verona, Impasse St. Giacometto n. 2, Tax Code BNN GPP 54C28L781G, Italian citizen;
- GIOVANNI BOSSI born in Trieste on 24 May 1960, resident in Trieste, Via Hermada n. 22, Tax Code BSS GNN 60E24 L424F, Italian citizen;
- ANTONELLA MALINCONICO born in Naples on 8 February 1968, domiciled in Naples, Via Belsito n. 19, Tax Code MLN NNL 68B48 F839F, Italian citizen;
- RICCARDO PREVE born in Magliano Alpi (Cuneo) on 21 January 1951, resident in Cuneo, Viale Degli Angeli n. 23, Tax Code PRV RCR 51A21 E808Y, Italian citizen;
- MARINA SALAMON born in Tradate (Varese) on 3 September 1958, domiciled in Paese (Treviso), Via Monsignor G. Breda n. 59, Tax Code SLM MRN 58P43 L319T Italian citizen;
- DANIELE SANTOSUOSSO born in Rome on 25 December 1964, resident in Rome, via G.G. Porro, n. 15, Tax Code SNT DLM 64T25 H501W, Italian citizen.

The Chairman then wholeheartedly thanked the outgoing director Mr. Andrea MARTIN for the professionalism and commitment demonstrated during the four terms of office as a director of Banca IFIS. The words of the Chairman were seconded by other directors, the Board of Statutory Auditors, the General Manager and the members of staff present. Mr. MARTIN in turn thanked everyone for the bank's trust in him and for the climate in which he was able to carry out his role as director.

The Chairman then opened the discussion on determination of the remuneration for the directors for the years 2017-2016-2018.

He then submitted to the Shareholders' Meeting the proposal presented by the majority shareholder "LA SCOGLIERA S.P.A." to attribute the following remuneration to directors:

- a) to the individual members, for the position of director, Euro 25,000.00 (twenty-five thousand point zero zero) for each of the years 2016, 2017 and 2018, in addition to reimbursement of expenses incurred by reason of their office;
- b) to all directors, except the Chairman, Vice Chairman and Managing Director, 1,250.00 Euro (one thousand two hundred and fifty point zero zero) for each person's attendance at the meetings of the Board of Directors at the company's registered office or at another place of convocation and Euro 500.00 (five hundred point zero zero) for each attendance at meetings of the Board of directors via audio/video conferencing connection;
- c) according to the provisions of art. 2389 of the Italian Civil Code, remuneration to directors vested with special offices for each of the years 2016, 2017 and 2018 will be established by the Board of Directors also with regard, where appropriate, to the company's results, in any case in compliance with the "Remuneration policies for corporate officers, employees and associates of the Banca IFIS Banking Group" approved by the General Shareholders' Meeting in paragraph 2) on the agenda of today's meeting and also in consultation with the Remuneration Committee with the approval of the Board of Statutory Auditors, with respect to a total amount not exceeding Euro 3,500,000.00 (three million five hundred thousand point zero zero) for each year, intended to be inclusive of all fees awarded to members of the Board.

With no-one requesting to speak, the Chairman declared the discussion closed.

The Chairman, therefore, declared opening of voting on determination of the remuneration for the members of the Board of Directors.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 50 (fifty) the shareholders indicated in the document, which is attached to these minutes under the letter **"B2"**, were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight

per cent) of the share capital.

The Shareholders' Meeting

- having acknowledged the Board of Directors' report on point 3) on the agenda
- having heard the proposal of the majority shareholder "LA SCOGLIERA S.P.A.";

DECIDED

A) to APPROVE the proposal of the majority shareholder "LA SCOGLIERA S.P.A." and, therefore, to attribute the following remuneration to the directors:

a) to the individual members, for the position of director, Euro 25.000,00 (twenty-five thousand point zero zero) for each of the years 2016, 2017 and 2018, in addition to reimbursement of expenses incurred by reason of their office;

b) to all directors, except the Chairman, Vice Chairman and Managing Director, 1,250.00 Euro (one thousand two hundred and fifty point zero zero) for each person's attendance at the meetings of the Board of Directors at the company's registered office or at another place of convocation and Euro 500.00 (five hundred point zero zero) for each attendance at Meetings of the Board of directors via audio/video conferencing connection;

c) according to the provisions of art. 2389 of the Italian Civil Code, remuneration to directors vested with special offices for each of the years 2016, 2017 and 2018 will be established by the Board of Directors also with regard, where appropriate, to the company's results, in any case in compliance with the remuneration policy in favour of corporate officers, employees and collaborators of the Banca IFIS banking group "approved by the General Shareholders' Meeting in paragraph 2) on the agenda of today's meeting and also in consultation with the Appointments and Remuneration Committee, with the approval of the Board of Statutory Auditors, with respect to a total amount not exceeding Euro 3,500,000.00 (three million five hundred thousand point zero zero) for each year, understood as being inclusive of all fees awarded to members of the Board;

with the following result expressed by a show of hands:

- votes in favour: 41,334,328 (forty-one million three hundred and thirty-four thousand three hundred and twenty-eight);
- votes against: 91,813 (ninety-one thousand eight hundred and thirteen);
- abstentions: 350,142 (three hundred and fifty thousand one hundred and forty-two);
- non-voting: 599,141 (five hundred and ninety-nine thousand one hundred and forty one).

The names of shareholders who voted in favour, of the

shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter "F".

Examining the **fourth agenda item "appointment of the Board of Statutory Auditors for the period 2016-2018 and determination of the remuneration"** the Chairman reminded the Meeting that with approval of the financial statements at 31 December 2015 the three-year term of the Board of Statutory Auditors had expired. The Chairman invited a vote, pursuant to article 2364, paragraph 1, section 2) of the Italian Civil Code, to appoint, for the period that will end with approval of the financial statements at 31 December 2018, three standing and two alternate auditors, as well as to appoint the Chairman of the Board of Statutory Auditors and determination of their respective annual salaries. The Chairman recalled that election of the Board of Statutory Auditors takes place according to the criterion of the list vote, pursuant to art. 21 of the current Articles of Association and to the legislative and regulatory framework in force.

For this purpose, a single list of candidates was presented by the majority shareholder "LA SCOGLIERA S.P.A."

The Chairman reported that in compiling the lists for election of the Board of Statutory Auditors, the shareholders took into account the legislative and regulatory framework in force (civil code, Legislative Decree 58/1998, Legislative Decree. 385/1993 and supervisory provisions, Legislative Decree 6 December 2011, n. 201, enacted in the law of 22 December 2011, no. 214), partly also invoked in the Articles of Association.

He also pointed out that the Bank had received, on 2 March 2016, a proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383% of the share capital), for the appointment at the Meeting of the Standing Auditor Mr. GIACOMO BUGNA, as Chairman of the Board of Statutory Auditors and the Alternate Auditor Ms. Anna Maria Allievi.

The Chairman then recalled that on 1 March 2016 the majority shareholder "LA SCOGLIERA S.p.A." had presented to the Bank's Board of Directors a proposal regarding the allocation of remuneration of the Board of Statutory Auditors.

The list presented by the majority shareholder "LA SCOGLIERA S.P.A." accompanied by the relevant documentation and, in a logic of maximum transparency towards shareholders, the above proposals submitted to the Bank in relation to this item on the agenda of today's Meeting were also made public pursuant to the law at the registered office, at Borsa Italiana S.p.A. and with the authorised storage mechanism www.emarketstorage.com as well

as on the Bank's website.

The Chairman declared the debate open.

Representing the Group of investors (overall shareholding that is 0.0383% of the share capital) that on 2 March 2016 presented to the Bank at the meeting the proposal for the appointment of the Chairman of the Board of Statutory Auditors, Ms. ROBERTA GARBUIO of "Studio Legale Trevisan & Associati" took the floor expressing satisfaction at the actions of the past three years undertaken by the Chairman of the Supervisory Body, Mr. GIACOMO BUGNA confirmed the proposal formulated by the members he represents, to reappoint him as Chairman of the Board of Statutory Auditors for the next term also.

The Chairman therefore thanked Ms. Garbuio and no-one else requesting to speak, declared opening of voting on the appointment of the Board of Statutory Auditors for the three-year period 2016-2018 and put to the vote the list of candidates submitted by the majority shareholder, "LA SCOGLIERA S.P.A." composed as follows:

- GIOVANNA CIRIOTTO born in Venice on 10 May 1961, domiciled in Venice, Castello 5314, Tax Code CRT GNN 61E50 L736W Italian citizen; Standing Auditor;
- MASSIMO MIANI born in Venice on 24 January 24 1961, resident in Venice-Mestre, at Burighel & Miani Associate Certified Public Accountants, Piazzale Leonardo Da Vinci n. 8, Tax Code MSM 61A24 L736E, Italian citizen; Standing Auditor;
- GUIDO GASPARINI BERLINGIERI born in Venice on 19 January 1965, domiciled in Mestre (Venice), Viale Ancona n. 22, Tax Code GSPSDU65A19L736C, Italian citizen; Alternate Auditor.
- VALENTINA MARTINA born in Florence on 17 October 1959, domiciled in Venice-Mestre, Via Cappuccina n. 38, Tax Code MRT VNT 59R57 D612D (Italian); Alternate Auditor.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 55 (XX) the shareholders indicated in the document, which is attached to these minutes under the letter **"B2"**, were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting

- having noted the Board of Directors' report on point 4) of the agenda;

- having heard the Chairman's remarks;

A) DECIDED TO APPROVE the list of candidates for the Office of standing auditor and alternate auditor presented by the majority shareholder "LA SCOGLIERA S.P.A.",

with the following result expressed by a show of hands:

- votes in favour: 41,322,119 (forty-one million three hundred and twenty-two thousand one hundred and nineteen)

- votes against: 532,105 (five hundred and thirty-two thousand one hundred and five);

- abstentions: 350,142 (three hundred and fifty thousand one hundred and forty-two);

- non-voting: 171,058 (one hundred and seventy-one thousand and fifty-eight).

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter "G".

The Chairman invoked the provisions of art. 21 of the Articles of Association and in particular recalled:

- the principle of attribution of the Presidency of the Board of Statutory Auditors to the standing auditor elected from the minority list;
- the provision, in the case of presentation or voting of a single list, of election of three standing auditors and two alternate auditors in the order in which they are indicated for the respective office on that list and of appointment as Chairman of the Board of Statutory Auditors of the candidate for the office of standing auditor indicated at the top of that same list.

In light of this and in view of the fact that a single list was presented containing two candidates for the Office of standing auditor and two candidates for the Office of alternate auditor, the Chairman put to the vote the proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383% of the share capital) for the appointment at the Meeting of the Chairman of the Board of Statutory Auditors Mr. GIACOMO BUGNA and of the Alternate Auditor Ms. ANNA MARIA ALLIEVI.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 10 (ten) 57 (fifty-seven) the shareholders indicated in the document, which is attached to these minutes under the letter

"B2", were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting

- having noted the Board of Directors' report on point 4) of the agenda;

- having noted that a single list containing two candidates for the Office of standing auditor and two candidates for the Office of alternate auditor was presented by the majority shareholder "LA SCOGLIERA S.P.A.", gaining a majority of votes;

- having noted that "Studio Legale Trevisan & Associati" had presented, on behalf of a group of investors who are not connected to the shareholders concerned, pursuant to art. 148, paragraph 2 of Legislative Decree 58/1998, a proposal for appointment at the Meeting. GIACOMO BUGNA as Chairman of the Board of Statutory Auditors and Alternate Auditor Ms. ANNA MARIA ALLIEVI;

- having heard the Chairman's remarks;

A) DECIDED TO APPROVE the proposal submitted by "Studio Legale Trevisan & Associati" on 2 March 2016 to appoint a Chairman of the Board of Statutory Auditors, namely Mr. GIACOMO BUGNA, with the following result expressed by a show of hands:

-votes in favour: 15,021,413 (fifteen million and twenty-one thousand four hundred and thirteen)

- votes against: 82,022 (eighty-two thousand and twenty-two);

- abstentions: 305,142 (three hundred and five thousand one hundred and forty-two);

- non-voting: 26,966,847 (twenty-six thousand nine hundred and sixty-six thousand eight hundred and forty-seven).

The names of shareholders who voted in favour, of the shareholders who voted against and shareholders who abstained and the related number of shares are evident in the document which is attached to these minutes under the letter "F".

Then, the Chairman, pursuant to the afore-mentioned art. 21 of the Articles of Association, considered that

- the List submitted by the majority shareholder 'LA SCOGLIERA S.p.A.' had obtained the highest number of votes;

- the proposal of "Studio Legale Trevisan & Associati", on behalf of shareholders who are not connected to the

shareholders concerned pursuant to art. 148, paragraph 2 of Legislative Decree 58/1998, was approved;

DECLARED ELECTED

the Board of Statutory Auditors for the three-year period, in the persons of:

- GIACOMO BUGNA born in Bari on 31 January 1953, domiciled in Rome, Via Montevideo n. 27, Tax Code BGN GCM 53A31 A662R, Italian citizen; Chairman;
- GIOVANNA CIRIOTTO born in Venice on 10 May 1961, domiciled in Venice, Castello 5314, Tax Code CRT GNN 61E50 L736W Italian citizen; Standing Auditor;
- MASSIMO MIANI born in Venice on 24 January 24 1961, resident in Venice-Mestre, at Burighel & Miani Associate Certified Public Accountants, Piazzale Leonardo Da Vinci n. 8, Tax Code MSM 61A24 L736E, Italian citizen; Standing Auditor;
- GUIDO GASPARINI BERLINGIERI born in Venice on 19 January 1965, domiciled in Mestre (Venice), Viale Ancona n. 22, Tax Code GSPSDU65A19L736C, Italian citizen; Alternate Auditor.
- VALENTINA MARTINA born in Florence on 17 October 1959, domiciled in Venice-Mestre, Via Cappuccina n. 38, Tax Code MRT VNT 59R57 D612D (Italian); Alternate Auditor.

The Chairman then wholeheartedly thanked the outgoing Auditor Mr. Mauro ROVIDA for his professionalism and constant attention in service to the Bank, and to IFIS, before it received authorisation to carry out banking activity, since the day of its founding, in 1983. The words of the Chairman were seconded by other directors, the other Statutory Auditors, the General Manager and the members of staff present.

In order to determine the remuneration for the Statutory Auditors, the Chairman reported that the Board of Directors had refrained from formulating specific proposals on the matter and invited the Shareholders' Meeting to take a decision in this regard on the basis of proposals received or that may be formulated by shareholders during the course of the debate taking into account the market practices for similar companies. The Chairman declared the debate open.

The majority shareholder "LA SCOGLIERA S.P.A." opted to speak, in the person of Mr. Nicola Zanussi, who reiterated and summarised the proposal delivered to the Bank on 1 March 2016 by the majority shareholder "LA SCOGLIERA S.P.A." regarding remuneration to the Board of Statutory Auditors, which, for the part relating to the agenda item under discussion, is reported below:

"Also in relation to Point 4)"Appointment of the Board of Statutory Auditors for the 2016-2018 three-year period and

determination of fees" on the agenda the undersigned shareholder La Scogliera S.p.A. presented the following proposals concerning remuneration to the Standing Auditors for the activities they perform within the framework of the Board of Statutory Auditors of Banca IFIS S.p.A.:

- the annual remuneration to the Chairman of the Board of Statutory Auditors amounted to Euro 105,000.00, in addition to reimbursement of expenses incurred by reason of his Office;
- annual remuneration for each of the two standing auditors of 70,000.00 Euro, in addition to reimbursement of expenses incurred by reason of their Office;
- to all the standing auditors Euro 1,000.00 for each person's attendance at the meetings of the Board of Directors at the company's registered office or at another place of convocation and Euro 500.00 for each attendance at Meetings of the Board of Directors via audio/video conferencing connection;

Noting that no-one else had requested to speak, the Chairman considered the information provided appropriate and declared the discussion closed.

The Chairman then declared the opening of voting on the fourth agenda item referring to the proposal of the shareholder's "LA SCOGLIERA S.P.A." concerning determination of the remuneration of the Board of Statutory Auditors.

The Chairman once again invited the shareholders to disclose any absence of legitimacy to vote pursuant to the above regulations in force referred to above.

At 11 (eleven) 03 (zero-three) the shareholders indicated in the document, which is attached to these minutes under the letter **"B2"**, were present and therefore was represented at the Shareholders' Meeting a total of 42,375,424 (forty-two million three hundred and seventy-five thousand four hundred and twenty-four) ordinary shares eligible to vote out of a total of no. 53,811,095 (fifty three million eight hundred and eleven thousand and ninety-five) ordinary shares that form the share capital, equal to 78.748% (seventy-eight point seven four eight per cent) of the share capital.

The Shareholders' Meeting acknowledged

- the Board of Directors' report on point 4) of the agenda
- the proposal of the majority shareholder "LA SCOGLIERA S.p.A." RESOLUTION TO APPROVE the proposal of the majority shareholder "LA SCOGLIERA S.P.A." and thus to:

- DETERMINE the annual remuneration for the Chairman of the Board of Statutory Auditors amounting to Euro 105,000.00 (one hundred and five thousand point zero zero), in addition to reimbursement of expenses incurred by

reason of his Office;

- DETERMINE the annual remuneration for each of the two Standing Auditors amounting to Euro 70,000.00 (seventy thousand point zero zero), in addition to reimbursement of expenses incurred by reason of their Office;
- TO PAY all the Standing Auditors Euro 1,000.00 (one thousand point zero zero) for each person's attendance at the meetings of the Board of Directors at the company's registered office or at another place of convocation; Euro 500.00 (five hundred point zero zero) for each attendance at Meetings of the Board of Directors via audio/video conferencing connection;

with the following result expressed by a show of hands:

- non-voting: 599,141 (five hundred and ninety-nine thousand one hundred and forty one.
- votes for; 41,344,119 (forty-one million three hundred and forty-four thousand one hundred and nineteen)
- votes against 82,022 (eighty-two thousand and twenty-two);
- abstentions: 350,142 (three hundred and fifty thousand one hundred and forty-two);

The names of those who voted for or against, with an invalid vote, those who abstained and the relevant number of shares are evident in the document which is attached to these minutes under the letter "G".

With there being no other matters to decide on and no-one asking to speak, the Chairman declared discussion of the agenda completed, thanked the shareholders for their participation and declares the Shareholders' Meeting dissolved at 05 (five) past 11 (eleven).

The Chairman exempted the Secretary from reading the attachments.

The Chairman

Sebastien Egon Fürstenberg

The Secretary

Vincenzo Schiazzano

ANNEX A
LIST OF ADMISSION TICKETS ISSUED

	SHAREHOLDER	ADMISSION TICKETS
		ISSUED
1	LA SCOGLIERA S.P.A.	26.966.847
2	ALCHIMIA SPA	1.076.247
3	BOSSI GIOVANNI	1.838.646
4	BOVE KATRIN	2
5	CARADONNA GIANFRANCO MARIA	1
6	CARADONNA MARCELLA	1
7	CASELLI LAURA	800
8	CORSO NICOLETTA	3.900
9	FAVALLI ARRIGO	1.000
10	FAZZINI CELSO	5.500
11	FIorentINI GIANLUCA	20
12	FISCO AMICO	10
13	GUSSONI ANGELA GEMMA MARIA	6.800
14	LAUDI GIULIANO	5
15	LOZZI GERMANA	2
16	MADERNA FRANCESCA	1.070.422
17	MAFFEI FACCIOLI CARLO FRANCESCO JACOPO	40.000
18	MAFFEI FACCIOLI BARBARA	2.500
19	MIOTTI FRANCO	1.000
20	NEGRI NILO	500
21	NEGRI PAOLO	500
22	PANDOLFO FABRIZIO	3.408
23	PORTALUPPI ANNAMARIA CRISTINA	4.000
24	PREVE COSTRUZIONI SPA	1.160.000
25	PREVE RICCARDO	90.168
26	REALE DAVIDE GIORGIO	2
27	RIZZARDI RAFFAELE	847
28	RODINO` DEMETRIO	2
29	RODINO` WALTER	1
30	SIMONE GIAN LUIGI	5
31	STACCIONE ALBERTO	140.000
32	1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND	66.623
33	ABA STOCKS LLC	1.160
34	ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND	1.247
35	ACADIAN INTERNATIONAL SMALL CAPFUND	13.728
36	ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND	29.619
37	ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO	3.397
38	ALASKA PERMANENT FUND CORPORATION	2.981
39	ALKEN FUND	922.994
40	ALLIANZ GI FONDS AKTIEN GLOBAL	28.486
41	ALLIANZ GLOBAL INVESTORS EUROPEGMBH	26.025
42	ALLIANZGI FONDS AEVN	16.726
43	ALLIANZGI FONDS DUNHILL	2.555
44	ALLIANZGI FONDS GANO 2	1.893
45	ALLIANZGI-FONDS DSPT	20.573
46	ALPHA EXTENSION FUND	68.679
47	ALTRIA CLIENT SERVICES MASTER RETIREM.T.	19.502
48	AMERICAN HONDA MASTER RETIREMENT TRUST	3.077
49	AMG TRILOGY INTERNATIONAL SMALLCAP FUND	11.998
50	ANZ WHOLESALE INTERNATIONAL SHARE NO. 3	41.900
51	ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA	45.000
52	ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	6.276
53	ARROWSTREET COLLECTIVE INVESTMENT TRUST	9.193
54	ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II	6.483
55	ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II	12.132
56	ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND	1.517
57	BBH TRUSTE SERV. (IE) LIMITED	12.342
58	BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B	8.039
59	BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F	2.518
60	BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN	626
61	BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR	60.918
62	BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B	320
63	BLUE SKY GROUP	22.999
64	BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	750
65	BNYMTD CF MITON EUROPEAN OPPTS FUND	35.627
66	BOILERMAKER BLACKSMITH NATIONAL PENSION	5.344
67	BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND	5.800
68	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	75.621
69	CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM	9.791
70	CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND	41.976
71	CANADA PENSION PLAN INVESTMENT BOARD	1.300
72	CASEY FAMILY PROGRAMS	5.228
73	CATERPILLAR PENSION PLAN	11.694
74	CAUSEWAY INTERNATIONAL SMALL CAP FUND	378
75	CC&L ALL STRATEGIES FUND	1.200

76	CC&L Q MARKET NEUTRAL FUND	2.700
77	CELANESE AMERICAS RETIREMENT SAVINGS PLAN	2.129
78	CF DV ACWI EX-U.S. IMI FUND	265
79	CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	473
80	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS	3.903
81	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	4.605
82	CITY OF MEMPHIS RETIREMENT SYSTEM	8.070
83	CITY OF NEW YORK GROUP TRUST	108.300
84	COLLEGE RETIREMENT EQUITIES FUND	119.531
85	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P	18.038
86	COMMONWEALTH BANK GROUP SUPERANNUATION	10.639
87	COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	90.661
88	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	122
89	CONSOLIDATED EDISON RETIREMENT PLAN	4.188
90	COUNSEL GLOBAL SMALL CAP	39.882
91	CRT STOCKS LLC	840
92	DEPARTMENT OF STATE LANDS	4.754
93	DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF	780
94	DIGNITY HEALTH	76
95	DIGNITY HEALTH RETIREMENT PLAN TRUST	70
96	DOMINION RESOURCES INC. MASTER TRUST	24.068
97	DUKE ENERGY RETIREMENT SAVINGS PLAN	17.871
98	EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY	5.586
99	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS	13.245
100	ENSIGN PEAK ADVISORS INC.	194.863
101	EURIZON CAPITAL S.A.	29.338
102	EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	119.720
102	EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS	11.364
103	EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR	18.169
104	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL	1.521
105	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST	20.710
106	FCP ASTORG CROISSANCE MID CAP	8.562
107	FCP GROUPAMA AVENIR EURO	717.905
108	FDVANTAGE	876
109	FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY	22.000
110	FIRE AND POLICE PENSION FUND SAN ANTONIO	2.284
111	FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF	5.714
112	FIRST TRUST DEV MARK EX US SMALL CAP ALP	225
113	FIS CALBEAR FUND, LLC	53.000
114	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	1.617
115	FLORIDA RETIREMENT SYSTEM .	209.696
116	FONDS ASSECURA I	1.571
117	FONDS RESERVE RETRAITES	159.585
118	GMAM GROUP PENSION TRUST III	9.667
119	GMAM INVESTMENT FUNDS TRUST	17.476
120	GOLDMAN SACHS FUNDS	794
121	GOLDMAN SACHS INTERN SMALL CAP INSIGHT F	118.325
122	GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND	4.676
123	GOVERNMENT OF NORWAY	447.916
124	HOSKING GLOBAL FUND PLC	119.854
125	HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST	6.896
126	HSBC AM TECHNOLOGIE (C)	46.037
127	IBM 401K PLUS PLAN	15.840
128	ILLINOIS MUNICIPAL RETIREMENT FUND	53.176
129	ILLINOIS STATE BOARD OF INVESTMENT	124.099
130	INDIANA PUBLIC EMPLOYEES RETIREMENT FUND	760
131	INTEL CORP RETIREMENT PLANS MASTER FUND	21.500
132	INTERNATIONAL LP I	347
133	INTERNATIONAL MONETARY FUND	472
134	INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST	30.182
135	IPAC SPEC INV STR INT SHARE STR NO 9	1.284
136	ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF	1.242
137	ISHARES MSCI EAFE SMALL CAP ETF	41.380
138	ISHARES VII PLC	12.554
139	JOHCM INTERNATIONAL SMALL CAP EQUITY FUND	61.790
140	KEMPEN INTERNATIONAL FUNDS	604.057
141	LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO	10.166
142	LATTICE GLOBAL SMALL CAP STRATEGY ETF	696
143	LAZARD ASSET MANAGEMENT LLC	41
144	LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED	1.833
145	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	490
146	LEIA GEM INVESTMENT, LLC	25.800
147	LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST	37.716
148	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	27.524
149	LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM	35.045
150	LSVIEHE, LSV2EHE	400
151	LYXOR ZEBRA EQUITY FUND LIMITED	545
152	M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND	56.192
153	MAINSTAY 130/30 INTERNATIONAL FUND	45.493
154	MARYLAND STATE RETIREMENT & PENSION SYSTEM	28.944
155	MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO	12.382
156	MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MC	15.360
157	MD INTERNATIONAL VALUE FUND	4.069

158	MDPIM INTERNATIONAL EQUITY POOL	33.016
159	METZLER INTERNATIONAL INV. PLC	192.000
160	MGI FUNDS PLC	21.793
161	MICROSOFT GLOBAL FINANCE	21.425
162	MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F	6.003
163	MULTI-STYLE, MULTI-MANAGER FUNDS PLC	17.500
164	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	2.424
165	MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN	5.870
166	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C	1.159
167	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	69.661
168	NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE	1.470
169	NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F	3.409
170	NATIONWIDE DIVERSE MANAGERS FUND	657
171	NEW MEXICO STATE INVESTMENT COUNCIL	1.452
172	NEW YORK LIFE INSURANCE & ANNUITY CORPOR	4.938
173	NEW YORK LIFE INSURANCE COMPANY	6.495
174	NEW YORK STATE COMMON RETIREMENT FUND	11.605
175	NEW YORK STATE NURSES ASSOCIATION PENSION PLAN	9.376
176	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	6.127
177	NEW ZEALAND SUPERANNUATION FUND	1.185
178	NIKKO WHOLESALE GL EQ UNHEDGED FUND	11.448
179	NORTH DAKOTA STATE INVESTMENT BOARD	39.054
180	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	18.357
181	NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND	657
182	NUMERIC INVESTORS LLC	990
183	NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED	320
184	NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD	890
185	NUVEEN INVESTMENTS, INC.	800
186	OFI MULTI SELECT	73.135
187	ONEPATH GLOBAL SHARES - SMALL CAP INDEX	156
188	ONTARIO POWER GENERATION INC. PENSION PLAN	6.286
189	OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	440
190	PECO ENERGY COMPANY RETIREE MEDICAL TRUST	3.389
191	PENSION RESERVES INVESTMENT TRUST FUND	14.621
192	PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB	9.125
193	POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO	14.919
194	PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND	787
195	PRINCIPAL LIFE INSURANCE COMPANY	61.305
196	PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN	5.885
197	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	9.088
198	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	10.715
199	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI	8.849
200	PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO	40.472
201	QANTAS SUPERANNUATION PLAN	21.081
202	REGIME DE RENTES DU MOUVEMENT DESJARDINS	20.138
203	RETAIL EMPLOYEES SUPERANNUATION TRUST	5.758
204	SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM	3.874
205	SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208	31.592
206	SCHWAB INTERNATIONAL CORE EQUITY FUND	50.753
207	SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF	7.357
208	SCS NAVIGATOR FUND	9.896
209	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	40.684
210	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE	3.406
211	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND	14.314
212	SLI GLOBAL SICAV GLOBAL FOCUSED STRATEGIES FUND	7.284
213	SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F	3.138
214	SPDR S&P WORLD (EX-US) ETF	8.320
215	SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	101.501
216	SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY	1.599
217	ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN	221.542
218	STANLIB FUNDS LIMITED STANDARD BANK HOUSE	13.595
219	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	9.041
220	STATE OF MINNESOTA	1.716
221	STATE OF MONTANA BOARD OF INVESTMENTS	194
222	STATE OF NEW JERSEY COMMON PENSION FUND D	100.009
223	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	78.010
224	STG PFDS V.D. GRAFISCHE	16.145
225	STICHTING PENSIOENFONDS HORECA & CATERING	1.330
226	STICHTING PENSIOENFONDS VOOR HUISARTSEN	1.903
227	STICHTING PHILIPS PENSIOENFONDS	4.177
228	STICHTING SHELL PENSIOENFONDS	66.135
229	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	141.733
230	TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA	74.217
231	TESCO PLC PENSION SCHEME	85
232	TEXAS MUNICIPAL RETIREMENT SYSTEM	80.090
233	TEXTRON INC. MASTER TRUST	31.200
234	THE BOEING COMPANY EMPLOYEE RETIREMENT P	60.912
235	THE CLEVELAND CLINIC FOUNDATION	2.008
236	THE GBC INTL GROWTH FUND	31.747
237	THE METHODIST HOSPITAL	11.901
238	THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL	3.189
239	THE RETIREMENT BENEFIT TRUST OF THE R.R. DONNELLEY & SONS CO.	12.632
240	THE ROCKEFELLER FOUNDATION	5.298
241	THE STATE OF CONNECTICUT ACTING THROUGH ITS TREASURER	116.803

242	THE TIFF KEYSTONE FUND, L.P.	4,570
243	THRIVENT PARTNER WORLDWIDE ALLOCATION FUND	8,851
244	THRIVENT PARTNER WORLDWIDE ALLOCATION PORTFOLIO	19,422
245	TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND	17,848
246	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED	490
247	UAW RETIREE MEDICAL BENEFITS TRUST	3,220
248	UBS (US) GROUP TRUST	717
249	UBS ETF	1,671
250	UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII	1,694
251	UNIPENSION INVEST FMBA, EUROPA SMALL CAP AKTIER II	186,003
252	UNISUPER	8,868
253	UNIVERSAL INVEST BAYVK A1 FONDS	46,080
254	UNIVERSITY OF WISCONSIN FOUNDATION	17,102
255	UPS GROUP TRUST	24,696
256	USAA INTERNATIONAL FUND	20,653
257	UTAH STATE RETIREMENT SYSTEMS	1,867
258	VANGUARD DEVELOPED MARKETS INDEX FUND	35,221
259	VANGUARD EUROPEAN STOCK INDEX FUND	44,543
260	VANGUARD FTSE ALL WORLD SMALL CAP IND FU	28,916
261	VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF	36
262	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	484
263	VANGUARD INTERNATIONAL SMALL COMPANIES I	1,383
264	VANGUARD INVESTMENT SERIES, PLC	2,962
265	VANGUARD TOTAL INTERNATIONAL STOCK INDEX	200,678
266	VANGUARD TOTAL WORLD STOCK INDEX FUND	6,213
267	VERMONT PENSION INVESTMENT COMMITTEE	4,539
268	VIRGINIA RETIREMENT SYSTEM .	157,153
269	VOYA MULTI-MANAGER INTERNATIONAL SMALL CAP FUND	3,654
270	WASATCH GLOBAL OPPORTUNITIES FUND	49,629
271	WASATCH INTERNATIONAL GROWTH FUND	484,008
272	WASHINGTON STATE INVESTMENT BOARD	1,432
273	WEST VIRGINIA INVESTMENT MANAGEMENT BOARD	39,266
274	WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST	115,415
275	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	135,758
276	WISDOMTREE DYNAMIC CURRENCY HEDGED EUROPE EQUITY FUND	84
277	WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP	157
278	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND	39,204
279	WISDOMTREE EUROPE LOCAL RECOVERY FUND	493
280	WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND	214,847
281	WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND	84,789
282	WISDOMTREE ISSUER PUBLIC LIMITED COMPANY	11,645
283	WYOMING RETIREMENT SYSTEM	1,134
284	ZEBRA GLOBAL LIQUIDITY ARBITRAGE FUND LP	1,593
284	TOTAL TICKETS FOR ADMISSION TO THE SHAREHOLDERS' MEETING ISSUED	42,376,455
		78,7504%

LIST OF ATTENDEES OF THE SHAREHOLDERS' MEETING

Share capital in Euro

53.811.095,00

ATTENDEE	NOTES	SHAREHOLDER	PERSONAL ATTENDANCE	PROXY ATTENDANCE	TOTAL NUMBER	% of Share Capital
1 NICOLA ZANUSSI	Proxy attendance	La Scogliera S.p.A.:		26.966.847	26.966.847	50,1139%
1 NICOLA ZANUSSI	Proxy attendance	ALCHIMIA SPA		1.076.247	1.076.247	2,0000%
1 BOSSI GIOVANNI	Personal attendance	BOSSI GIOVANNI	1.838.646		1.838.646	3,4169%
1 CASELLI GIORGIO	Proxy attendance	CASELLI LAURA		800	800	0,0015%
1 CORSO NICOLETTA	Personal attendance	CORSO NICOLETTA	3.900		3.900	0,0072%
1 FAVALLI ARRIGO	Personal attendance	FAVALLI ARRIGO	1.000		1.000	0,0019%
1 CASELLI GIORGIO	Proxy attendance	FAZZINI CELSO		5.500	5.500	0,0102%
1 FIORENTINI GIAN LUCA	Personal attendance	FIORENTINI GIAN LUCA	20		20	0,0000%
1 CASELLI GIORGIO	Proxy attendance	GUSSONI ANGELA GEMMA MARIA		6.800	6.800	0,0126%
1 MADERNA FRANCESCA	Personal attendance	MADERNA FRANCESCA	1.070.422		1.070.422	1,9892%
1 MAFFEI FACCIOLI CARLO FRANCESCO JACOPO	Personal attendance	MAFFEI FACCIOLI CARLO FRANCESCO JACOPO	40.000		40.000	0,0743%
1 MAFFEI FACCIOLI NICOLO'	Proxy attendance	MAFFEI FACCIOLI BARBARA	2.500		2.500	0,0046%
1 MIOTTI FRANCO	Personal attendance	MIOTTI FRANCO	1.000		1.000	0,0019%
1 CASELLI GIORGIO	Proxy attendance	PORTALUPPI ANNAMARIA CRISTINA		4.000	4.000	0,0074%
1 PREVE RICCARDO	Legal representative	PREVE COSTRUZIONI SPA	1.160.000		1.160.000	2,1557%
1 PREVE RICCARDO	Personal attendance	PREVE RICCARDO	90.168		90.168	0,1676%
1 RIZZARDI RAFFAELE	Personal attendance	RIZZARDI RAFFAELE	847		847	0,0016%
1 STACCIONE ALBERTO	Personal attendance	STACCIONE ALBERTO	140.000		140.000	0,2602%
1 GARBUIO ROBERTA	Proxy attendance	1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		66.623	66.623	0,1238%
1 GARBUIO ROBERTA	Proxy attendance	ABA STOCKS LLC		1.160	1.160	0,0022%
1 GARBUIO ROBERTA	Proxy attendance	ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		1.247	1.247	0,0023%
1 GARBUIO ROBERTA	Proxy attendance	ACADIAN INTERNATIONAL SMALL CAPFUND		13.728	13.728	0,0255%
1 GARBUIO ROBERTA	Proxy attendance	ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		29.619	29.619	0,0550%
1 GARBUIO ROBERTA	Proxy attendance	ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		3.397	3.397	0,0063%
1 GARBUIO ROBERTA	Proxy attendance	ALASKA PERMANENT FUND CORPORATION		2.981	2.981	0,0055%
1 GARBUIO ROBERTA	Proxy attendance	ALKEN FUND		922.994	922.994	1,7152%
1 GARBUIO ROBERTA	Proxy attendance	ALLIANZ GI FONDS AKTIEN GLOBAL		28.486	28.486	0,0529%
1 GARBUIO ROBERTA	Proxy attendance	ALLIANZ GLOBAL INVESTORS EUROPEGMBH		26.025	26.025	0,0484%
1 GARBUIO ROBERTA	Proxy attendance	ALLIANZGI FONDS AEVN		16.726	16.726	0,0311%
1 GARBUIO ROBERTA	Proxy attendance	ALLIANZGI FONDS DUNHILL		2.555	2.555	0,0047%
1 GARBUIO ROBERTA	Proxy attendance	ALLIANZGI FONDS GANO 2		1.893	1.893	0,0035%
1 GARBUIO ROBERTA	Proxy attendance	ALLIANZGI-FONDS DSPT		20.573	20.573	0,0382%
1 GARBUIO ROBERTA	Proxy attendance	ALPHA EXTENSION FUND		68.679	68.679	0,1276%
1 GARBUIO ROBERTA	Proxy attendance	ALTRIA CLIENT SERVICES MASTER RETIREM.T.		19.502	19.502	0,0362%
1 GARBUIO ROBERTA	Proxy attendance	AMERICAN HONDA MASTER RETIREMENT TRUST		3.077	3.077	0,0057%
1 GARBUIO ROBERTA	Proxy attendance	AMG TRILOGY INTERNATIONAL SMALLCAP FUND		11.998	11.998	0,0223%
1 GARBUIO ROBERTA	Proxy attendance	ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		41.900	41.900	0,0779%
1 GARBUIO ROBERTA	Proxy attendance	ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		45.000	45.000	0,0836%
1 GARBUIO ROBERTA	Proxy attendance	ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		6.276	6.276	0,0117%
1 GARBUIO ROBERTA	Proxy attendance	ARROWSTREET COLLECTIVE INVESTMENT TRUST		9.193	9.193	0,0171%
1 GARBUIO ROBERTA	Proxy attendance	ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		6.483	6.483	0,0120%
1 GARBUIO ROBERTA	Proxy attendance	ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		12.132	12.132	0,0225%
1 GARBUIO ROBERTA	Proxy attendance	ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		1.517	1.517	0,0028%
1 GARBUIO ROBERTA	Proxy attendance	BBH TRUSTE SERV. (IE) LIMITED		12.342	12.342	0,0229%
1 GARBUIO ROBERTA	Proxy attendance	BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		8.039	8.039	0,0149%
1 GARBUIO ROBERTA	Proxy attendance	BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		2.518	2.518	0,0047%
1 GARBUIO ROBERTA	Proxy attendance	BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		626	626	0,0012%
1 GARBUIO ROBERTA	Proxy attendance	BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		60.918	60.918	0,1132%
1 GARBUIO ROBERTA	Proxy attendance	BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		320	320	0,0006%
1 GARBUIO ROBERTA	Proxy attendance	BLUE SKY GROUP		22.999	22.999	0,0427%
1 GARBUIO ROBERTA	Proxy attendance	BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		750	750	0,0014%
1 GARBUIO ROBERTA	Proxy attendance	BNYMTD CF MITON EUROPEAN OPFS FUND		35.627	35.627	0,0662%
1 GARBUIO ROBERTA	Proxy attendance	BOILERMAKER BLACKSMITH NATIONAL PENSION		5.344	5.344	0,0099%
1 GARBUIO ROBERTA	Proxy attendance	BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		5.800	5.800	0,0108%
1 GARBUIO ROBERTA	Proxy attendance	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		75.621	75.621	0,1405%
1 GARBUIO ROBERTA	Proxy attendance	CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		9.791	9.791	0,0182%
1 GARBUIO ROBERTA	Proxy attendance	CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		41.976	41.976	0,0780%
1 GARBUIO ROBERTA	Proxy attendance	CANADA PENSION PLAN INVESTMENT BOARD		1.300	1.300	0,0024%
1 GARBUIO ROBERTA	Proxy attendance	CASEY FAMILY PROGRAMS		5.228	5.228	0,0097%
1 GARBUIO ROBERTA	Proxy attendance	CATERPILLAR PENSION PLAN		11.694	11.694	0,0217%
1 GARBUIO ROBERTA	Proxy attendance	CAUSEWAY INTERNATIONAL SMALL CAP FUND		378	378	0,0007%
1 GARBUIO ROBERTA	Proxy attendance	CC&L ALL STRATEGIES FUND		1.200	1.200	0,0022%

1	GARBUIO ROBERTA	Proxy attendance	CC&L Q MARKET NEUTRAL FUND			2.700	2.700	0,0050%
1	GARBUIO ROBERTA	Proxy attendance	CELANESE AMERICAS RETIREMENT SAVINGS PLAN			2.129	2.129	0,0040%
1	GARBUIO ROBERTA	Proxy attendance	CF DV ACWI EX-U.S. IMI FUND			265	265	0,0005%
1	GARBUIO ROBERTA	Proxy attendance	CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II			473	473	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS			3.903	3.903	0,0073%
1	GARBUIO ROBERTA	Proxy attendance	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN			4.605	4.605	0,0086%
1	GARBUIO ROBERTA	Proxy attendance	CITY OF MEMPHIS RETIREMENT SYSTEM			8.070	8.070	0,0150%
1	GARBUIO ROBERTA	Proxy attendance	CITY OF NEW YORK GROUP TRUST			108.300	108.300	0,2013%
1	GARBUIO ROBERTA	Proxy attendance	COLLEGE RETIREMENT EQUITIES FUND			119.531	119.531	0,2221%
1	GARBUIO ROBERTA	Proxy attendance	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P			18.038	18.038	0,0335%
1	GARBUIO ROBERTA	Proxy attendance	COMMONWEALTH BANK GROUP SUPERANNUATION			10.639	10.639	0,0198%
1	GARBUIO ROBERTA	Proxy attendance	COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM			90.661	90.661	0,1685%
1	GARBUIO ROBERTA	Proxy attendance	CONNECTICUT GENERAL LIFE INSURANCE COMPANY			122	122	0,0002%
1	GARBUIO ROBERTA	Proxy attendance	CONSOLIDATED EDISON RETIREMENT PLAN			4.188	4.188	0,0078%
1	GARBUIO ROBERTA	Proxy attendance	COUNSEL GLOBAL SMALL CAP			39.882	39.882	0,0741%
1	GARBUIO ROBERTA	Proxy attendance	CRT STOCKS LLC			840	840	0,0016%
1	GARBUIO ROBERTA	Proxy attendance	DEPARTMENT OF STATE LANDS			4.754	4.754	0,0088%
1	GARBUIO ROBERTA	Proxy attendance	DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF			780	780	0,0014%
1	GARBUIO ROBERTA	Proxy attendance	DIGNITY HEALTH			76	76	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	DIGNITY HEALTH RETIREMENT PLAN TRUST			70	70	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	DOMINION RESOURCES INC. MASTER TRUST			24.068	24.068	0,0447%
1	GARBUIO ROBERTA	Proxy attendance	DUKE ENERGY RETIREMENT SAVINGS PLAN			17.871	17.871	0,0332%
1	GARBUIO ROBERTA	Proxy attendance	EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY			5.586	5.586	0,0104%
1	GARBUIO ROBERTA	Proxy attendance	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS			13.245	13.245	0,0246%
1	GARBUIO ROBERTA	Proxy attendance	ENSIGN PEAK ADVISORS INC.			194.863	194.863	0,3621%
1	GARBUIO ROBERTA	Proxy attendance	EURIZON CAPITAL S.A.			29.338	29.338	0,0545%
1	GARBUIO ROBERTA	Proxy attendance	EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA			119.720	119.720	0,2225%
1	GARBUIO ROBERTA	Proxy attendance	EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS			11.364	11.364	0,0211%
1	GARBUIO ROBERTA	Proxy attendance	EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR			18.169	18.169	0,0338%
1	GARBUIO ROBERTA	Proxy attendance	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL			1.521	1.521	0,0028%
1	GARBUIO ROBERTA	Proxy attendance	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST			20.710	20.710	0,0385%
1	GARBUIO ROBERTA	Proxy attendance	FCP ASTORG CROISSANCE MID CAP			8.562	8.562	0,0159%
1	GARBUIO ROBERTA	Proxy attendance	FCP GROUPAMA AVENIR EURO			717.905	717.905	1,3341%
1	GARBUIO ROBERTA	Proxy attendance	FDVANTAGE			876	876	0,0016%
1	GARBUIO ROBERTA	Proxy attendance	FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY			22.000	22.000	0,0409%
1	GARBUIO ROBERTA	Proxy attendance	FIRE AND POLICE PENSION FUND SAN ANTONIO			2.284	2.284	0,0042%
1	GARBUIO ROBERTA	Proxy attendance	FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF			5.714	5.714	0,0106%
1	GARBUIO ROBERTA	Proxy attendance	FIRST TRUST DEV MARK EX US SMALL CAP ALP			225	225	0,0004%
1	GARBUIO ROBERTA	Proxy attendance	FIS CALBEAR FUND, LLC			53.000	53.000	0,0985%
1	GARBUIO ROBERTA	Proxy attendance	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND			1.617	1.617	0,0030%
1	GARBUIO ROBERTA	Proxy attendance	FLORIDA RETIREMENT SYSTEM			209.696	209.696	0,3897%
1	GARBUIO ROBERTA	Proxy attendance	FONDS ASSECURA I			1.571	1.571	0,0029%
1	GARBUIO ROBERTA	Proxy attendance	FONDS RESERVE RETRAITES			159.585	159.585	0,2966%
1	GARBUIO ROBERTA	Proxy attendance	GMAM GROUP PENSION TRUST III			9.667	9.667	0,0180%
1	GARBUIO ROBERTA	Proxy attendance	GMAM INVESTMENT FUNDS TRUST			17.476	17.476	0,0325%
1	GARBUIO ROBERTA	Proxy attendance	GOLDMAN SACHS FUNDS			794	794	0,0015%
1	GARBUIO ROBERTA	Proxy attendance	GOLDMAN SACHS INTERN SMALL CAP INSIGHT F			118.325	118.325	0,2199%
1	GARBUIO ROBERTA	Proxy attendance	GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND			4.676	4.676	0,0087%
1	GARBUIO ROBERTA	Proxy attendance	GOVERNMENT OF NORWAY			447.916	447.916	0,8324%
1	GARBUIO ROBERTA	Proxy attendance	HOSKING GLOBAL FUND PLC			119.854	119.854	0,2227%
1	GARBUIO ROBERTA	Proxy attendance	HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST			6.896	6.896	0,0128%
1	GARBUIO ROBERTA	Proxy attendance	HSBC AM TECHNOLOGIE (C)			46.037	46.037	0,0856%
1	GARBUIO ROBERTA	Proxy attendance	IBM 401K PLUS PLAN			15.840	15.840	0,0294%
1	GARBUIO ROBERTA	Proxy attendance	ILLINOIS MUNICIPAL RETIREMENT FUND			53.176	53.176	0,0988%
1	GARBUIO ROBERTA	Proxy attendance	ILLINOIS STATE BOARD OF INVESTMENT			124.099	124.099	0,2306%
1	GARBUIO ROBERTA	Proxy attendance	INDIANA PUBLIC EMPLOYEES RETIREMENT FUND			760	760	0,0014%
1	GARBUIO ROBERTA	Proxy attendance	INTEL CORP RETIREMENT PLANS MASTER FUND			21.500	21.500	0,0400%
1	GARBUIO ROBERTA	Proxy attendance	INTERNATIONAL LP I			347	347	0,0006%
1	GARBUIO ROBERTA	Proxy attendance	INTERNATIONAL MONETARY FUND			472	472	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST			30.182	30.182	0,0561%
1	GARBUIO ROBERTA	Proxy attendance	IPAC SPEC INV STR INT SHARE STR NO 9			1.284	1.284	0,0024%
1	GARBUIO ROBERTA	Proxy attendance	ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF			1.242	1.242	0,0023%
1	GARBUIO ROBERTA	Proxy attendance	ISHARES MSCI EAFE SMALL CAP ETF			41.380	41.380	0,0769%
1	GARBUIO ROBERTA	Proxy attendance	ISHARES VII PLC			12.554	12.554	0,0233%
1	GARBUIO ROBERTA	Proxy attendance	JOHCM INTERNATIONAL SMALL CAP EQUITY FUND			61.790	61.790	0,1148%
1	GARBUIO ROBERTA	Proxy attendance	KEMPEN INTERNATIONAL FUNDS			604.057	604.057	1,1226%
1	GARBUIO ROBERTA	Proxy attendance	LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO			10.166	10.166	0,0189%
1	GARBUIO ROBERTA	Proxy attendance	LATTICE GLOBAL SMALL CAP STRATEGY ETF			696	696	0,0013%
1	GARBUIO ROBERTA	Proxy attendance	LAZARD ASSET MANAGEMENT LLC			41	41	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED			1.833	1.833	0,0034%
1	GARBUIO ROBERTA	Proxy attendance	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST			490	490	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	LEIA GEM INVESTMENT, LLC			25.800	25.800	0,0479%
1	GARBUIO ROBERTA	Proxy attendance	LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST			37.716	37.716	0,0701%

1	GARBUIO ROBERTA	Proxy attendance	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST			27.524	27.524	0,0511%
1	GARBUIO ROBERTA	Proxy attendance	LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM			35.045	35.045	0,0651%
1	GARBUIO ROBERTA	Proxy attendance	LSV1EHE, LSV2EHE			400	400	0,0007%
1	GARBUIO ROBERTA	Proxy attendance	LYXOR ZEBRA EQUITY FUND LMITED			545	545	0,0010%
1	GARBUIO ROBERTA	Proxy attendance	M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND			56.192	56.192	0,1044%
1	GARBUIO ROBERTA	Proxy attendance	MAINSTAY 130/30 INTERNATIONAL FUND			45.493	45.493	0,0845%
1	GARBUIO ROBERTA	Proxy attendance	MARYLAND STATE RETIREMENT & PENSION SYSTEM			28.944	28.944	0,0538%
1	GARBUIO ROBERTA	Proxy attendance	MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO			12.382	12.382	0,0230%
1	GARBUIO ROBERTA	Proxy attendance	MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC			15.360	15.360	0,0285%
1	GARBUIO ROBERTA	Proxy attendance	MD INTERNATIONAL VALUE FUND			4.069	4.069	0,0076%
1	GARBUIO ROBERTA	Proxy attendance	MDPIM INTERNATIONAL EQUITY POOL			33.016	33.016	0,0614%
1	GARBUIO ROBERTA	Proxy attendance	METZLER INTERNATIONAL INV. PLC			192.000	192.000	0,3568%
1	GARBUIO ROBERTA	Proxy attendance	MGI FUNDS PLC			21.793	21.793	0,0405%
1	GARBUIO ROBERTA	Proxy attendance	MICROSOFT GLOBAL FINANCE			21.425	21.425	0,0398%
1	GARBUIO ROBERTA	Proxy attendance	MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F			6.003	6.003	0,0112%
1	GARBUIO ROBERTA	Proxy attendance	MULTI-STYLE, MULTI-MANAGER FUNDS PLC			17.500	17.500	0,0325%
1	GARBUIO ROBERTA	Proxy attendance	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO			2.424	2.424	0,0045%
1	GARBUIO ROBERTA	Proxy attendance	MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN			5.870	5.870	0,0109%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C			1.159	1.159	0,0022%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST			69.661	69.661	0,1295%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM			1.470	1.470	0,0027%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F			3.409	3.409	0,0063%
1	GARBUIO ROBERTA	Proxy attendance	NATIONWIDE DIVERSE MANAGERS FUND			657	657	0,0012%
1	GARBUIO ROBERTA	Proxy attendance	NEW MEXICO STATE INVESTMENT COUNCIL			1.452	1.452	0,0027%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK LIFE INSURANCE & ANNUITY CORPOR			4.938	4.938	0,0092%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK LIFE INSURANCE COMPANY			6.495	6.495	0,0121%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK STATE COMMON RETIREMENT FUND			11.605	11.605	0,0216%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK STATE NURSES ASSOCIATION PENSION PLAN			9.376	9.376	0,0174%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK STATE TEACHERS RETIREMENT SYSTEM			6.127	6.127	0,0114%
1	GARBUIO ROBERTA	Proxy attendance	NEW ZEALAND SUPERANNUATION FUND			1.185	1.185	0,0022%
1	GARBUIO ROBERTA	Proxy attendance	NIKKO WHOLESALE GL EQ UNHEDGED FUND			11.448	11.448	0,0213%
1	GARBUIO ROBERTA	Proxy attendance	NORTH DAKOTA STATE INVESTMENT BOARD			39.054	39.054	0,0726%
1	GARBUIO ROBERTA	Proxy attendance	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST			18.357	18.357	0,0341%
1	GARBUIO ROBERTA	Proxy attendance	NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND			657	657	0,0012%
1	GARBUIO ROBERTA	Proxy attendance	NUMERIC INVESTORS LLC			990	990	0,0018%
1	GARBUIO ROBERTA	Proxy attendance	NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED			320	320	0,0006%
1	GARBUIO ROBERTA	Proxy attendance	NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD			890	890	0,0017%
1	GARBUIO ROBERTA	Proxy attendance	NUVEEN INVESTMENTS, INC.			800	800	0,0015%
1	GARBUIO ROBERTA	Proxy attendance	OFI MULTI SELECT			73.135	73.135	0,1359%
1	GARBUIO ROBERTA	Proxy attendance	ONEPATH GLOBAL SHARES - SMALL CAP INDEX			156	156	0,0003%
1	GARBUIO ROBERTA	Proxy attendance	ONTARIO POWER GENERATION INC. PENSION PLAN			6.286	6.286	0,0117%
1	GARBUIO ROBERTA	Proxy attendance	OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM			440	440	0,0008%
1	GARBUIO ROBERTA	Proxy attendance	PECO ENERGY COMPANY RETIREE MEDICAL TRUST			3.389	3.389	0,0063%
1	GARBUIO ROBERTA	Proxy attendance	PENSION RESERVES INVESTMENT TRUST FUND			14.621	14.621	0,0272%
1	GARBUIO ROBERTA	Proxy attendance	PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB			9.125	9.125	0,0170%
1	GARBUIO ROBERTA	Proxy attendance	POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO			14.919	14.919	0,0277%
1	GARBUIO ROBERTA	Proxy attendance	PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND			787	787	0,0015%
1	GARBUIO ROBERTA	Proxy attendance	PRINCIPAL LIFE INSURANCE COMPANY			61.305	61.305	0,1139%
1	GARBUIO ROBERTA	Proxy attendance	PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN			5.885	5.885	0,0109%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO			9.088	9.088	0,0169%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO			10.715	10.715	0,0199%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI			8.849	8.849	0,0164%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO			40.472	40.472	0,0752%
1	GARBUIO ROBERTA	Proxy attendance	QANTAS SUPERANNUATION PLAN			21.081	21.081	0,0392%
1	GARBUIO ROBERTA	Proxy attendance	REGIME DE RENTES DU MOUVEMENT DESJARDINS			20.138	20.138	0,0374%
1	GARBUIO ROBERTA	Proxy attendance	RETAIL EMPLOYEES SUPERANNUATION TRUST			5.758	5.758	0,0107%
1	GARBUIO ROBERTA	Proxy attendance	SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM			3.874	3.874	0,0072%
1	GARBUIO ROBERTA	Proxy attendance	SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208			31.592	31.592	0,0587%
1	GARBUIO ROBERTA	Proxy attendance	SCHWAB INTERNATIONAL CORE EQUITY FUND			50.753	50.753	0,0943%
1	GARBUIO ROBERTA	Proxy attendance	SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF			7.357	7.357	0,0137%
1	GARBUIO ROBERTA	Proxy attendance	SCS NAVIGATOR FUND			9.896	9.896	0,0184%
1	GARBUIO ROBERTA	Proxy attendance	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND			40.684	40.684	0,0756%
1	GARBUIO ROBERTA	Proxy attendance	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE			3.406	3.406	0,0063%
1	GARBUIO ROBERTA	Proxy attendance	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND			14.314	14.314	0,0266%
1	GARBUIO ROBERTA	Proxy attendance	SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND			7.284	7.284	0,0135%
1	GARBUIO ROBERTA	Proxy attendance	SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F			3.138	3.138	0,0058%
1	GARBUIO ROBERTA	Proxy attendance	SPDR S&P WORLD (EX-US) ETF			8.320	8.320	0,0155%
1	GARBUIO ROBERTA	Proxy attendance	SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL			101.501	101.501	0,1886%
1	GARBUIO ROBERTA	Proxy attendance	SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY			1.599	1.599	0,0030%
1	GARBUIO ROBERTA	Proxy attendance	ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN			221.542	221.542	0,4117%
1	GARBUIO ROBERTA	Proxy attendance	STANLIB FUNDS LIMITED STANDARD BANK HOUSE			13.595	13.595	0,0253%
1	GARBUIO ROBERTA	Proxy attendance	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS			9.041	9.041	0,0168%
1	GARBUIO ROBERTA	Proxy attendance	STATE OF MINNESOTA			1.716	1.716	0,0032%

1	GARBUIO ROBERTA	Proxy attendance	STATE OF MONTANA BOARD OF INVESTMENTS		194	194	0,0004%	
1	GARBUIO ROBERTA	Proxy attendance	STATE OF NEW JERSEY COMMON PENSION FUND D		100.009	100.009	0,1489%	
1	GARBUIO ROBERTA	Proxy attendance	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		78.010	78.010	0,1450%	
1	GARBUIO ROBERTA	Proxy attendance	STG PFDS V.D. GRAFISCHE		16.145	16.145	0,0300%	
1	GARBUIO ROBERTA	Proxy attendance	STICHTING PENSOENFONDS HORECA & CATERING		1.330	1.330	0,0025%	
1	GARBUIO ROBERTA	Proxy attendance	STICHTING PENSOENFONDS VOOR HUISARTSEN		1.903	1.903	0,0035%	
1	GARBUIO ROBERTA	Proxy attendance	STICHTING PHILIPS PENSOENFONDS		4.177	4.177	0,0078%	
1	GARBUIO ROBERTA	Proxy attendance	STICHTING SHELL PENSOENFONDS		66.135	66.135	0,1229%	
1	GARBUIO ROBERTA	Proxy attendance	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		141.733	141.733	0,2634%	
1	GARBUIO ROBERTA	Proxy attendance	TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA		74.217	74.217	0,1379%	
1	GARBUIO ROBERTA	Proxy attendance	TESCO PLC PENSION SCHEME		85	85	0,0002%	
1	GARBUIO ROBERTA	Proxy attendance	TEXAS MUNICIPAL RETIREMENT SYSTEM		80.090	80.090	0,1488%	
1	GARBUIO ROBERTA	Proxy attendance	TEXTRON INC. MASTER TRUST		31.200	31.200	0,0580%	
1	GARBUIO ROBERTA	Proxy attendance	THE BOEING COMPANY EMPLOYEE RETIREMENT P		60.912	60.912	0,1132%	
1	GARBUIO ROBERTA	Proxy attendance	THE CLEVELAND CLINIC FOUNDATION		2.008	2.008	0,0037%	
1	GARBUIO ROBERTA	Proxy attendance	THE GBC INTL. GROWTH FUND		31.747	31.747	0,0590%	
1	GARBUIO ROBERTA	Proxy attendance	THE METHODIST HOSPITAL		11.901	11.901	0,0221%	
1	GARBUIO ROBERTA	Proxy attendance	THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL		3.189	3.189	0,0059%	
1	GARBUIO ROBERTA	Proxy attendance	THE RETIREMENT BENEFIT TRUST OF THE R.R. DONNELLEY & SONS CO.		12.632	12.632	0,0235%	
1	GARBUIO ROBERTA	Proxy attendance	THE ROCKEFELLER FOUNDATION		5.298	5.298	0,0098%	
1	GARBUIO ROBERTA	Proxy attendance	THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER		116.803	116.803	0,2171%	
1	GARBUIO ROBERTA	Proxy attendance	THE TIFF KEYSTONE FUND, L.P.		4.570	4.570	0,0085%	
1	GARBUIO ROBERTA	Proxy attendance	THRIVENT PARTNER WORLDWIDE ALLOCATION FUND		8.851	8.851	0,0164%	
1	GARBUIO ROBERTA	Proxy attendance	THRIVENT PARTNER WORLDWIDE ALLOCATION PORTFOLIO		19.422	19.422	0,0361%	
1	GARBUIO ROBERTA	Proxy attendance	TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND		17.848	17.848	0,0332%	
1	GARBUIO ROBERTA	Proxy attendance	TREASURER OF THE STATE OF NORTH CAROLINAEQUITY INVESTMENT FUND POOLED		490	490	0,0009%	
1	GARBUIO ROBERTA	Proxy attendance	UAW RETIREE MEDICAL BENEFITS TRUST		3.220	3.220	0,0060%	
1	GARBUIO ROBERTA	Proxy attendance	UBS (US) GROUP TRUST		717	717	0,0013%	
1	GARBUIO ROBERTA	Proxy attendance	UBS ETF		1.671	1.671	0,0031%	
1	GARBUIO ROBERTA	Proxy attendance	UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII		1.694	1.694	0,0031%	
1	GARBUIO ROBERTA	Proxy attendance	UNIPENSION INVEST FMBA, EUROPA SMALL CAP AKTIER II		186.003	186.003	0,3457%	
1	GARBUIO ROBERTA	Proxy attendance	UNISUPER		8.868	8.868	0,0165%	
1	GARBUIO ROBERTA	Proxy attendance	UNIVERSAL INVEST BAYVK A1 FONDS		46.080	46.080	0,0856%	
1	GARBUIO ROBERTA	Proxy attendance	UNIVERSITY OF WISCONSIN FOUNDATION		17.102	17.102	0,0318%	
1	GARBUIO ROBERTA	Proxy attendance	UPS GROUP TRUST		24.696	24.696	0,0459%	
1	GARBUIO ROBERTA	Proxy attendance	USAA INTERNATIONAL FUND		20.653	20.653	0,0384%	
1	GARBUIO ROBERTA	Proxy attendance	UTAH STATE RETIREMENT SYSTEMS		1.867	1.867	0,0035%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD DEVELOPED MARKETS INDEX FUND		35.221	35.221	0,0655%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD EUROPEAN STOCK INDEX FUND		44.543	44.543	0,0828%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD FTSE ALL WORLD SMALL CAP IND FU		28.916	28.916	0,0537%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF		36	36	0,0001%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		484	484	0,0009%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD INTERNATIONAL SMALL COMPANIES I		1.383	1.383	0,0026%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD INVESTMENT SERIES, PLC		2.962	2.962	0,0055%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD TOTAL INTERNATIONAL STOCK INDEX		200.678	200.678	0,3729%	
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD TOTAL WORLD STOCK INDEX FUND		6.213	6.213	0,0115%	
1	GARBUIO ROBERTA	Proxy attendance	VERMONT PENSION INVESTMENT COMMITTEE		4.539	4.539	0,0084%	
1	GARBUIO ROBERTA	Proxy attendance	VIRGINIA RETIREMENT SYSTEM .		157.153	157.153	0,2920%	
1	GARBUIO ROBERTA	Proxy attendance	VOYA MULTI-MANAGER INTERNATIONAL SMALL CAP FUND		3.654	3.654	0,0068%	
1	GARBUIO ROBERTA	Proxy attendance	WASATCH GLOBAL OPPORTUNITIES FUND		49.629	49.629	0,0922%	
1	GARBUIO ROBERTA	Proxy attendance	WASATCH INTERNATIONAL GROWTH FUND		484.008	484.008	0,8995%	
1	GARBUIO ROBERTA	Proxy attendance	WASHINGTON STATE INVESTMENT BOARD		1.432	1.432	0,0027%	
1	GARBUIO ROBERTA	Proxy attendance	WEST VIRGINIA INVESTMENT MANAGEMENT BOARD		39.266	39.266	0,0730%	
1	GARBUIO ROBERTA	Proxy attendance	WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST		115.415	115.415	0,2145%	
1	GARBUIO ROBERTA	Proxy attendance	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND		135.758	135.758	0,2523%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE DYNAMIC CURRENCY HEDGED EUROPE EQUITY FUND		84	84	0,0002%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP		157	157	0,0003%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND		39.204	39.204	0,0729%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE EUROPE LOCAL RECOVERY FUND		493	493	0,0009%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND		214.847	214.847	0,3993%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND		84.789	84.789	0,1576%	
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE ISSUER PUBLIC LIMITED COMPANY		11.645	11.645	0,0216%	
1	GARBUIO ROBERTA	Proxy attendance	WYOMING RETIREMENT SYSTEM		1.134	1.134	0,0021%	
1	GARBUIO ROBERTA	Proxy attendance	ZEBRA GLOBAL LIQUIDITY ARBITRAGE FUND LP		1.593	1.593	0,0030%	
272			TOTAL OF SHARES REPRESENTED AT THE SHAREHOLDERS' MEETING		4.348.503	38.023.513	42.372.016	78,7422%
			NUMBER OF SHAREHOLDERS PRESENT IN PERSON OR BY PROXY				272	

LIST OF ATTENDEES OF THE SHAREHOLDERS' MEETING

Share capital in Euro

53.811.095,00

ATTENDEE	NOTE	SHAREHOLDER	PERSONAL ATTENDANCE	PROXY ATTENDANCE	TOTAL NUMBER	% of Share Capital
NICOLA ZANUSSI	Proxy attendance	LA SCOGLIERA S.P.A.		26.966.847	26.966.847	50,1139%
NICOLA ZANUSSI	Proxy attendance	ALCHIMIA SPA		1.076.247	1.076.247	2,0000%
BOSSI GIOVANNI	Personal attendance	BOSSI GIOVANNI	1.838.646		1.838.646	3,4169%
CASELLI GIORGIO	Proxy attendance	CASELLI LAURA		800	800	0,0015%
CORSO NICOLETTA	Personal attendance	CORSO NICOLETTA	3.900		3.900	0,0072%
FAVALLI ARRIGO	Personal attendance	FAVALLI ARRIGO	1.000		1.000	0,0019%
CASELLI GIORGIO	Proxy attendance	FAZZINI CELSO		5.500	5.500	0,0102%
FIorentini Gian Luca	Personal attendance	FIorentini Gian Luca	20		20	0,0000%
CASELLI GIORGIO	Proxy attendance	GUSSONI ANGELA GEMMA MARIA		6.800	6.800	0,0126%
MADERNA FRANCESCA	Personal attendance	MADERNA FRANCESCA	1.070.422		1.070.422	1,9892%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO	Personal attendance	MAFFEI FACCIOLI CARLO FRANCESCO JACOPO	40.000		40.000	0,0743%
MAFFEI FACCIOLI NICOLO'	Proxy attendance	MAFFEI FACCIOLI BARBARA	2.500		2.500	0,0046%
MIOTTI FRANCO	Personal attendance	MIOTTI FRANCO	1.000		1.000	0,0019%
PANDOLFO FABRIZIO	Personal attendance	PANDOLFO FABRIZIO	3.408		3.408	0,0063%
CASELLI GIORGIO	Proxy attendance	PORTALUPPI ANNAMARIA CRISTINA		4.000	4.000	0,0074%
PREVE RICCARDO	Legal representative	PREVE COSTRUZIONI SPA	1.160.000		1.160.000	2,1557%
PREVE RICCARDO	Personal attendance	PREVE RICCARDO	90.168		90.168	0,1676%
RIZZARDI RAFFAELE	Personal attendance	RIZZARDI RAFFAELE	847		847	0,0016%
STACCIONE ALBERTO	Personal attendance	STACCIONE ALBERTO	140.000		140.000	0,2602%
GARBUIO ROBERTA	Proxy attendance	I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		66.623	66.623	0,1238%
GARBUIO ROBERTA	Proxy attendance	ABA STOCKS LLC		1.160	1.160	0,0022%
GARBUIO ROBERTA	Proxy attendance	ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		1.247	1.247	0,0023%
GARBUIO ROBERTA	Proxy attendance	ACADIAN INTERNATIONAL SMALL CAPFUND		13.728	13.728	0,0255%
GARBUIO ROBERTA	Proxy attendance	ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		29.619	29.619	0,0550%
GARBUIO ROBERTA	Proxy attendance	ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		3.397	3.397	0,0063%
GARBUIO ROBERTA	Proxy attendance	ALASKA PERMANENT FUND CORPORATION		2.981	2.981	0,0055%
GARBUIO ROBERTA	Proxy attendance	ALKEN FUND		922.994	922.994	1,7152%
GARBUIO ROBERTA	Proxy attendance	ALLIANZ GI FONDS AKTIEN GLOBAL		28.486	28.486	0,0529%
GARBUIO ROBERTA	Proxy attendance	ALLIANZ GLOBAL INVESTORS EUROPEGMBH		26.025	26.025	0,0484%
GARBUIO ROBERTA	Proxy attendance	ALLIANZGI FONDS AEVN		16.726	16.726	0,0311%
GARBUIO ROBERTA	Proxy attendance	ALLIANZGI FONDS DUNHILL		2.555	2.555	0,0047%
GARBUIO ROBERTA	Proxy attendance	ALLIANZGI FONDS GANO 2		1.893	1.893	0,0035%
GARBUIO ROBERTA	Proxy attendance	ALLIANZGI-FONDS DSPT		20.573	20.573	0,0382%
GARBUIO ROBERTA	Proxy attendance	ALPHA EXTENSION FUND		68.679	68.679	0,1276%
GARBUIO ROBERTA	Proxy attendance	ALTRIA CLIENT SERVICES MASTER RETIREM.T.		19.502	19.502	0,0362%
GARBUIO ROBERTA	Proxy attendance	AMERICAN HONDA MASTER RETIREMENT TRUST		3.077	3.077	0,0057%
GARBUIO ROBERTA	Proxy attendance	AMG TRILOGY INTERNATIONAL SMALLCAP FUND		11.998	11.998	0,0223%
GARBUIO ROBERTA	Proxy attendance	ANZ WHOLESale INTERNATIONAL SHARE NO. 3		41.900	41.900	0,0779%
GARBUIO ROBERTA	Proxy attendance	ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		45.000	45.000	0,0836%
GARBUIO ROBERTA	Proxy attendance	ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		6.276	6.276	0,0117%
GARBUIO ROBERTA	Proxy attendance	ARROWSTREET COLLECTIVE INVESTMENT TRUST		9.193	9.193	0,0171%
GARBUIO ROBERTA	Proxy attendance	ARROWSTREET GLOBAL EQUITY - ALPHA AXtENSION FUND II		6.483	6.483	0,0120%
GARBUIO ROBERTA	Proxy attendance	ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXtENSION FUND II		12.132	12.132	0,0225%
GARBUIO ROBERTA	Proxy attendance	ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		1.517	1.517	0,0028%
GARBUIO ROBERTA	Proxy attendance	BBH TRUSTE SERV. (IE) LIMITED		12.342	12.342	0,0229%
GARBUIO ROBERTA	Proxy attendance	BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		8.039	8.039	0,0149%
GARBUIO ROBERTA	Proxy attendance	BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		2.518	2.518	0,0047%
GARBUIO ROBERTA	Proxy attendance	BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		626	626	0,0012%
GARBUIO ROBERTA	Proxy attendance	BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		60.918	60.918	0,1132%
GARBUIO ROBERTA	Proxy attendance	BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		320	320	0,0006%
GARBUIO ROBERTA	Proxy attendance	BLUE SKY GROUP		22.999	22.999	0,0427%
GARBUIO ROBERTA	Proxy attendance	BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		750	750	0,0014%

1	GARBUIO ROBERTA	Proxy attendance	BNYMTD CF MITON EUROPEAN OPPTS FUND		35.627	35.627	0,0662%
1	GARBUIO ROBERTA	Proxy attendance	BOILERMAKER BLACKSMITH NATIONAL PENSION		5.344	5.344	0,0099%
1	GARBUIO ROBERTA	Proxy attendance	BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		5.800	5.800	0,0108%
1	GARBUIO ROBERTA	Proxy attendance	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		75.621	75.621	0,1405%
1	GARBUIO ROBERTA	Proxy attendance	CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		9.791	9.791	0,0182%
1	GARBUIO ROBERTA	Proxy attendance	CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		41.976	41.976	0,0780%
1	GARBUIO ROBERTA	Proxy attendance	CANADA PENSION PLAN INVESTMENT BOARD		1.300	1.300	0,0024%
1	GARBUIO ROBERTA	Proxy attendance	CASEY FAMILY PROGRAMS		5.228	5.228	0,0097%
1	GARBUIO ROBERTA	Proxy attendance	CATERPILLAR PENSION PLAN		11.694	11.694	0,0217%
1	GARBUIO ROBERTA	Proxy attendance	CAUSEWAY INTERNATIONAL SMALL CAP FUND		378	378	0,0007%
1	GARBUIO ROBERTA	Proxy attendance	CC&L ALL STRATEGIES FUND		1.200	1.200	0,0022%
1	GARBUIO ROBERTA	Proxy attendance	CC&L Q MARKET NEUTRAL FUND		2.700	2.700	0,0050%
1	GARBUIO ROBERTA	Proxy attendance	CELANESE AMERICAS RETIREMENT SAVINGS PLAN		2.129	2.129	0,0040%
1	GARBUIO ROBERTA	Proxy attendance	CF DV ACWI EX-U.S. IMI FUND		265	265	0,0005%
1	GARBUIO ROBERTA	Proxy attendance	CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		473	473	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		3.903	3.903	0,0073%
1	GARBUIO ROBERTA	Proxy attendance	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		4.605	4.605	0,0086%
1	GARBUIO ROBERTA	Proxy attendance	CITY OF MEMPHIS RETIREMENT SYSTEM		8.070	8.070	0,0150%
1	GARBUIO ROBERTA	Proxy attendance	CITY OF NEW YORK GROUP TRUST		108.300	108.300	0,2013%
1	GARBUIO ROBERTA	Proxy attendance	COLLEGE RETIREMENT EQUITIES FUND		119.531	119.531	0,2221%
1	GARBUIO ROBERTA	Proxy attendance	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		18.038	18.038	0,0335%
1	GARBUIO ROBERTA	Proxy attendance	COMMONWEALTH BANK GROUP SUPERANNUATION		10.639	10.639	0,0198%
1	GARBUIO ROBERTA	Proxy attendance	COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		90.661	90.661	0,1685%
1	GARBUIO ROBERTA	Proxy attendance	CONNECTICUT GENERAL LIFE INSURANCE COMPANY		122	122	0,0002%
1	GARBUIO ROBERTA	Proxy attendance	CONSOLIDATED EDISON RETIREMENT PLAN		4.188	4.188	0,0078%
1	GARBUIO ROBERTA	Proxy attendance	COUNSEL GLOBAL SMALL CAP		39.882	39.882	0,0741%
1	GARBUIO ROBERTA	Proxy attendance	CRT STOCKS LLC		840	840	0,0016%
1	GARBUIO ROBERTA	Proxy attendance	DEPARTMENT OF STATE LANDS		4.754	4.754	0,0088%
1	GARBUIO ROBERTA	Proxy attendance	DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		780	780	0,0014%
1	GARBUIO ROBERTA	Proxy attendance	DIGNITY HEALTH		76	76	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	DIGNITY HEALTH RETIREMENT PLAN TRUST		70	70	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	DOMINION RESOURCES INC. MASTER TRUST		24.068	24.068	0,0447%
1	GARBUIO ROBERTA	Proxy attendance	DUKE ENERGY RETIREMENT SAVINGS PLAN		17.871	17.871	0,0332%
1	GARBUIO ROBERTA	Proxy attendance	EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		5.586	5.586	0,0104%
1	GARBUIO ROBERTA	Proxy attendance	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		13.245	13.245	0,0246%
1	GARBUIO ROBERTA	Proxy attendance	ENSIGN PEAK ADVISORS INC.		194.863	194.863	0,3621%
1	GARBUIO ROBERTA	Proxy attendance	EURIZON CAPITAL S.A.		29.338	29.338	0,0545%
1	GARBUIO ROBERTA	Proxy attendance	EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA		119.720	119.720	0,2225%
1	GARBUIO ROBERTA	Proxy attendance	EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		11.364	11.364	0,0211%
1	GARBUIO ROBERTA	Proxy attendance	EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		18.169	18.169	0,0338%
1	GARBUIO ROBERTA	Proxy attendance	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EML		1.521	1.521	0,0028%
1	GARBUIO ROBERTA	Proxy attendance	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		20.710	20.710	0,0385%
1	GARBUIO ROBERTA	Proxy attendance	FCP ASTORG CROISSANCE MID CAP		8.562	8.562	0,0159%
1	GARBUIO ROBERTA	Proxy attendance	FCP GROUPAMA AVENIR EURO		717.905	717.905	1,3341%
1	GARBUIO ROBERTA	Proxy attendance	FDVANTAGE		876	876	0,0016%
1	GARBUIO ROBERTA	Proxy attendance	FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY		22.000	22.000	0,0409%
1	GARBUIO ROBERTA	Proxy attendance	FIRE AND POLICE PENSION FUND SAN ANTONIO		2.284	2.284	0,0042%
1	GARBUIO ROBERTA	Proxy attendance	FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		5.714	5.714	0,0106%
1	GARBUIO ROBERTA	Proxy attendance	FIRST TRUST DEV MARK EX US SMALL CAP ALP		225	225	0,0004%
1	GARBUIO ROBERTA	Proxy attendance	FIS CALBEAR FUND, LLC		53.000	53.000	0,0985%
1	GARBUIO ROBERTA	Proxy attendance	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1.617	1.617	0,0030%
1	GARBUIO ROBERTA	Proxy attendance	FLORIDA RETIREMENT SYSTEM .		209.696	209.696	0,3897%
1	GARBUIO ROBERTA	Proxy attendance	FONDS ASSECURA I		1.571	1.571	0,0029%
1	GARBUIO ROBERTA	Proxy attendance	FONDS RESERVE RETRAITES		159.585	159.585	0,2966%
1	GARBUIO ROBERTA	Proxy attendance	GMAM GROUP PENSION TRUST III		9.667	9.667	0,0180%
1	GARBUIO ROBERTA	Proxy attendance	GMAM INVESTMENT FUNDS TRUST		17.476	17.476	0,0325%
1	GARBUIO ROBERTA	Proxy attendance	GOLDMAN SACHS FUNDS		794	794	0,0015%
1	GARBUIO ROBERTA	Proxy attendance	GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		118.325	118.325	0,2199%
1	GARBUIO ROBERTA	Proxy attendance	GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		4.676	4.676	0,0087%
1	GARBUIO ROBERTA	Proxy attendance	GOVERNMENT OF NORWAY		447.916	447.916	0,8324%
1	GARBUIO ROBERTA	Proxy attendance	HOSKING GLOBAL FUND PLC		119.854	119.854	0,2227%
1	GARBUIO ROBERTA	Proxy attendance	HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		6.896	6.896	0,0128%
1	GARBUIO ROBERTA	Proxy attendance	HSBC AM TECHNOLOGIE (C)		46.037	46.037	0,0856%

1	GARBUIO ROBERTA	Proxy attendance	IBM 401K PLUS PLAN			15.840	15.840	0,0294%
1	GARBUIO ROBERTA	Proxy attendance	ILLINOIS MUNICIPAL RETIREMENT FUND			53.176	53.176	0,0988%
1	GARBUIO ROBERTA	Proxy attendance	ILLINOIS STATE BOARD OF INVESTMENT			124.099	124.099	0,2306%
1	GARBUIO ROBERTA	Proxy attendance	INDIANA PUBLIC EMPLOYEES RETIREMENT FUND			760	760	0,0014%
1	GARBUIO ROBERTA	Proxy attendance	INTEL CORP RETIREMENT PLANS MASTER FUND			21.500	21.500	0,0400%
1	GARBUIO ROBERTA	Proxy attendance	INTERNATIONAL LP I			347	347	0,0006%
1	GARBUIO ROBERTA	Proxy attendance	INTERNATIONAL MONETARY FUND			472	472	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST			30.182	30.182	0,0561%
1	GARBUIO ROBERTA	Proxy attendance	IPAC SPEC INV STR INT SHARE STR NO 9			1.284	1.284	0,0024%
1	GARBUIO ROBERTA	Proxy attendance	ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF			1.242	1.242	0,0023%
1	GARBUIO ROBERTA	Proxy attendance	ISHARES MSCI EAFE SMALL CAP ETF			41.380	41.380	0,0769%
1	GARBUIO ROBERTA	Proxy attendance	ISHARES VII PLC			12.554	12.554	0,0233%
1	GARBUIO ROBERTA	Proxy attendance	JOHCM INTERNATIONAL SMALL CAP EQUITY FUND			61.790	61.790	0,1148%
1	GARBUIO ROBERTA	Proxy attendance	KEMPEN INTERNATIONAL FUNDS			604.057	604.057	1,1226%
1	GARBUIO ROBERTA	Proxy attendance	LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO			10.166	10.166	0,0189%
1	GARBUIO ROBERTA	Proxy attendance	LATTICE GLOBAL SMALL CAP STRATEGY ETF			696	696	0,0013%
1	GARBUIO ROBERTA	Proxy attendance	LAZARD ASSET MANAGEMENT LLC			41	41	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED			1.833	1.833	0,0034%
1	GARBUIO ROBERTA	Proxy attendance	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST			490	490	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	LEIA GEM INVESTMENT, LLC			25.800	25.800	0,0479%
1	GARBUIO ROBERTA	Proxy attendance	LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST			37.716	37.716	0,0701%
1	GARBUIO ROBERTA	Proxy attendance	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST			27.524	27.524	0,0511%
1	GARBUIO ROBERTA	Proxy attendance	LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM			35.045	35.045	0,0651%
1	GARBUIO ROBERTA	Proxy attendance	LSV1EHE, LSV2EHE			400	400	0,0007%
1	GARBUIO ROBERTA	Proxy attendance	LYXOR ZEBRA EQUITY FUND LMITED			545	545	0,0010%
1	GARBUIO ROBERTA	Proxy attendance	M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND			56.192	56.192	0,1044%
1	GARBUIO ROBERTA	Proxy attendance	MAINSTAY 130/30 INTERNATIONAL FUND			45.493	45.493	0,0845%
1	GARBUIO ROBERTA	Proxy attendance	MARYLAND STATE RETIREMENT & PENSION SYSTEM			28.944	28.944	0,0538%
1	GARBUIO ROBERTA	Proxy attendance	MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO			12.382	12.382	0,0230%
1	GARBUIO ROBERTA	Proxy attendance	MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC			15.360	15.360	0,0285%
1	GARBUIO ROBERTA	Proxy attendance	MD INTERNATIONAL VALUE FUND			4.069	4.069	0,0076%
1	GARBUIO ROBERTA	Proxy attendance	MDPIM INTERNATIONAL EQUITY POOL			33.016	33.016	0,0614%
1	GARBUIO ROBERTA	Proxy attendance	METZLER INTERNATIONAL INV. PLC			192.000	192.000	0,3568%
1	GARBUIO ROBERTA	Proxy attendance	MGI FUNDS PLC			21.793	21.793	0,0405%
1	GARBUIO ROBERTA	Proxy attendance	MICROSOFT GLOBAL FINANCE			21.425	21.425	0,0398%
1	GARBUIO ROBERTA	Proxy attendance	MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F			6.003	6.003	0,0112%
1	GARBUIO ROBERTA	Proxy attendance	MULTI-STYLE, MULTI-MANAGER FUNDS PLC			17.500	17.500	0,0325%
1	GARBUIO ROBERTA	Proxy attendance	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO			2.424	2.424	0,0045%
1	GARBUIO ROBERTA	Proxy attendance	MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN			5.870	5.870	0,0109%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C			1.159	1.159	0,0022%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST			69.661	69.661	0,1295%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC IN			1.470	1.470	0,0027%
1	GARBUIO ROBERTA	Proxy attendance	NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F			3.409	3.409	0,0063%
1	GARBUIO ROBERTA	Proxy attendance	NATIONWIDE DIVERSE MANAGERS FUND			657	657	0,0012%
1	GARBUIO ROBERTA	Proxy attendance	NEW MEXICO STATE INVESTMENT COUNCIL			1.452	1.452	0,0027%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK LIFE INSURANCE & ANNUITY CORPOR			4.938	4.938	0,0092%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK LIFE INSURANCE COMPANY			6.495	6.495	0,0121%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK STATE COMMON RETIREMENT FUND			11.605	11.605	0,0216%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK STATE NURSES ASSOCIATION PENSION PLAN			9.376	9.376	0,0174%
1	GARBUIO ROBERTA	Proxy attendance	NEW YORK STATE TEACHERS RETIREMENT SYSTEM			6.127	6.127	0,0114%
1	GARBUIO ROBERTA	Proxy attendance	NEW ZEALAND SUPERANNUATION FUND			1.185	1.185	0,0022%
1	GARBUIO ROBERTA	Proxy attendance	NIKKO WHOLESALE GL EQ UNHEDGED FUND			11.448	11.448	0,0213%
1	GARBUIO ROBERTA	Proxy attendance	NORTH DAKOTA STATE INVESTMENT BOARD			39.054	39.054	0,0726%
1	GARBUIO ROBERTA	Proxy attendance	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST			18.357	18.357	0,0341%
1	GARBUIO ROBERTA	Proxy attendance	NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND			657	657	0,0012%
1	GARBUIO ROBERTA	Proxy attendance	NUMERIC INVESTORS LLC			990	990	0,0018%
1	GARBUIO ROBERTA	Proxy attendance	NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED			320	320	0,0006%
1	GARBUIO ROBERTA	Proxy attendance	NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD			890	890	0,0017%
1	GARBUIO ROBERTA	Proxy attendance	NUVEEN INVESTMENTS, INC.			800	800	0,0015%
1	GARBUIO ROBERTA	Proxy attendance	OFI MULTI SELECT			73.135	73.135	0,1359%
1	GARBUIO ROBERTA	Proxy attendance	ONEPATH GLOBAL SHARES - SMALL CAP INDEX			156	156	0,0003%
1	GARBUIO ROBERTA	Proxy attendance	ONTARIO POWER GENERATION INC. PENSION PLAN			6.286	6.286	0,0117%
1	GARBUIO ROBERTA	Proxy attendance	OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM			440	440	0,0008%

1	GARBUIO ROBERTA	Proxy attendance	PECO ENERGY COMPANY RETIREE MEDICAL TRUST			3.389	3.389	0,0063%
1	GARBUIO ROBERTA	Proxy attendance	PENSION RESERVES INVESTMENT TRUST FUND			14.621	14.621	0,0272%
1	GARBUIO ROBERTA	Proxy attendance	PENSIONDANMARK PENSIONSORSIKRINGSAKTIESELSKAB			9.125	9.125	0,0170%
1	GARBUIO ROBERTA	Proxy attendance	POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO			14.919	14.919	0,0277%
1	GARBUIO ROBERTA	Proxy attendance	PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND			787	787	0,0015%
1	GARBUIO ROBERTA	Proxy attendance	PRINCIPAL LIFE INSURANCE COMPANY			61.305	61.305	0,1139%
1	GARBUIO ROBERTA	Proxy attendance	PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN			5.885	5.885	0,0109%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO			9.088	9.088	0,0169%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO			10.715	10.715	0,0199%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI			8.849	8.849	0,0164%
1	GARBUIO ROBERTA	Proxy attendance	PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO			40.472	40.472	0,0752%
1	GARBUIO ROBERTA	Proxy attendance	QANTAS SUPERANNUATION PLAN			21.081	21.081	0,0392%
1	GARBUIO ROBERTA	Proxy attendance	REGIME DE RENTES DU MOUVEMENT DESJARDINS			20.138	20.138	0,0374%
1	GARBUIO ROBERTA	Proxy attendance	RETAIL EMPLOYEES SUPERANNUATION TRUST			5.758	5.758	0,0107%
1	GARBUIO ROBERTA	Proxy attendance	SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM			3.874	3.874	0,0072%
1	GARBUIO ROBERTA	Proxy attendance	SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208			31.592	31.592	0,0587%
1	GARBUIO ROBERTA	Proxy attendance	SCHWAB INTERNATIONAL CORE EQUITY FUND			50.753	50.753	0,0943%
1	GARBUIO ROBERTA	Proxy attendance	SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF			7.357	7.357	0,0137%
1	GARBUIO ROBERTA	Proxy attendance	SCS NAVIGATOR FUND			9.896	9.896	0,0184%
1	GARBUIO ROBERTA	Proxy attendance	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND			40.684	40.684	0,0756%
1	GARBUIO ROBERTA	Proxy attendance	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE			3.406	3.406	0,0063%
1	GARBUIO ROBERTA	Proxy attendance	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND			14.314	14.314	0,0266%
1	GARBUIO ROBERTA	Proxy attendance	SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND			7.284	7.284	0,0135%
1	GARBUIO ROBERTA	Proxy attendance	SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F			3.138	3.138	0,0058%
1	GARBUIO ROBERTA	Proxy attendance	SPDR S&P WORLD (EX-US) ETF			8.320	8.320	0,0155%
1	GARBUIO ROBERTA	Proxy attendance	SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL			101.501	101.501	0,1886%
1	GARBUIO ROBERTA	Proxy attendance	SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY			1.599	1.599	0,0030%
1	GARBUIO ROBERTA	Proxy attendance	ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN			221.542	221.542	0,4117%
1	GARBUIO ROBERTA	Proxy attendance	STANLIB FUNDS LIMITED STANDARD BANK HOUSE			13.595	13.595	0,0253%
1	GARBUIO ROBERTA	Proxy attendance	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS			9.041	9.041	0,0168%
1	GARBUIO ROBERTA	Proxy attendance	STATE OF MINNESOTA			1.716	1.716	0,0032%
1	GARBUIO ROBERTA	Proxy attendance	STATE OF MONTANA BOARD OF INVESTMENTS			194	194	0,0004%
1	GARBUIO ROBERTA	Proxy attendance	STATE OF NEW JERSEY COMMON PENSION FUND D			100.009	100.009	0,1859%
1	GARBUIO ROBERTA	Proxy attendance	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV			78.010	78.010	0,1450%
1	GARBUIO ROBERTA	Proxy attendance	STG PFDS V.D. GRAFISCHE			16.145	16.145	0,0300%
1	GARBUIO ROBERTA	Proxy attendance	STICHTING PENSIOENFONDS HORECA & CATERING			1.330	1.330	0,0025%
1	GARBUIO ROBERTA	Proxy attendance	STICHTING PENSIOENFONDS VOOR HUISARTSEN			1.903	1.903	0,0035%
1	GARBUIO ROBERTA	Proxy attendance	STICHTING PHILIPS PENSIOENFONDS			4.177	4.177	0,0078%
1	GARBUIO ROBERTA	Proxy attendance	STICHTING SHELL PENSIOENFONDS			66.135	66.135	0,1229%
1	GARBUIO ROBERTA	Proxy attendance	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS			141.733	141.733	0,2634%
1	GARBUIO ROBERTA	Proxy attendance	TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA			74.217	74.217	0,1379%
1	GARBUIO ROBERTA	Proxy attendance	TESCO PLC PENSION SCHEME			85	85	0,0002%
1	GARBUIO ROBERTA	Proxy attendance	TEXAS MUNICIPAL RETIREMENT SYSTEM			80.090	80.090	0,1488%
1	GARBUIO ROBERTA	Proxy attendance	TEXTRON INC. MASTER TRUST			31.200	31.200	0,0580%
1	GARBUIO ROBERTA	Proxy attendance	THE BOEING COMPANY EMPLOYEE RETIREMENT P			60.912	60.912	0,1132%
1	GARBUIO ROBERTA	Proxy attendance	THE CLEVELAND CLINIC FOUNDATION			2.008	2.008	0,0037%
1	GARBUIO ROBERTA	Proxy attendance	THE GBC INTL GROWTH FUND			31.747	31.747	0,0590%
1	GARBUIO ROBERTA	Proxy attendance	THE METHODIST HOSPITAL			11.901	11.901	0,0221%
1	GARBUIO ROBERTA	Proxy attendance	THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL			3.189	3.189	0,0059%
1	GARBUIO ROBERTA	Proxy attendance	THE RETIREMENT BENEFIT TRUST OF THE R.R. DONNELLEY & SONS CO.			12.632	12.632	0,0235%
1	GARBUIO ROBERTA	Proxy attendance	THE ROCKEFELLER FOUNDATION			5.298	5.298	0,0098%
1	GARBUIO ROBERTA	Proxy attendance	THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER			116.803	116.803	0,2171%
1	GARBUIO ROBERTA	Proxy attendance	THE TIFF KEYSTONE FUND, L.P.			4.570	4.570	0,0085%
1	GARBUIO ROBERTA	Proxy attendance	THRIVENT PARTNER WORLDWIDE ALLOCATION FUND			8.851	8.851	0,0164%
1	GARBUIO ROBERTA	Proxy attendance	THRIVENT PARTNER WORLDWIDE ALLOCATION PORTFOLIO			19.422	19.422	0,0361%
1	GARBUIO ROBERTA	Proxy attendance	TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND			17.848	17.848	0,0332%
1	GARBUIO ROBERTA	Proxy attendance	TREASURER OF THE STATE OF NORTHCAROLINAEQUITY INVESTMENT FUND POOLED			490	490	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	UAW RETIREE MEDICAL BENEFITS TRUST			3.220	3.220	0,0060%
1	GARBUIO ROBERTA	Proxy attendance	UBS (US) GROUP TRUST			717	717	0,0013%
1	GARBUIO ROBERTA	Proxy attendance	UBS ETF			1.671	1.671	0,0031%
1	GARBUIO ROBERTA	Proxy attendance	UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII			1.694	1.694	0,0031%
1	GARBUIO ROBERTA	Proxy attendance	UNIPENSION INVEST FMBA, EUROPA SMALL CAP AKTIER II			186.003	186.003	0,3457%
1	GARBUIO ROBERTA	Proxy attendance	UNISUPER			8.868	8.868	0,0165%

1	GARBUIO ROBERTA	Proxy attendance	UNIVERSAL INVEST BAYVK A1 FONDS		46.080	46.080	0,0856%
1	GARBUIO ROBERTA	Proxy attendance	UNIVERSITY OF WISCONSIN FOUNDATION		17.102	17.102	0,0318%
1	GARBUIO ROBERTA	Proxy attendance	UPS GROUP TRUST		24.696	24.696	0,0459%
1	GARBUIO ROBERTA	Proxy attendance	USAA INTERNATIONAL FUND		20.653	20.653	0,0384%
1	GARBUIO ROBERTA	Proxy attendance	UTAH STATE RETIREMENT SYSTEMS		1.867	1.867	0,0035%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD DEVELOPED MARKETS INDEX FUND		35.221	35.221	0,0655%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD EUROPEAN STOCK INDEX FUND		44.543	44.543	0,0828%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD FTSE ALL WORLD SMALL CAP IND FU		28.916	28.916	0,0537%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF		36	36	0,0001%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		484	484	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD INTERNATIONAL SMALL COMPANIES I		1.383	1.383	0,0026%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD INVESTMENT SERIES, PLC		2.962	2.962	0,0055%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD TOTAL INTERNATIONAL STOCK INDEX		200.678	200.678	0,3729%
1	GARBUIO ROBERTA	Proxy attendance	VANGUARD TOTAL WORLD STOCK INDEX FUND		6.213	6.213	0,0115%
1	GARBUIO ROBERTA	Proxy attendance	VERMONT PENSION INVESTMENT COMMITTEE		4.539	4.539	0,0084%
1	GARBUIO ROBERTA	Proxy attendance	VIRGINIA RETIREMENT SYSTEM .		157.153	157.153	0,2920%
1	GARBUIO ROBERTA	Proxy attendance	VOYA MULTI-MANAGER INTERNATIONAL SMALL CAP FUND		3.654	3.654	0,0068%
1	GARBUIO ROBERTA	Proxy attendance	WASATCH GLOBAL OPPORTUNITIES FUND		49.629	49.629	0,0922%
1	GARBUIO ROBERTA	Proxy attendance	WASATCH INTERNATIONAL GROWTH FUND		484.008	484.008	0,8995%
1	GARBUIO ROBERTA	Proxy attendance	WASHINGTON STATE INVESTMENT BOARD		1.432	1.432	0,0027%
1	GARBUIO ROBERTA	Proxy attendance	WEST VIRGINIA INVESTMENT MANAGEMENT BOARD		39.266	39.266	0,0730%
1	GARBUIO ROBERTA	Proxy attendance	WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST		115.415	115.415	0,2145%
1	GARBUIO ROBERTA	Proxy attendance	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND		135.758	135.758	0,2523%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE DYNAMIC CURRENCY HEDGED EUROPE EQUITY FUND		84	84	0,0002%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP		157	157	0,0003%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND		39.204	39.204	0,0729%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE EUROPE LOCAL RECOVERY FUND		493	493	0,0009%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND		214.847	214.847	0,3993%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND		84.789	84.789	0,1576%
1	GARBUIO ROBERTA	Proxy attendance	WISDOMTREE ISSUER PUBLIC LIMITED COMPANY		11.645	11.645	0,0216%
1	GARBUIO ROBERTA	Proxy attendance	WYOMING RETIREMENT SYSTEM		1.134	1.134	0,0021%
1	GARBUIO ROBERTA	Proxy attendance	ZEBRA GLOBAL LIQUIDITY ARBITRAGE FUND LP		1.593	1.593	0,0030%
			TOTAL OF SHARES REPRESENTED AT THE SHAREHOLDERS' MEETING	4.351.911	38.023.513	42.375.424	78,7485%
			NUMBER OF SHAREHOLDERS PRESENT IN PERSON OR BY PROXY			273	

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VOTING LIST RELATING TO POINT 1) OF THE AGENDA:

Approval of the financial statements at 31 December 2015; communication of the Group consolidated financial statements at 31 December 2015; allocation of profits for the year; inherent and consequent resolutions;

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%				0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%				0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%				0,0000%
CASELLI LAURA		0,0000%	800	0,0015%				0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%				0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%				0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%				0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%				0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%				0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%				0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%				0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%				0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%				0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%				0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%				0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%				0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%				0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%				0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%				0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%	66.623	0,1238%				0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%				0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%				0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%				0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%				0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%				0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%				0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%				0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%				0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%				0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%				0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%				0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%				0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%				0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%				0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%				0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%				0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%				0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%				0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%	45.000	0,0836%				0,0000%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%				0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%				0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%				0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%				0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%				0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%				0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%				0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%				0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%				0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%				0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%				0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%				0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%				0,0000%
BNYMTD CF MITON EUROPEAN OPPTS FUND		0,0000%	35.627	0,0662%				0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%	5.344	0,0099%				0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%	5.800	0,0108%				0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%				0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	9.791	0,0182%				0,0000%

CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%			0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%			0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%			0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%			0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%			0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%			0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%			0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%			0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%			0,0000%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		0,0000%	473	0,0009%			0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%			0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	4.605	0,0086%			0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%			0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	5.359	0,0100%		102.941	0,1913%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%			0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%			0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%			0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0,0000%	90.661	0,1685%			0,0000%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%			0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%			0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%			0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%			0,0000%
DEPARTMENT OF STATE LANDS		0,0000%	4.754	0,0088%			0,0000%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%			0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%			0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%			0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%			0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%			0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%			0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%			0,0000%
ENSIGN PEAK ADVISORS INC.		0,0000%	194.863	0,3621%			0,0000%
EURIZON CAPITAL S.A.		0,0000%	29.338	0,0545%			0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA		0,0000%	119.720	0,2225%			0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	11.364	0,0211%			0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%			0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%			0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%			0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%			0,0000%
FCP GROUPAMA AVENIR EURO		0,0000%	717.905	1,3341%			0,0000%
FDVANTAGE		0,0000%	876	0,0016%			0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY		0,0000%	22.000	0,0409%			0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%			0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%			0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%			0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%			0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%			0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	209.696	0,3897%			0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%			0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%			0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%			0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%			0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%			0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%			0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%			0,0000%
GOVERNMENT OF NORWAY		0,0000%	447.916	0,8324%			0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%			0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%			0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%			0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%			0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%			0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%	124.099	0,2306%			0,0000%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%			0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%			0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%			0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%			0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%			0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%			0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%			0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%			0,0000%

ISHARES VII PLC	0,0000%	12.554	0,0233%				0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND	0,0000%	61.790	0,1148%				0,0000%
KEMPEN INTERNATIONAL FUNDS	0,0000%	604.057	1,1226%				0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO	0,0000%	10.166	0,0189%				0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF	0,0000%	696	0,0013%				0,0000%
LAZARD ASSET MANAGEMENT LLC	0,0000%	41	0,0001%				0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED	0,0000%	1.833	0,0034%				0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	0,0000%	490	0,0009%				0,0000%
LEIA GEM INVESTMENT, LLC	0,0000%	25.800	0,0479%				0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST	0,0000%	37.716	0,0701%				0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0,0000%	27.524	0,0511%				0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM	0,0000%	35.045	0,0651%				0,0000%
LSV1EHE, LSV2EHE	0,0000%	400	0,0007%				0,0000%
LYXOR ZEBRA EQUITY FUND LMITED	0,0000%	545	0,0010%				0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND	0,0000%	56.192	0,1044%				0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND	0,0000%	45.493	0,0845%				0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM	0,0000%	28.944	0,0538%				0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO	0,0000%	12.382	0,0230%				0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC	0,0000%	15.360	0,0285%				0,0000%
MD INTERNATIONAL VALUE FUND	0,0000%	4.069	0,0076%				0,0000%
MDPIM INTERNATIONAL EQUITY POOL	0,0000%	33.016	0,0614%				0,0000%
METZLER INTERNATIONAL INV. PLC	0,0000%	192.000	0,3568%				0,0000%
MGI FUNDS PLC	0,0000%	21.793	0,0405%				0,0000%
MICROSOFT GLOBAL FINANCE	0,0000%	21.425	0,0398%				0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F	0,0000%	6.003	0,0112%				0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC	0,0000%	17.500	0,0325%				0,0000%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	0,0000%	2.424	0,0045%				0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN	0,0000%	5.870	0,0109%				0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C	0,0000%	1.159	0,0022%				0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0,0000%	69.661	0,1295%				0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGEROF THE IRELAND STRATEGIC INVESTM	0,0000%	1.470	0,0027%				0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F	0,0000%	3.409	0,0063%				0,0000%
NATIONWIDE DIVERSE MANAGERS FUND	0,0000%	657	0,0012%				0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL	0,0000%	1.452	0,0027%				0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR	0,0000%	4.938	0,0092%				0,0000%
NEW YORK LIFE INSURANCE COMPANY	0,0000%	6.495	0,0121%				0,0000%
NEW YORK STATE COMMON RETIREMENT FUND	0,0000%	11.605	0,0216%				0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN	0,0000%	9.376	0,0174%				0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0,0000%	6.127	0,0114%				0,0000%
NEW ZEALAND SUPERANNUATION FUND	0,0000%	1.185	0,0022%				0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND	0,0000%	11.448	0,0213%				0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD	0,0000%	39.054	0,0726%				0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0,0000%	18.357	0,0341%				0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND	0,0000%	657	0,0012%				0,0000%
NUMERIC INVESTORS LLC	0,0000%	990	0,0018%				0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED	0,0000%	320	0,0006%				0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD	0,0000%	890	0,0017%				0,0000%
NUVEEN INVESTMENTS, INC.	0,0000%	800	0,0015%				0,0000%
OFI MULTI SELECT	0,0000%	73.135	0,1359%				0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX	0,0000%	156	0,0003%				0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN	0,0000%	6.286	0,0117%				0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	0,0000%	440	0,0008%				0,0000%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST	0,0000%	3.389	0,0063%				0,0000%
PENSION RESERVES INVESTMENT TRUST FUND	0,0000%	14.621	0,0272%				0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB	0,0000%	9.125	0,0170%				0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO	0,0000%	14.919	0,0277%				0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND	0,0000%	787	0,0015%				0,0000%
PRINCIPAL LIFE INSURANCE COMPANY	0,0000%	61.305	0,1139%				0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN	0,0000%	5.885	0,0109%				0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0,0000%	9.088	0,0169%				0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0,0000%	10.715	0,0199%				0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI	0,0000%	8.849	0,0164%				0,0000%
PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO	0,0000%	40.472	0,0752%				0,0000%
QANTAS SUPERANNUATION PLAN	0,0000%	21.081	0,0392%				0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS	0,0000%	20.138	0,0374%				0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST	0,0000%	5.758	0,0107%				0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM	0,0000%	3.874	0,0072%				0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208	0,0000%	31.592	0,0587%				0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND	0,0000%	50.753	0,0943%				0,0000%

SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF	0,0000%	7.357	0,0137%			0,0000%
SCS NAVIGATOR FUND	0,0000%	9.896	0,0184%			0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	0,0000%	40.684	0,0756%			0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE	0,0000%	3.406	0,0063%			0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND	0,0000%	14.314	0,0266%			0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND	0,0000%	7.284	0,0135%			0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F	0,0000%	3.138	0,0058%			0,0000%
SPDR S&P WORLD (EX-US) ETF	0,0000%	8.320	0,0155%			0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	0,0000%	101.501	0,1886%			0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY	0,0000%	1.599	0,0030%			0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN	0,0000%	221.542	0,4117%			0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE	0,0000%	13.595	0,0253%			0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0,0000%	9.041	0,0168%			0,0000%
STATE OF MINNESOTA	0,0000%	1.716	0,0032%			0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS	0,0000%	194	0,0004%			0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D	0,0000%	100.009	0,1859%			0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0,0000%	78.010	0,1450%			0,0000%
STG PFDS V.D. GRAFISCHE	0,0000%	16.145	0,0300%			0,0000%
STICHTING PENSOENFONDS HORECA & CATERING	0,0000%	1.330	0,0025%			0,0000%
STICHTING PENSOENFONDS VOOR HUISARTSEN	0,0000%	1.903	0,0035%			0,0000%
STICHTING PHILIPS PENSOENFONDS	0,0000%	4.177	0,0078%			0,0000%
STICHTING SHELL PENSOENFONDS	0,0000%	66.135	0,1229%			0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0,0000%	141.733	0,2634%			0,0000%
TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA	0,0000%	74.217	0,1379%			0,0000%
TESCO PLC PENSION SCHEME	0,0000%	85	0,0002%			0,0000%
TEXAS MUNICIPAL RETIREMENT SYSTEM	0,0000%	80.090	0,1488%			0,0000%
TEXTRON INC. MASTER TRUST	0,0000%	31.200	0,0580%			0,0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P	0,0000%	60.912	0,1132%			0,0000%
THE CLEVELAND CLINIC FOUNDATION	0,0000%	2.008	0,0037%			0,0000%
THE GBC INTL GROWTH FUND	0,0000%	31.747	0,0590%			0,0000%
THE METHODIST HOSPITAL	0,0000%	11.901	0,0221%			0,0000%
THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL	0,0000%	3.189	0,0059%			0,0000%
THE RETIREMENT BENEFIT TRUST OF THE R.R. DONNELLEY & SONS CO.	0,0000%	12.632	0,0235%			0,0000%
THE ROCKEFELLER FOUNDATION	0,0000%	5.298	0,0098%			0,0000%
THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER	0,0000%	116.803	0,2171%			0,0000%
THE TIFF KEYSTONE FUND, L.P.	0,0000%	4.570	0,0085%			0,0000%
THRIVENT PARTNER WORLDWIDE ALLOCATION FUND	0,0000%	8.851	0,0164%			0,0000%
THRIVENT PARTNER WORLDWIDE ALLOCATION PORTFOLIO	0,0000%	19.422	0,0361%			0,0000%
TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND	0,0000%	17.848	0,0332%			0,0000%
TREASURER OF THE STATE OF NORTHCAROLINAEQUITY INVESTMENT FUND POOLED	0,0000%	490	0,0009%			0,0000%
UAW RETIREE MEDICAL BENEFITS TRUST	0,0000%	3.220	0,0060%			0,0000%
UBS (US) GROUP TRUST	0,0000%	717	0,0013%			0,0000%
UBS ETF	0,0000%	1.671	0,0031%			0,0000%
UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII	0,0000%	1.694	0,0031%			0,0000%
UNIPENSION INVEST FMBA, EUROPA SMALL CAP AKTIER II	0,0000%	186.003	0,3457%			0,0000%
UNISUPER	0,0000%	8.868	0,0165%			0,0000%
UNIVERSAL INVEST BAYVK A1 FONDS	0,0000%	46.080	0,0856%			0,0000%
UNIVERSITY OF WISCONSIN FOUNDATION	0,0000%	17.102	0,0318%			0,0000%
UPS GROUP TRUST	0,0000%	24.696	0,0459%			0,0000%
USAA INTERNATIONAL FUND	0,0000%	20.653	0,0384%			0,0000%
UTAH STATE RETIREMENT SYSTEMS	0,0000%	1.867	0,0035%			0,0000%
VANGUARD DEVELOPED MARKETS INDEX FUND	0,0000%	35.221	0,0655%			0,0000%
VANGUARD EUROPEAN STOCK INDEX FUND	0,0000%	44.543	0,0828%			0,0000%
VANGUARD FTSE ALL WORLD SMALL CAP IND FU	0,0000%	28.916	0,0537%			0,0000%
VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF	0,0000%	36	0,0001%			0,0000%
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0,0000%	484	0,0009%			0,0000%
VANGUARD INTERNATIONAL SMALL COMPANIES I	0,0000%	1.383	0,0026%			0,0000%
VANGUARD INVESTMENT SERIES, PLC	0,0000%	2.962	0,0055%			0,0000%
VANGUARD TOTAL INTERNATIONAL STOCK INDEX	0,0000%	200.678	0,3729%			0,0000%
VANGUARD TOTAL WORLD STOCK INDEX FUND	0,0000%	6.213	0,0115%			0,0000%
VERMONT PENSION INVESTMENT COMMITTEE	0,0000%	4.539	0,0084%			0,0000%
VIRGINIA RETIREMENT SYSTEM	0,0000%	157.153	0,2920%			0,0000%
VOYA MULTI-MANAGER INTERNATIONAL SMALL CAP FUND	0,0000%	3.654	0,0068%			0,0000%
WASATCH GLOBAL OPPORTUNITIES FUND	0,0000%	49.629	0,0922%			0,0000%
WASATCH INTERNATIONAL GROWTH FUND	0,0000%	484.008	0,8995%			0,0000%
WASHINGTON STATE INVESTMENT BOARD	0,0000%	1.432	0,0027%			0,0000%
WEST VIRGINIA INVESTMENT MANAGEMENT BOARD	0,0000%	39.266	0,0730%			0,0000%
WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST	0,0000%	115.415	0,2145%			0,0000%
WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	0,0000%	135.758	0,2523%			0,0000%

WISDOMTREE DYNAMIC CURRENCY HEDGED EUROPE EQUITY FUND		0,0000%	84	0,0002%				0,0000%
WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP		0,0000%	157	0,0003%				0,0000%
WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND		0,0000%	39.204	0,0729%				0,0000%
WISDOMTREE EUROPE LOCAL RECOVERY FUND		0,0000%	493	0,0009%				0,0000%
WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND		0,0000%	214.847	0,3993%				0,0000%
WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND		0,0000%	84.789	0,1576%				0,0000%
WISDOMTREE ISSUER PUBLIC LIMITED COMPANY		0,0000%	11.645	0,0216%				0,0000%
WYOMING RETIREMENT SYSTEM		0,0000%	1.134	0,0021%				0,0000%
ZEBRA GLOBAL LIQUIDITY ARBITRAGE FUND LP		0,0000%	1.593	0,0030%				0,0000%
TOTAL		0	42.272.483	77,6471%	0	0,0000%	102.941	0,1913%

Banca IFIS S.p.A.

REPORT ON REMUNERATION

pursuant to article 123-ter of the Italian Consolidated Finance Act



BANCA IFIS



Document approved by the Board of Directors
during the session held on 2 February 2016

Banca IFIS S.p.A. – Registered office in Via Terraglio 63, 30174 Venice–Mestre – Registration number in the Companies Register of Venice and Tax Code 02505630109 – VAT number 02992620274 – REA (Administrative Economic Index) number: VE - 0247118 – Share capital Euro 53,811,095 – Register of Banks no. 5508 - Parent Company of the Banca IFIS Banking Group S.p.A., enrolled in the register of Banking Groups – Member of the Interbank Deposit Protection Fund, of the Italian Banking Association, of the Italian Factoring Association, of Factors Chain International

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Dear Shareholders,

Dear Shareholders,

Pursuant to art. 123 ter of Legislative Decree 24th February 1998 no.58 (Consolidated Finance Act), you are called to decide for or against Section I of this report.

With this document the Board of Directors of Banca IFIS S.p.A. aims to comply with the above-mentioned law referred to in art. 123 ter of the Consolidated Finance Act, the banking regulations and the self-regulatory rules contained in the Self-Governance code for listed companies, as specified below.

In particular, in light of the possibility given in Annex 3A, Scheme No 7-bis of the "Issuer's Regulations", to comply, in a single document, with the regulations referred to in art. 123 ter of the Consolidated Finance Act and with the Supervisory Provisions of the Bank of Italy with regard to remuneration, this report includes additional information, in aggregate form, on so-called "Risk Takers" not included within the scope of the afore-mentioned Consolidated Finance Act article.

With regard to the incentive plans based on financial instruments, detailed information is supplied with reference to the information contained in the Information Document concerning remuneration plans based on financial instruments (pursuant to article 114 bis of the Consolidated Finance Act and article 84 bis of the Consob Issuer Regulations). The Report on Remuneration and the Information document relating to remuneration based on financial instruments are available on the website <http://www.bancaifis.it/Corporate-Governance-of-Shareholders>

Information about the requirements of reporting to the public pursuant to the Supervisory Provisions for banks – Circular 285 of 17th December 2013 – on corporate governance, can be found in the report on corporate governance and information about the ownership structures that can be found on the Bank's website <http://www.bancaifis.it/Corporate-Governance/Corporate documents>.

INTRODUCTION

Provisions applicable to the Banca IFIS banking Group

The Report on remuneration (hereinafter also Report) was prepared in accordance with:

- article 123 *ter* of the CFA, entitled "Report on remuneration";
- of article 114 bis of TUF, entitled "disclosure of information to the market on awards of financial instruments to corporate officers, employees or contractors";
- of Consob Regulation no. 11971/1999 (Issuers' Regulations), with particular reference to articles 84 quater, entitled "Report on remuneration", and 84 *bis*, entitled "Information on the allocation of securities to corporate officers, employees or contractors", as well as to Annex 3A, Scheme no. 7 *bis* "Report on remuneration" of the Issuers' Regulations and Scheme no. 7 "Information document which is the subject of the explanatory report of the Board of Directors for the Shareholders' Meeting called to approve the remunerations plans based on financial instruments";
- the provisions relating to "Remuneration and incentive policies and practices" issued by the Bank of Italy and contained in Circular no. 285 of 17 December 2013, implementing EC Directive 2013/36/EU (so-called CRD IV).

This Report also takes into account European legislation regarding, in particular:

- delegated Regulation (EU) of 4 March 2014 no. 604 that establishes the regulatory technical standards regarding the qualitative and quantitative criteria suitable to identify the categories of staff whose professional activities have a substantial impact on the risk profile of the institution (Key personnel or Risk Takers);
- Regulation (EU) of 26 June 2013 no 575, with reference to the provisions concerning the remuneration policy;
- Directive 2013/36/EU of 26 June 2013 (CRD IV), with respect to forecasts on policies and remuneration and incentive practices in banks and banking groups.

The EBA Guidelines, the provisions of the "Self Governance Code" and the *format* of Borsa Italiana S.p.A. were also considered for the Report on corporate governance and ownership structure in accordance with art. 123 *bis* of the CFA.

Structuring of the Report

On the basis of the current provisions, formerly mentioned, this Report is divided into the following sections:

- **Section I:** aimed at illustrating, for members of the Board of Directors, for the general managers and managers with strategic responsibilities in addition to "Risk Takers" not included within the scope of article 123 *ter* of the CFA, the company's remuneration policy and the procedures used for the adoption and implementation of this policy. This section describes the policy provided for the year 2016;
- **Section II** divided into two parts; the first aims to represent, by name, for members of the administrative and control bodies, for the general managers and, in aggregate, for managers

with strategic responsibilities in addition to "Risk Takers" not included within the scope of article 123 *ter* of the CFA, each of the items that make up the remuneration. The second part shows analytically, in tabular form, as indicated in Annex 3A, Scheme no. 7 *bis* of the Issuers' Regulations, the remunerations paid during the year 2015, in any capacity and in any form, by the company and by subsidiaries or affiliates.

With regard to the incentive plans based on financial instruments, detailed information is contained in the information document regarding remuneration plans based on financial instruments.

SECTION I - Remuneration and incentive policies

1. Bodies and entities involved in the preparation, approval and implementation of remuneration policies

The main bodies and entities involved in the preparation and approval of the remuneration and incentive policies are:

- the Shareholders' Meeting;
- the Board of Directors;
- the Remuneration Committee;
- the CEO;
- the General Manager;
- the Control Functions
- the Human Resources;
- Strategic Planning;

The role of these subjects in this area is described in the Articles of Incorporation and/or in the corporate regulations as specified below.

1.1 Role of the Shareholders' Meeting

The Ordinary Shareholders' Meeting, in accordance with art. 10 of the Articles of Incorporation, "*in addition to establishing the remuneration of the bodies it has appointed, approves:*

- *the remuneration and incentive policies for the Board of Directors, for the CEO, for the Board of Statutory Auditors, for the General Manager and for the remaining personnel.*
- *any remuneration plans based on financial instruments;*
- *the criteria for determining the remuneration to be agreed in the event of early termination of the employment relationship or early termination of the office, including the limits established in that remuneration in terms of annuities of fixed remuneration and the maximum amount that results from their application".*

Pursuant to the same article, the Shareholders' Meeting may also:

- establish, pursuant to article 2389 of the Italian Civil Code, the remuneration of the members of the Board of Directors;
- determine a total amount for the remuneration of all the Directors, including those appointed with specific charges.

1.2 Role of the Board of Directors

The Board of Directors, according to the provisions of art. 14 of the Articles of Incorporation, has exclusive competence in the resolutions concerning "*remuneration and incentive policies to be submitted to Shareholders' Meeting, the review, at least annually, of these policies and the*

responsibility for their correct implementation, also with the task of ensuring that the remuneration policy is adequately documented and accessible within the corporate structure".

In addition, pursuant to art. 10 of the Articles of Incorporation, the Board of Directors, with the favourable opinion of the Board of Statutory Auditors, may also determine the remuneration of Directors vested with special tasks.

At the preliminary stage, the Board uses its own internal committee (Remuneration Committee) as specified below.

1.3 Role of the Remuneration Committee

The Remuneration Committee is an internal committee of the Board of Directors of the Parent Company and provides support functions to the Board of Directors in defining the remuneration and incentive policies of the banking Group. Specifically, in accordance with the relevant Regulations updated on 15 December 2015, the Committee has the task of:

- *"advising and formulating proposals to the Board of Directors of the Parent Company for the remuneration and incentive schemes for corporate officers (including executive directors and other directors holding particular offices), of managers with strategic responsibilities and for the heads of the internal control functions of the Parent Company and of the other Group companies as well as establishing performance objectives related to the variable component of this remuneration;*
- *providing advice on determining the criteria for the remuneration of the remaining "key" employees identified within the Parent Company and the other Group companies in compliance with current supervisory regulations;*
- *directly overseeing the correct application of the rules on the remuneration of the managers of the internal control functions of the Parent Company and of the other companies of the Group, in close collaboration with the Board of Statutory Auditors;*
- *ensuring preparation of the documentation to be submitted to the Board of Directors of the Parent Company for its decisions;*
- *collaborating with other committees within the Board of Directors in particular with the Risk Management and Internal Control Committee, where the coincidence of a significant component of the members of the two committees does not ensure, by that very fact, such collaboration;*
- *ensuring the involvement of the Internal Audit Department, of the Human Resources area, of the Strategic Planning function, of the Risk Management and of the Compliance Department of the Parent Company in the process of preparing and monitoring remuneration policies and practices of the Group;*
- *monitoring implementation of the decisions adopted by the Board of Directors of the Parent Company and of the other Group companies regarding remuneration and in particular voicing opinion, also using the information received from the corporate structures, on the achievement of performance targets which are linked to the incentive plans and on the establishment of other conditions for the payment of remunerations;*

- *formulating proposals to the Board of Directors of the Parent Company regarding the criteria of attribution of stock options or the allocation of shares for Directors and employees of the Group;*
- *on this last point, where possible, providing interpretation in controversial cases and rectifying the conditions of allocation of each tranche and regulating the exercise of consequent rights in the case of extraordinary transactions on the capital of the Parent Company (mergers, capital increases free or for a fee, splits or regroupings of shares etc.)".*

Pursuant to the Regulations stated, the Chairman of the Committee reports to the Board of Directors on the activities carried out, at the first suitable meeting. The Committee also assesses at least once a year the adequacy, the overall consistency and the effective application of the remuneration policies of the Group, and reports to the Shareholders' Meeting of the Parent Company on the activities carried out.

Composition

The Appointments Committee consists of three members chosen from among the non-executive members of the Parent Company's Board of Directors, the majority of whom are independent. As approved by the Board of Directors at the meeting of 3 February 2015, the members of the Committee are:

- Francesca Maderna (non-executive and independent Director);
- Andrea Martin (non-executive and non-independent Director);
- Daniele Santosuosso (non-executive and independent Director);

The Remuneration Committee is chaired by the director Francesca Maderna who, in particular, has an adequate knowledge and experience in finance and in remuneration policies.

Operational mode

The Remuneration Committee is appointed for three years and meets periodically, even by video link/telephone, every time the need arises in relation to the tasks assigned to it.

If one or more members of the Committee are no longer in office, the Board of Directors may appoint new ones and/or replace these same members.

As established by the Regulations in force, the Chairman of the Parent Company's Board of Statutory Auditors or another standing Statutory Auditor delegated by him on a time to time basis attends. Other members of the Board of Statutory Auditors may in any case attend and, where issues that affect them are not on the agenda, the CEO and the General Manager of the Parent Company. It also ruled that no Director may attend meetings of the Committee in which proposals submitted to the Board of Directors regard their own remuneration.

The Chairman of the Committee assesses, in relation to the matters to be discussed, the need to involve the Head of Risk Management in order to ensure that the incentive schemes are properly adjusted to take account of all the risks assumed by the banking Group, according to methods that are consistent with those adopted for risk management for regulatory and internal purposes.

The Committee may finally avail itself and/or request the presence of:

- external consultants, who have expert knowledge of remuneration policies, who can also be chosen from among the Members of the Parent company's Board of Directors, provided that such experts do not, at the same time, provide to the Human Resources, to the Executive

Directors or to managers with strategic responsibilities of the Parent Company and/or of the other companies of the Group services whose significance is such as to compromise the independent judgement of said consultants;

- any Corporate Officer or employee of the Parent Company or of another Group company.

The Committee may access all company information deemed relevant for the performance of its tasks and may use, autonomously, the Bank's financial resources in the amount established by the Board and with the requirement of reporting with regards to any use of funds, at least once a year, usually during the review of the report on corporate governance and ownership structures.

Committee meetings were properly documented in minutes and signed by the Members.

Meetings of the Committee

During 2015 the Committee met ten times; in two cases this involved joint meetings: one with the Board of Statutory Auditors the other with the Board of Statutory Auditors, the Appointments Committee and the Audit and the Risk Management and Internal Control Committee (CCR). The meetings were preceded by discussion among the members and/or by the prior individual examination of the documentation. The average duration of the meetings was approximately fifty minutes. The Committee did not make use of the services of external consultants.

During 2015, the director Francesca Maderna attended nine meetings; the director Andrea Martin (who replaced Sebastien Egon Fürstenberg¹ since the fourth meeting of the Committee) attended six meetings; the director Daniele Santosuosso attended eight meetings.

The CEO attended the meetings where the discussion of issues that concerned him was not envisaged. The Chairman of the Board Statutory Auditors also attended most meetings and on one occasion also one other standing statutory auditor.

During these meetings, the committee gave its opinion in relation to:

- incentive schemes of the Sales Network;
- information on the remuneration of "key personnel";
- implementation of the remuneration policies approved by the Shareholders' Meeting and the review requirements;
- proposal on the remuneration of heads of internal control functions;
- a proposal for the appointment of the Responsible Officer;
- a proposal to identify managers with strategic responsibilities;
- the process of self-evaluation of key personnel.

During 2015, it was not necessary to activate the specific financial resources available to the Committee for the performance of its duties.

In 2016 a meeting of the Committee has already been held on: incentive systems for 2015 and for 2016; updating of the self-evaluation process of key personnel and the remuneration of key personnel and heads of internal control functions.

Meetings of the Committee have already been scheduled relating to:

- this report on remuneration pursuant to art. 123 *ter* of the Issuers' Regulations;

¹ Sebastien Egon Fürstenberg, a member of the Remuneration Committee for three meetings, attended one meeting.

- the disclosure document in accordance with articles 114 *bis* of the CFA and 84 *bis* of the Issuers' Regulations;
- the verifications of the *Internal Audit* Function concerning the compliance of remuneration practices with policies and with the regulatory environment.

1.4 Role of the Chief Executive Officer;

The CEO, as defined pursuant to art. 15 of the Articles of Incorporation, is responsible for implementing the strategic addresses and business management, who acts also making use of the General Directorate.

With regard to personnel management, the CEO is responsible for:

- defining and ensuring the implementation of the group process for the management of employees;
- approving the Personnel budget, in line with the organisational structure approved by the Board of Directors; in this area the CEO ensures that measurements are conducted that are not only current but also prospective on the need for profiles/professionalism consistent with the strategic choices.

1.5 Role of the General Manager

In light of art. 17 of the Articles of Incorporation, the General Manager oversees implementation of the directives of management of the CEO and assists the latter in the execution of the resolutions of the Board of Directors.

The General Manager therefore also has the task of making recommendations to the CEO on the contents of the process for the management of employees.

1.6 Role of the Control Functions.

The control functions work together, each within their respective powers, to ensure the adequacy and compliance of the remuneration and incentive policies with legislation from time to time in force and their correct operation.

In particular

- Compliance verifies, among other aspects, that the company remuneration system is consistent with the objectives of compliance with the rules, with the Articles of Incorporation and with any ethical codes and/or other *standards* of conduct applicable to the bank so that the related legal and reputational risks are properly contained especially in relationships with customers;
- Internal Audit checks, at least annually, the compliance of the remuneration practices with the approved policies and with the regulatory environment. The evidence found and the anomalies identified are brought to the attention of the bodies and functions relevant to the adoption of possible corrective measures and the evaluation of relevance to the timely disclosure to the Bank of Italy. The results of the checks carried out are also brought to the knowledge of the Shareholders' Meeting annually.

- Risk Management works with the Remuneration Committee to ensure that the forms of incentive remuneration are consistent with the risk appetite (for example with the *Risk Appetite Framework*) and with the policies of government and risk management and taking into account the level of capital and liquidity necessary to carry out the planned activities. It also supports Administration in determining, after the approval of the financial statements by the Shareholders' Meeting, the amount of variable remuneration attributable to the CEO and to the General Manager as well as for the verification of the conditions for assigning of the same.

1.7 Other structures involved

The main functions of the Parent Company involved in the preparation and implementation of the remuneration policy are:

- Human Resources;
- Strategic Planning.

1.8 Independent experts that have intervened in the preparation of the remuneration policy

No independent experts intervened in the preparation of the remuneration policy.

1.9 Principles and purposes of the remuneration and incentive policies

This Report aims to regulate the remuneration and incentive policies followed by the banking Group in accordance with current legislation and taking into account the characteristics of the Group.

The remuneration and incentive policies are defined by the banking Group in accordance with the corporate objectives and values, with the long-term strategies and with the policies of prudent risk management of the Bank, in line with what is defined in the provisions on the prudential control process.

The system of remuneration and incentives of the Banca IFIS banking Group is based in particular on the following principles:

- promoting sound and effective risk management, not encouraging risk-taking that exceeds the level of tolerated risk;
- fostering competitiveness and good governance of the Bank;
- attracting and retaining within the company employees with the professionalism and skills that are appropriate to the needs of the Bank, particularly where these workers hold key roles within the organisation;
- promoting compliance with all the laws and regulations, as well as transparency and fairness in dealings with customers, discouraging any infringement and/or unfair business practice;
- bringing coherence to the *performance* of the company with the objectives of sustainable growth of the Group;
- seeking the best alignment between the interests of different *stakeholders*;

- focusing attention on the policies to reduce risk;
- avoiding altering or undermining the risk alignment effects embedded in the remuneration mechanisms;
- avoiding creating a situation of conflict of interest.

The banking Group requires its employees not to use personal hedging strategies or insurance on remuneration or on other aspects that may alter or undermine the risk alignment effects embedded in the remuneration mechanisms applied to them.

1.10 Main changes compared to the previous financial year

The major changes from the previous year are due to certain changes in the organisational structure of the banking Group, as well as within the new "key personnel" perimeter together with the identification of managers with strategic responsibilities. In particular, the changes concern certain members of key personnel, for whom the criteria for the composition of the variable remuneration have been defined in more detail that also take into account an MBO (*Management By Objectives*) system and the *Cost Income Ratio trend*.

2. Recipients of the Policies

Key personnel

The beneficiaries of the Policies are those persons who, according to the results of the self-assessment process conducted by the Board of Directors on 19 January 2016, constitute "key personnel" (PPR). Included in this group are 42 persons who fall within the following categories:

- | | |
|--|--|
| ○ Chairman of the Board of Directors | ○ Managers with strategic responsibilities of very important operating units |
| ○ Deputy Chairman | ○ Managers of control functions |
| ○ Non-executive directors | ○ Managers of business units |
| ○ Chief Executive Officer | ○ Managers of important operating units |
| ○ General Manager | ○ Managers of risk management structures |
| ○ Managers with strategic responsibilities of control functions | ○ Managers of service, consultancy and support structures |
| ○ Managers with strategic responsibilities of important business units | |

While taking into account the marginal sizes of the subsidiary and the low level of impact on the overall risk of the Group, included in the group of key personnel are both the Directors of IFIS Finance Sp. z o.o, who do not receive fees from the Subsidiary. In general terms it is in any case expected that any fees due for administrative or control tasks carried out by employees of the Parent Company are paid to the same.

Remuneration of Directors

The Shareholders' Meeting of 30 April 2013, regarding the Board of Directors currently in office:

- resolved to attribute to the individual members, for the position of director, a fixed fee for each of the years 2013, 2014 and 2015, in addition to reimbursement of expenses incurred by reason of their office;
- resolved to give all Directors, except the Chairman, Deputy Chairman and the CEO, a fee for each attendance of meetings of the Board of Directors;
- requested from the Board of Directors determination of additional remunerations of directors vested with special offices in accordance with art. 2389 of the Italian Civil Code for each of the years 2013, 2014 and 2015 also regarding, where appropriate, company results, subject to an aggregate amount calculated per individual exercise, understood as inclusive of all fees awarded to members of the Board.

The shareholders are asked to appoint the Board of Directors for the three-year period 2016-2018 and to also determine its remuneration.

Chief Executive Officer

The remuneration of the CEO involves, in addition to a fixed recurring fee, a variable part equal to 1.5% (*percentage*) of the Bank's consolidated result before taxes relating only to the year, for the part exceeding Euro 40 million, which is correct, in turn, for the relationship between the Group final balance sheet RORAC² (return on risk adjusted capital)³ and the Group prospective RORAC⁴, in formula:

$$\text{Variable} = [1.5\% * (\text{Pre - Tax Profit}_{\text{period}} - 40,000,000)] * \left(\frac{\text{RORAC}_{\text{Final balance}}}{\text{RORAC}_{\text{Prospective}}} \right) \quad (\text{A})$$

In any case the incidence of the variable component on the fixed component is identified according to the maximum ratio 1:1.

Where the variable remuneration amount is not particularly high⁵, the percentage of the variable part to be deferred is fixed at 40% for a period of 3 years.

The deferred variable remuneration share of the Chief Executive Officer is subject to the following mechanisms of *malus*, which should reduce to zero, *ex-post* the so-called *percentage* applied in the formula (A) according to the criteria shown in the following table. These criteria occurred in each of the three financial years⁶ that closed after determination of the variable component (*accrual period*).

² Indicator calculated as the ratio between Net Profit for the period and Capital Absorbed for the first pillar risks. Elements that derive from extraordinary operations are not considered in the calculation such as capital increases, corporate mergers, demergers, acquisitions or in any case other non-recurring operations that the Board of Directors should deliberate and which are suitable to alter the value of the indicator.

³ The reference period is the same as for the objective RORAC (*ex-ante measurement*).

⁴ Defined in the industrial plan with a 12-month horizon.

⁵ The Bank considers amounts of variable remuneration that exceed the fixed fee as being particularly high.

⁶ A condition sufficient for the application of corrective factors provided in the table is the occurrence of these conditions in at least one of the three years of observation (*accrual period*).

		Total Solvency ratio			
		10.5%	10.5% < < 11.5%	11.5% < 12.5%	12.5%
RORAC	≥ 15%	-100.0%	---	---	---
	10% < < 15%	-100.0%	-30.0%	-20.0%	-10.0%
	< 10%	-100.0%	-40.0%	-30.0%	-20.0%

Also the variable remuneration share of the Chief Executive Officer is subject to *claw back*, with reference to the recognised and/or paid part, if the same has determined or led to determining of:

- a significant budget reduction for the Bank (losses equal to or exceeding 5% of the net assets);
- violations of the obligations imposed under article 26 or, when the subject is an interested party, of article 53, paragraphs 4 et seq., of the TUB or of obligations regarding remuneration and incentive schemes
- behaviour involving fraud or gross negligence of the Bank.

Furthermore, the mechanism of *claw back* is applied even if the Ratio of Total Funds available⁷ is less than the regulatory threshold from time to time in force.

The variable component will not be paid if, during the period of deferment, the Shareholders' Meeting has approved the termination for just cause from the employment contract.

These policies occurred in each of the three years (*accrual period*) closed after determination of the variable component and applied upon occurrence of the above conditions.

Up-front variable remuneration is calculated following approval of the financial statements for the year ended on 31 December of the previous year. 50% of that will be paid in shares of the Bank at the end of the retention period⁸ of three years to which shares are subjected, in line with the strategic planning horizon.

The variable remuneration subject to temporary deferral (*vesting* period) is calculated following approval of the financial statements for the year ended on 31 December of the previous year and will be paid upon elapse of the three-year deferral period following approval of the financial statements for the reference year. 50% of the variable remuneration subject to temporary deferral will be paid in shares of the Bank at the end of the retention period⁹ of one year to which they are subjected. The remaining share of the variable remuneration subject to temporary deferral is annually reassessed at the statutory rate from time to time in force.

The number of shares to be allocated is calculated by taking as the fair value of the share the stock price average of the month preceding the determination of the relevant variable remuneration, the latter to be established at the date of the Shareholders' Meeting approving the financial statements. The number of shares is determined by rounding to the nearest integer.

⁷ Regulation (EU) no. 575/2013 (CRR) and Directive 2013/36/EU (CRD IV)

⁸ Period during which there is a prohibition on the sale of shares

⁹ Period during which there is a prohibition on the sale of shares

General Manager

The General Manager's remuneration consists of a comprehensive annual salary (RAL) and a variable remuneration equal to 0.75% (the so-called percentage) of the Bank's consolidated result gross only of the taxes pertaining to the financial year, for the part exceeding 40 million euro, which is correct in turn for the ratio between the Group final balance sheet RORAC¹⁰ (return on risk adjusted capital)¹¹ and the Group prospective RORAC¹², in formula:

$$\text{Variabile} = [0.75\% * (\text{Utile Ante Imposte}_{\text{periodo}} - 40.000.000)] * \left(\frac{\text{RORAC}_{\text{Final balance}}}{\text{RORAC}_{\text{Prospective}}} \right) \quad (\text{B})$$

In any case, the incidence of the variable component may not exceed 60% of the RAL

Where the variable remuneration is not particularly significant¹³, the percentage of the variable portion to be deferred is set at 40% for a period of 3 years.

The share of deferred variable remuneration of the General Manager is subject to the following mechanisms of malus, which must be reduced to zero, ex-post the so-called percentage applied in the formula (B) according to the criteria listed in the following table. These criteria occurred in each of the three financial years¹⁴ that closed after determination of the variable component (*accrual period*).

		Total Solvency ratio			
		10.5%	10.5% < < 11.5%	11.5% < 12.5%	12.5%
RORAC	≥ 15%	-100.0%	---	---	---
	10% < < 15%	-100.0%	-30.0%	-20.0%	-10.0%
	< 10%	-100.0%	-40.0%	-30.0%	-20.0%

Furthermore, the share of variable remuneration of the General Manager is subject to claw back, with reference to the part recognised and/or paid, if the same has determined or led to determining of:

- a significant budget reduction for the Bank (losses equal to or exceeding 5% of the net assets);
- violations of the obligations imposed under article 26, or when the subject is an interested party, of article 53, paragraphs 4 et seq., of the TUB or of obligations regarding remuneration and incentive schemes;
- behaviour involving fraud or gross negligence of the Bank.

Furthermore, the mechanism of *claw back* is applied even if the Ratio of Total Funds available¹⁵ is less than the regulatory threshold from time to time in force.

¹⁰ Indicator calculated as the ratio between Net Profit for the period and Capital Absorbed for the first pillar risks. Are not considered in the calculation elements that derive from extraordinary operations such as capital increases, corporate mergers, demergers, acquisitions or in any case other non-recurring operations that the Board of Directors should deliberate and suitable to alter the value of the indicator.

¹¹ The reference period is the same as for the objective RORAC (*ex-ante measurement*).

¹² Defined in the industrial plan with a 12-month horizon.

¹³ The Bank considers amounts of variable remuneration that exceed the fixed fee as being particularly high.

¹⁴ A condition sufficient for the application of corrective factors provided in the table is the occurrence of these conditions in at least one of the three years of observation (*accrual period*).

¹⁵ Regulation (EU) no. 575/2013 (CRR) and Directive 2013/36/EU (CRD IV)

The variable component will not be paid if during the period of deferment, the Board of Directors has approved the termination for just cause from the employment contract.

These policies occurred in each of the three years (*accrual period*) closed after determination of the variable component and applied upon occurrence of the above conditions.

Up-front variable remuneration is calculated following approval of the financial statements for the year ended on 31 December of the previous year. 50% of that will be paid in shares of the Bank at the end of the retention period¹⁶ of three years to which shares are subjected, in line with the strategic planning horizon.

The variable remuneration subject to temporary deferral (*vesting period*) is calculated following approval of the financial statements for the year ended on 31 December of the previous year and will be paid upon elapse of the three-year deferral period following approval of the financial statements for the reference year. 50% of the variable remuneration subject to temporary deferral will be paid in shares of the Bank at the end of the retention period¹⁷ of one year to which they are subjected. The remaining share of the variable remuneration subject to temporary deferral is annually reassessed at the statutory rate from time to time in force.

The number of shares to be allocated is calculated by taking as the fair value of the share the stock price average of the month preceding the determination of the relevant variable remuneration, the latter to be established at the date of the Shareholders' Meeting approving the financial statements. The number of shares is determined by rounding to the nearest integer.

Control Functions

The remuneration package of key personnel belonging to the control function (Risk Manager, the head of Monitoring and Control of Financial Information - Responsible Officer, the head of Internal Audit, the head of Compliance, the head of Anti-Money Laundering, the head of Human Resources) is structured with a prevailing fixed component and a small variable part that is attributed annually based on quality and efficiency criteria. Their variable remuneration involves a maximum of 33% of the fixed component decided annually by the Board of Directors, following a favourable opinion of the Remuneration Committee.

During recruitment, without prejudice to the consultative and proposal role of the Remuneration Committee, determination of remuneration is attributable to:

- the Board of Directors for the key personnel of the control functions that work for it or for the Chief Executive Officer. For operational fluidity requirements, the Board of Directors, at the phase of analysis of the possible candidates, in consultation with the Remuneration Committee, can delegate to the CEO definition of the negotiation, indicating the reference parameters. After formalisation, the Managing Director informs the Committee and the Board;
- of the CEOs for the remaining most important personnel of the audit department (currently the Manager of the Human Resources area). Following definition, the Managing Director informs the Committee and the Board.

¹⁶ Period during which there is a prohibition on the sale of shares

¹⁷ Period during which there is a prohibition on the sale of shares

In determining the compensation are in any case excluded incentive scheme mechanisms linked to the financial performance both of Banca IFIS and of the Group as a whole. The managers of the audit departments are therefore excluded from any stock option plans.

At least annually the Remunerations Committee analyses the individual positions and in consultation with the CEO and the General Manager with reference to the Managers of the Departments in staff to the same:

- expresses its opinion and formulates proposals to the CEO regarding the key personnel of the audit departments.
- expresses its opinion and formulates proposals to the CEO regarding the most important personnel of other internal audit departments. Information is provided to the Board of Directors of any decisions taken.

During evaluation, are taken into consideration the level of risk protection, any problems that have arisen in that regard, the individual salary situation in recent years and any additional element in this context considered useful for the overall assessment.

Other key personnel

The remaining key personnel belong to the following categories:

- Managers with strategic responsibilities of very important operating units;
- Managers with strategic responsibilities of important business units;
- Managers of business units;
- Managers of risk management structures;
- Managers of important operating units;
- Managers of service, consultancy and support structures;

For all persons who hold the positions listed above any fixed remuneration measures cannot exceed an increase of 20% compared to the previous year's gross annual salary.

Access to the variable part is subject to exceeding of the minimum limits specified below for the following quantitative parameters:

- Group solvency ratio not less than 10.5%;
- Group consolidated profit gross only of the taxes pertaining to the financial year not less than 8% of the consolidated equity before profit for the year.

Therefore, failure to achieve one of the parameters will result in resetting of any variable remuneration.

Variable remuneration is also defined pre-emptively for each individual based on predefined criteria and on three pillars:

- the qualitative assessment of performance by Senior Management;
- reaching of a certain level of corporate cost/income;
- reaching of specific economic, commercial, operational objectives and of internal and external customer satisfaction targets, including corrective measures for the risk (the so-called MBO – management by objectives).

Having defined the maximum amount of the *bonus*, it is distributed as follows

Structures	No. of Managers	Senior Management Assessment	Cost income ratio	MBO	Previous year % max Bonus on RAL
Managers with strategic responsibilities of very important operating units	1	30%	20%	50%	60%
Managers with strategic responsibilities of important business units	2	20%	20%	60%	60%
Business Units	10	20%	20%	60%	80%
Risk management unit	5	30%	20%	50%	50%
Managers of important operating units	2	40%	20%	40%	50%
Managers of service, consultancy and support structures	6	50%	20%	30%	50%

In order to implement the management process shown above, relevant corporate regulations were issued, aimed at management of the system structured as follows. In line with best market practices, it is appropriate to apply the same rules for deferment and partial payment in treasury shares of the bank where the variable remuneration is equal to or greater than Euro 80,000.

The Remuneration Committee has a consultative role in determining the remuneration criteria that are subject to examination by the Board of Directors annually.

During recruitment, the remuneration of this staff is defined by the CEO who undertakes to inform the Committee at the first possible meeting.

Subsequent interventions on fixed and/or variable remuneration are defined by the CEO and by the General Manager under the criteria specified below. At least on an annual basis the CEO informs the Remuneration Committee on the decisions taken.

Long Term Incentive

The identification of Managers with strategic responsibilities stresses the importance of certain professional figures in relation to the Bank's medium- to long-term objectives. For this reason, for these persons, excluding those in charge of controls functions and the General Manager, an incentive scheme will be set up that rewards excellent *performance* consistency over time.

In essence, given average *performance* in the three-year period 2016-2018 (*accrual period*) that is higher than defined expectations (MBO) and with an overall return for shareholders that is greater than 20% (average share price in December 2018 compared to the average share price in December 2015) Senior Management will express a qualitative assessment on the work of the manager which, if positive, will result in the payment of an incentive not to exceed 60% of the annual gross salary for the year 2018, when the equivalent amount will be paid in Bank shares with a one year *retention*. The same rules of deferral and partial payment in treasury shares of the Bank are applied where the variable remuneration to be paid is greater than 80,000 Euro.

Individual contracts and payment provided in the event of termination of the employment/administration relationship

The Bank has not entered into agreements with directors that provide compensation in the event of resignation or dismissal/termination without just cause or if their employment ceases as a result of a takeover bid (art. 123 bis, paragraph 1, letter i) of the Consolidated Finance Act). Currently there is no compensation in the event of termination from office or termination of employment for Managers with strategic responsibilities.

As a general rule, the company does not enter into agreements that govern ex-ante the possible early termination of the relationship upon the initiative of the Company or of the individual, (including cases of early termination of the relationship of directors or due to its non-renewal) without prejudice, in any case, to the obligations of the law and/or of the Collective Labour Agreement.

Within the Banca IFIS Banking Group there is no compensation for early termination of the employment of directors or owing to its non-renewal.

The remuneration of non-employee collaborators

The Group may also use non-employee collaborators whose relationships can largely be grouped into two contractual forms:

- consultancy contracts;
- project contracts.

For consultancy contracts appointments can be awarded ad personam with the content of the activity of consultancy, the fee (or the criteria for determining the same) and its method of payment. Project contracts may be concluded with persons to whom is entrusted, without any bond of subordination, the task of realising certain specific projects with definition of the contents, the results expected and the implementation time.

The remuneration for these types of contract is determined in close connection with the profit derived from the work of those offering their services considering the professionalism of staff, the complexity of the service and the market rates of reference.

Agents in financial activities

Within the category of employees not related to the employment relationship, particular importance is attached to the Financial Agents involved in consultancy and management activities for the restructuring and recovery of receivables for the NPL Business Unit. The seventh amendment of Circular no. 285 of 17 December 2013 - «Supervisory Provisions for banks» of 20 November 2014 on remuneration and incentive policies and practices also involves the applicability of those Regulations to the agents involved in financial activities.

The adjustment of the remuneration criteria for Financial Agents took place during the year 2015. Particularly in the contractual documentation that governs the relationship with Financial Agents:

- "non-recurring" remuneration was determined *ex ante*;
- the aggregate amount of the "non-recurring" component awarded to agents was linked (the so-called *Bonus Pool*) upon the occurrence of the Bank's liquidity and financial circumstances identified annually in the remuneration report (*gate*);
- criteria were identified for the *ex post* correction of "non-recurring" remuneration that is based on indicators anchored to full compliance with the requirements imposed on the

agents that were deemed relevant for both the correctness of assigned tasks and for regulatory compliance and for respecting of the behavioural principles defined by the Bank. These correction criteria were in fact identified to promote integrity of members and to link in with the legal and reputational risks that the Bank may suffer, as well as to promote regulatory compliance and to ensure the protection and loyalty of clients.

Other types of employees

On the occasion of the annual assessment provided for by the Collective Labour Agreement, the CEO and/or the Executive Board may provide one-off payments up to a maximum of three months, except as indicated above for the most important personnel.

In addition the Board of Directors, even in the absence of a corporate integrative negotiation, can decide on payment of "corporate award" established by the Collective Labour Agreement applicable to all the employees, determining its measure and criteria.

The variable remuneration system for the sales network is defined by the CEO and communicated to the Board of Directors.

3. Non-monetary benefits

The Company organs and employees may enjoy certain benefits, having different gradation in relation to the corporate role and/or to the service reasons, with reference to: health policy, occupational and non-occupational accident policy, company car and service accommodation.

The attribution is summarised as follows:

- health policy, in accordance with the Collective Labour Agreement, to all employees and, in relation to contractual situations acquired previously, to the professional areas that were employees of Fast Finance and Toscana Finanza at the time of incorporation of these companies;
- occupational and non-occupational accident policy for all employees;
- corporate contributions to supplementary pension provision to the extent of 2.5% of the RAL for managers and administrative staff and 1.5% for professional areas (subject to certain contractual situations previously acquired);
- company car for certain corporate leaders, for all executives and for all staff that hold commercial roles and certain administrative staff who do not hold commercial roles.
- the assignment of a Smartphone is provided on loan to all employees.

The allocation of service accommodation is limited to only a few cases.

IFIS Finance employees can qualify for certain *benefits*, with different gradation in connection with the business role and/or service reasons, related to the award of: health policy, business phone and company car.

4. Performance goals under which the variable components are allocated

For the description of the *performance* objectives according to which the variable components of remuneration are assigned, reference is made to the criteria defined for the determination of the

variable remuneration of the CEO, of the General Manager, of other key personnel and the mechanisms that combine the trend of the variable remuneration with the variation of the results achieved.

5. The evaluation criteria underpinning the allocation of shares, options and other financial instruments or other variable components of remuneration

See *"Information document on remuneration plans based on financial instruments"*

6. Consistency of the remuneration policy with pursuit of the long-term interests and risk management policy

For the evaluation of the consistency of the remuneration policy with pursuit of the long-term interests of the Banca IFIS Banking Group and with general government risk policy, refer to the previous parts of this report. In this context, of relevance is:

- the deferral period for payment of the variable component of the remuneration of the CEO and of the Managing Director, under the conditions of malus and claw back identified;
- exclusion of the audit departments from any stock option plans ;
- the task of the Remuneration Committee to ensure the involvement of the various company departments, in particular with regard to the functions of audit, and to evaluate at least annually the adequacy, the overall coherence and the concrete application of the Group's remuneration policy approved by the Shareholders' Meeting.

7. Vesting period, deferred payment systems, ex post correction mechanisms

See *"Information document on remuneration plans based on financial instruments"*

8. Provision for maintenance in the portfolio of the financial instruments

Reference should be made to the *"Information document on remuneration plans based on financial instruments"*.

9. Payment provided in case of cessation from the assignment or termination of the employment relationship

In the event of termination of the relationship, no additional payments are intended for directors and managers with strategic responsibilities, with respect to the provisions of law. The only payment provided is the severance pay for employees.

10. Insurance, social security or retirement benefits, other than those required

As reported in chapter 5 on "non-monetary benefits", all employees are recipients of health policy, in accordance with the Collective Labour Agreement. In addition, some of these, in relation to contractual situations previously acquired, are recipients of marginal discretionary pension benefits.

11. Criteria used for selection of the companies that are used as a reference for definition of the remuneration policies

For definition of the remuneration policy of the Banca IFIS Banking Group, the remuneration policies of other companies were not used as a reference.

SECTION II

1. Part One

1.1 Entries that compose the remuneration

With regard to the directors and statutory auditors, the following details are provided on the items that compose the remuneration and that, for the financial year 2015, are summarised in the following Table 1.

In the "fixed remuneration" column are illustrated:

- in the relevant section the appointment allowance is € 25,000 for each member of the Board of Directors, in accordance with the resolution adopted by the Shareholders' Meeting of 30th April 2013 on the occasion of the appointment;
- in the relevant section the total amount of attendance allowances paid to directors, according to the rules established by the Shareholders' Meeting of 30 April 2013, for participation in subsequent meetings of the Board of Directors during 2015;
- in the sub column "lump sum expenses" the amount possibly invoiced in the form of a flat-rate sum of the costs incurred by reason of their appointment as directors and statutory auditors;
- in the relevant section the fees for particular appointments approved by the Board of Directors pursuant to former art. 2389 of the Italian Civil Code to the Chairman, Vice Chairman and CEO;
- finally, in the sub column "fixed remuneration from the work of employees" are indicated, for the General Manager and for the other employees who fall within the "key personnel" category, the annual remuneration before the social security and tax deductions borne by the employee, excluding the collective social security charges paid by the company and the severance pay provision.

The variable portion of the remuneration of the CEO and General Manager acquired in relation to the profit for the year 2015 is indicated in the section "participations in profit" of the "not equity variable remuneration" column and payment is conditional upon verification of the compliance with the conditions established in the remuneration policy.

Any bonuses earned, for the work in 2015, by other employees falling within the definition of "key personnel" are shown in the section "bonuses and other incentives" of the "not equity variable remuneration" column. In that section is also indicated for the General Manager and for other employees, the "corporate award" established by the collective labour agreement in force and approved by the Board of Directors in favour of employees at the meeting of 15 December 2015, despite the absence of corporate integrative negotiation.

The column "remuneration for participation in committees" shows the remuneration established by the Shareholders' Meeting of 30 April 2013 for each of the members of the Risk Control Committee at the rate of 30,000 euro and the fee of 45,000 euro established for the Chairman of the Committee.

For Directors that are part of the Supervisory Body *pursuant to Legislative Decree no. 231/2001* an annual fixed fee is shown for that position equal to 25,000 euros.

The "non-monetary benefits" column shows the value of the following fringe benefits, generally according to a criterion of tax liability:

- health policy (recognised to all employees);
- occupational and non-occupational accident policy (for all employees);
- luncheon vouchers (recognised to all employees of the Bank);
- company car (for all managers, all staff that hold commercial roles and for some administrative staff who do not hold commercial roles);
- contributions to supplementary pensions paid by the Bank to the extent of 2.5% of the RAL (recognised to Managers and Administrative Staff and 1.5% of the RAL for employees engaged in Professional Areas who chose to participate and pay the minimum fee of 1% of the contribution into one of the two pension funds to which the Bank is affiliated) and 4% of the RAL for employees with a professional-oriented apprenticeship contract registered for a supplementary pension fund.

The insurance policy against civil liability of corporate leaders, approved by the Shareholders' Meeting, is not included in this column as, from investigations carried out, it is not a fringe benefit.

For the "key personnel" identified for 2015, the information is provided in aggregate form with an indication of the number of persons to which it refers (this involves 25 employees, of whom 19 are officers and 6 are administrative staff members).

1.2 Further information on the consistency of fees with the remuneration policy

In a logic of consistency with reporting provided to the Shareholders' Meeting of 8 April 2015 in relation to implementation of the remuneration policies approved the previous year (the relevant documentation is available on the website of the Bank in the section "Corporate governance" (> path > Shareholders' Meeting > 2015) together with the minutes of the Shareholders' Meeting of 8 April 2015, pursuant to article 125 quater of the Consolidated Finance Act) are provided - in addition to what is already stated in other parts of this Report - some further synthetic information on the implementation, in 2015, of the policies approved one year ago.

Executives (not included in the definition of managers with strategic responsibilities)

The average ratio between the variable component of reference of 2015 for managers who received it and fixed remuneration for 2015 amounted to 27.92%.

In the second half of 2015 financial instruments (n. 4127 Banca IFIS shares) have been used in handling the severance package of a terminated Executive.

Administrative Staff and Professional Areas that hold commercial roles

The average ratio between variable component and fixed remuneration for the 2015 was 16.53%.

Other Administrative Staff and Professional Areas

For the year 2015 bonuses were paid equal to 8.74% of the corporate population with an average amount equal to 8.23% of the RAL (Gross Annual Remuneration).

Other information

For completeness of information and with reference to the entire corporate population, the following is also pointed out:

- salary increases were 5.51% of the corporate population with an average increase of RAL of 12.70%;
- promotions (increase in rank) concerned 20.34% of the corporate population;
- in 2015, the RAL underwent a gross increase (inclusive of inflation rate and contractual increases) of 2.03%;
- at the end of 2015 there was a project collaboration relationship;
- in 2015 no.14 stability agreements were formalised with employees that hold commercial roles.

Average salaries by qualification and business lines

The following table shows the levels of Annual Gross Wage (RAL) and Annual Global Remuneration (RGA) - composed of the RAL, the variable retribution and the annual corporate award - for grading, calculated over the entire corporate population.

Furthermore, in order to fulfil the reporting requirements under the Supervisory Provisions for banks - Circular 285 of 17th December 2013 – on "remuneration and incentive policies and practices", evidence is provided of aggregate quantitative information on remuneration, broken down by lines of activity.

Grading	No.	Gross Annual Salary Average €	Annual Variable Salary Average Gross €
Management	26	123,349	32,431
Administrative Staff 4° - 3°	55	70,377	10,943
Administrative Staff 2° - 1°	102	46,562	7,193
3° Area	366	29,843	3,911

The Annual Gross Remuneration (RAL) levels, taking into account the positions held, do not evidence any major changes compared to those of the Italian banking system (source ABI).

Lines of activity	Total remuneration
B.U. Tax Credits	1,164,484
B.U. International	516,118
B.U. Credi Impresa Futuro	10,056,679
B.U. Non Performing Loans	2,656,312
B.U. Pharma	590,506
B.U. Pharmacies	563,825
General Management	12,233,596
TOTAL	27,781,521

Group Company

The emoluments paid to directors and employees of the Polish subsidiary IFIS Finance Sp. z o.o. are a result consistent with the logic of remuneration and incentive scheme of the Group. In particular

- The mandate of the directors was carried out:
 - ✓ by a manager of the Parent Company free of charge and thus without the need for repayment of the emoluments for appointments held by employees of the Parent Company;
 - ✓ by the Deputy Chairman of the Parent Company that has carried out the mandate free of charge.
- to the staff in force on the date of 31/12/2015, whose employment relationship would be continuing into the year 2016 and with the exception of the resources that received a professional assessment that was insufficient, a company bonus equal to one month, related to the period of the year was paid with the salary of the month of December 2015 ;
- six resources were paid a variable component according to a model similar to that used at the Parent Company for the incentive system of the commercial network.
- the total amount of remuneration attributed to staff at 31/12/2015 (no. 13 persons) amounted to € 312.272.

2. Part two: remuneration paid in 2015

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

First name and surname	Appointment	Period during which the position was held	Position end date	Fixed remuneration					Remuneration for participation in committees	Non equity variable remuneration		Non-monetary benefits	Other remuneration	Total	Fair value of equity remuneration	Appointment severance pay or employment termination fee
				Appointment allowances approved by the Shareholders' Meeting	Attendance tokens	Lump-sum expense reimbursement	Remuneration for special duties pursuant to art. 2389 of the Italian Civil Code	Employee fixed remuneration		Bonuses and other incentives	Profit sharing					
Sebastien Egon Fürstenberg	Chairman	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				25	-		675							700	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														700	n.a.	-
Alessandro Csillaghy	Deputy Chairman	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				25	-		450							475	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														475	n.a.	-
Giovanni Bossi	CEO	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				25	-		650			650				1.325	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														1.325	n.a.	-

First name and surname	Appointment	Period during which the position was held	Position end date	Fixed remuneration					Remuneration for participation in committees	Non equity variable remuneration		Non-monetary benefits	Other remuneration	Total	Fair value of equity remuneration	Appointment severance pay or employment termination fee	
				Appointment allowances approved by the Shareholders' Meeting	Attendance tokens	Lump-sum expense reimbursement	Remuneration for special duties pursuant to art. 2389 of the Italian Civil Code	Employee fixed remuneration		Bonuses and other incentives	Profit sharing						
Giuseppe Benini	Board Director	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015														
Remuneration at Banca IFIS S.p.A.				25	23				70						118	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries															-	n.a.	-
Total															118	n.a.	-
Francesca Maderna	Board Director	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015														
Remuneration at Banca IFIS S.p.A.				25	22				30						77	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries															-	n.a.	-
Total															77	n.a.	-
Andrea Marin	Board Director	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015														
Remuneration at Banca IFIS S.p.A.				25	24				55						104	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries															-	n.a.	-
Total															104	n.a.	-
Riccardo Preve	Board Director	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015														
Remuneration at Banca IFIS S.p.A.				25	23										48	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries															-	n.a.	-
Total															48	n.a.	-
Marina Salamon	Board Director	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015														
Remuneration at Banca IFIS S.p.A.				25	18										43	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries															-	n.a.	-
Total															43	-	-

First name and surname	Appointment	Period during which the position was held	Position end date	Fixed remuneration					Remuneration for participation in committees	Non equity variable remuneration		Non-monetary benefits	Other remuneration	Total	Fair value of equity remuneration	Appointment severance pay or employment termination fee
				Appointment allowances approved by the Shareholders' Meeting	Attendance tokens	Lump-sum expense reimbursement	Remuneration for special duties pursuant to art. 2389 of the Italian Civil Code	Employee fixed remuneration		Bonuses and other incentives	Profit sharing					
Daniele Santosuosso	Board Director	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				25	22				55					102	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														102	n.a.	-
Giacomo Bugna	Chairman of the Board of Statutory Auditors	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				75	19									94	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														94	n.a.	-
Giovanna Ciriotti	Standing statutory auditor	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				50	19									69	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														69	n.a.	-
Mauro Rovida	Chairman of the Board of Statutory Auditors until 30/04/2013 (then Standing Statutory Auditor)	from 1/1/2015 to 31/12/2015	Approval of the financial statements to 31/12/2015													
Remuneration at Banca IFIS S.p.A.				50	15									65	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														65	n.a.	-

First name and surname	Appointment	Period during which the position was held	Position end date	Fixed remuneration					Remuneration for participation in committees	Non equity variable remuneration		Non-monetary benefits	Other remuneration	Total	Fair value of equity remuneration	Appointment severance pay or employment termination fee
				Appointment allowances approved by the Shareholders' Meeting	Attendance tokens	Lump-sum expense reimbursement	Remuneration for special duties pursuant to art. 2389 of the Italian Civil Code	Employee fixed remuneration		Bonuses and other incentives	Profit sharing					
Alberto Staccione	General Manager	from 1/1/2015 to 31/12/2015	n.a.													
Remuneration at Banca IFIS S.p.A.								307		24	184	24		539	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														539	n.a.	-
Other administrative staff with strategic responsibility (one person in 2015)														-		
Remuneration at Banca IFIS S.p.A.								35		5				40	n.a.	151
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														40	n.a.	151
"Key" personnel in accordance with the supervisory provisions of the Bank of Italy (data refers to 25 persons in force at 31 December 2015)																
Remuneration at Banca IFIS S.p.A.								2.403		746		228		3.377	-	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total														3.377	n.a.	-

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

From the tables set out in Annex 3A, Scheme No. 7 bis, of the "Issuers' Regulations", the tables 3A and 3B that are shown below with data from participation in the profit expected for the Managing Director and the General Manager are currently applicable to the Banca IFIS Banking Group.

TABLE 3A

(A)	(B)	(1)	Financial instruments allocated in previous years non vested during the year		Financial instruments allocated during the year					Financial instruments vested during the year and not allocated	Financial instruments vested during the year that can be allocated		Financial instruments relating to the year
			(2)	(3)	(4)	(5)	(6)	(7)	(8)		(9)	(10)	
Surname and First Name	Appointment	Plan	Number and type of financial instruments	Vesting period	Number and type of financial instruments	Fair value at allocation date	Vesting period	Date of allocation	Market price upon allocation	Number and type of financial instruments	Number and type of financial instruments	Value on the maturation date	Fair value
Bossi Giovanni	CEO												
Remuneration at Banca IFIS S.p.A.		2014 Plan Resolution of 17/04/2014	10664*	3	-	-	-	-	-	-	6.695	129.991,33	19,42
		2015 Plan Resolution of 08/04/2015	-	-	-	-	-	-	-	-	**	**	**
Remuneration from Banca IFIS S.p.A. subsidiaries		2014 Plan	-	-	-	-	-	-	-	-	-	-	-
		2015 Plan	-	-	-	-	-	-	-	-	-	-	-
Total			10664*	3	-	-	-	-	-	-	6.695	129.991,33	19,42
Staccione Alberto	General Manager												
Remuneration at Banca IFIS S.p.A.		2014 Plan Resolution of 17/04/2014	3021*	3	-	-	-	-	-	-	1.897	36.832,49	19,42
		2015 Plan Resolution of 08/04/2015	-	-	-	-	-	-	-	-	**	**	**
Remuneration from Banca IFIS S.p.A. subsidiaries		2014 Plan	-	-	-	-	-	-	-	-	-	-	-
		2015 Plan	-	-	-	-	-	-	-	-	-	-	-
Total			3021*	3	-	-	-	-	-	-	1.897	36.832,49	19,42

(*) The number of shares is calculated at market price on the allocation date. This number will be recalculated at the moment of payment.

(**) The data of assignable shares with reference to the incentive attributed regarding the year 2015 results will be available following the resolutions of the Ordinary Shareholders' Meeting convened on 22 March 2016

TABLE 3B

(A) Surname and First Name	(B) Appointment	(1) Plan	(2)			(3)			(4) Other bonuses
			Annual bonus			Bonus of previous years			
			(A) Payable/paid	(B) Deferred	(C) Period of deferral	(A) No longer payable	(B) Payable/paid	(C) Deferred again	
Bossi Giovanni	CEO								
Remuneration at Banca IFIS S.p.A.		2012-2013-2014 plans	-	-	-	-	151.640	650.000	-
		2015 Plan Resolution of 08/04/2015	390.000	260.000	3	-	-	-	-
Remuneration from Banca IFIS S.p.A. subsidiaries		2014 Plan	-	-	-	-	-	-	-
		2015 Plan	-	-	-	-	-	-	-
Total			390.000	260.000	3	-	151.640	650.000	-
Staccione Alberto	General Manager								
Remuneration at Banca IFIS S.p.A.		2012-2013-2014 plans	-	-	-	-	73.301	184.146	-
		2015 Plan Resolution of 08/04/2015	110.488	73.658	3	-	-	-	-
Remuneration from Banca IFIS S.p.A. subsidiaries		2014 Plan	-	-	-	-	-	-	-
		2015 Plan	-	-	-	-	-	-	-
Total			110.488	73.658	3	-	73.301	184.146	-

Scheme relating to the shareholdings of directors, statutory auditors, of the general manager and of the other managers with strategic responsibilities

Table 1: shareholdings of members of the organs of administration and audit and of the general managers

Surname and first name	Appointment	Investee company	Number of shares owned at the end of the previous year	Number of shares purchased	Number of shares sold	Number of shares owned at the end of the current year
Fürstenberg Sagar Egon (including shares held indirectly through La Scogliera S.p.A.)	Chairman	Banca IFIS S.p.A.	28,332,154	0	-1,358,118	26,974,036
Csillaghy Alessandro	Deputy Chairman	Banca IFIS S.p.A.	0	2,000	-2,000	0
Bossi Giovanni	Chief Executive Officer	Banca IFIS S.p.A.	1,838,648	6,695*	0	1,845,343
Benini Giuseppe	Director	Banca IFIS S.p.A.	0	1,242	-1,242	0
Maderna Francesca	Director	Banca IFIS S.p.A.	1,070,422	0	0	1,070,422
Martin Andrea	Director	---	---	---	---	---
Preve Riccardo (including shares held indirectly through Preve Costruzioni S.p.A.)	Director	Banca IFIS S.p.A.	1,249,001	1,167	0	1,250,168
Salamon Marina (held indirectly through Alchimia S.p.A.)	Director	Banca IFIS S.p.A.	1,076,247	0	0	1,076,247
Santosuosso Daniele	Director	---	---	---	---	---
Bugna Giacomo	Chairman - Board of Statutory Auditors	---	---	---	---	---
Ciriotta Giovanna	Standing statutory auditor	---	---	---	---	---
Rovida Mauro	Standing statutory auditor	---	---	---	---	---
Staccione Alberto	General Manager	Banca IFIS S.p.A.	140,000	1,897*	0	141,897

** the assigning of Banca IFIS treasury shares as part of the variable remuneration in pursuance of the remuneration and incentive policies approved by the Shareholders' Meeting*

Table 2: shareholdings of other managers with strategic responsibilities

Number of managers with strategic responsibilities	Investee company	Number of shares owned at the end of the previous year	Number of shares purchased	Number of shares sold	Number of shares owned at the end of the current year
1	Banca IFIS S.p.A.	1,000		-1,000	0

VOTING LIST RELATING TO POINT 2) OF THE AGENDA:

Remuneration policies for corporate officers, employees and associates of the Banca IFIS Banking Group:

Remuneration Report

BANCA IFIS

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%	66.623	0,1238%		0,0000%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%		0,0000%		0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPFS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%	5.344	0,0099%		0,0000%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%	5.800	0,0108%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	9.791	0,0182%		0,0000%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%

CAUSEWAY INTERNATIONAL SMALL CAP FUND		0.0000%	378	0.0007%		0.0000%	0.0000%
CC&L ALL STRATEGIES FUND		0.0000%	1.200	0.0022%		0.0000%	0.0000%
CC&L Q MARKET NEUTRAL FUND		0.0000%	2.700	0.0050%		0.0000%	0.0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0.0000%	2.129	0.0040%		0.0000%	0.0000%
CF DV ACWI EX-U.S. IMI FUND		0.0000%	265	0.0005%		0.0000%	0.0000%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		0.0000%	473	0.0009%		0.0000%	0.0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0.0000%		0.0000%	3.903	0.0073%	0.0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0.0000%	4.605	0.0086%		0.0000%	0.0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0.0000%	8.070	0.0150%		0.0000%	0.0000%
CITY OF NEW YORK GROUP TRUST		0.0000%	108.300	0.2013%		0.0000%	0.0000%
COLLEGE RETIREMENT EQUITIES FUND		0.0000%	119.531	0.2221%		0.0000%	0.0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0.0000%	18.038	0.0335%		0.0000%	0.0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0.0000%	10.639	0.0198%		0.0000%	0.0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0.0000%	90.661	0.1685%		0.0000%	0.0000%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0.0000%	122	0.0002%		0.0000%	0.0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0.0000%	4.188	0.0078%		0.0000%	0.0000%
COUNSEL GLOBAL SMALL CAP		0.0000%	39.882	0.0741%		0.0000%	0.0000%
CRT STOCKS LLC		0.0000%	840	0.0016%		0.0000%	0.0000%
DEPARTMENT OF STATE LANDS		0.0000%	4.754	0.0088%		0.0000%	0.0000%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0.0000%	780	0.0014%		0.0000%	0.0000%
DIGNITY HEALTH		0.0000%		0.0000%	76	0.0001%	0.0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0.0000%		0.0000%	70	0.0001%	0.0000%
DOMINION RESOURCES INC. MASTER TRUST		0.0000%	24.068	0.0447%		0.0000%	0.0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0.0000%	17.871	0.0332%		0.0000%	0.0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0.0000%	5.586	0.0104%		0.0000%	0.0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0.0000%	13.245	0.0246%		0.0000%	0.0000%
ENSIGN PEAK ADVISORS INC.		0.0000%	194.863	0.3621%		0.0000%	0.0000%
EURIZON CAPITAL S.A.		0.0000%	29.338	0.0545%		0.0000%	0.0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA		0.0000%	119.720	0.2225%		0.0000%	0.0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0.0000%	11.364	0.0211%		0.0000%	0.0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0.0000%	18.169	0.0338%		0.0000%	0.0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0.0000%	1.521	0.0028%		0.0000%	0.0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0.0000%	20.710	0.0385%		0.0000%	0.0000%
FCP ASTORG CROISSANCE MID CAP		0.0000%	8.562	0.0159%		0.0000%	0.0000%
FCP GROUPAMA AVENIR EURO		0.0000%	717.905	1.3341%		0.0000%	0.0000%
FDVANTAGE		0.0000%	876	0.0016%		0.0000%	0.0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY	22.000	0.0409%		0.0000%		0.0000%	0.0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0.0000%	2.284	0.0042%		0.0000%	0.0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0.0000%	5.714	0.0106%		0.0000%	0.0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0.0000%	225	0.0004%		0.0000%	0.0000%
FIS CALBEAR FUND, LLC		0.0000%	53.000	0.0985%		0.0000%	0.0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0.0000%	1.617	0.0030%		0.0000%	0.0000%
FLORIDA RETIREMENT SYSTEM .		0.0000%	209.696	0.3897%		0.0000%	0.0000%
FONDS ASSECURA I		0.0000%	1.571	0.0029%		0.0000%	0.0000%
FONDS RESERVE RETRAITES		0.0000%	159.585	0.2966%		0.0000%	0.0000%
GMAM GROUP PENSION TRUST III		0.0000%	9.667	0.0180%		0.0000%	0.0000%
GMAM INVESTMENT FUNDS TRUST		0.0000%	17.476	0.0325%		0.0000%	0.0000%
GOLDMAN SACHS FUNDS		0.0000%	794	0.0015%		0.0000%	0.0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0.0000%	118.325	0.2199%		0.0000%	0.0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0.0000%	4.676	0.0087%		0.0000%	0.0000%
GOVERNMENT OF NORWAY		0.0000%	447.916	0.8324%		0.0000%	0.0000%
HOSKING GLOBAL FUND PLC		0.0000%	119.854	0.2227%		0.0000%	0.0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0.0000%	6.896	0.0128%		0.0000%	0.0000%
HSBC AM TECHNOLOGIE (C)		0.0000%	46.037	0.0856%		0.0000%	0.0000%
IBM 401K PLUS PLAN		0.0000%	15.840	0.0294%		0.0000%	0.0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0.0000%	53.176	0.0988%		0.0000%	0.0000%
ILLINOIS STATE BOARD OF INVESTMENT		0.0000%	124.099	0.2306%		0.0000%	0.0000%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0.0000%	760	0.0014%		0.0000%	0.0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0.0000%	21.500	0.0400%		0.0000%	0.0000%
INTERNATIONAL LP I		0.0000%	347	0.0006%		0.0000%	0.0000%
INTERNATIONAL MONETARY FUND		0.0000%	472	0.0009%		0.0000%	0.0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0.0000%	30.182	0.0561%		0.0000%	0.0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0.0000%	1.284	0.0024%		0.0000%	0.0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0.0000%	1.242	0.0023%		0.0000%	0.0000%
ISHARES MSCI EAFE SMALL CAP ETF		0.0000%	41.380	0.0769%		0.0000%	0.0000%
ISHARES VII PLC		0.0000%	12.554	0.0233%		0.0000%	0.0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0.0000%	61.790	0.1148%		0.0000%	0.0000%
KEMPEN INTERNATIONAL FUNDS		0.0000%	604.057	1.1226%		0.0000%	0.0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0.0000%	10.166	0.0189%		0.0000%	0.0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0.0000%	696	0.0013%		0.0000%	0.0000%
LAZARD ASSET MANAGEMENT LLC		0.0000%	41	0.0001%		0.0000%	0.0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0.0000%	1.833	0.0034%		0.0000%	0.0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0.0000%	490	0.0009%		0.0000%	0.0000%

LEIA GEM INVESTMENT, LLC	0,0000%	25.800	0,0479%	0,0000%	0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST	0,0000%	37.716	0,0701%	0,0000%	0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0,0000%	27.524	0,0511%	0,0000%	0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM	0,0000%	35.045	0,0651%	0,0000%	0,0000%
LSV1EHE, LSV2EHE	0,0000%	400	0,0007%	0,0000%	0,0000%
LYXOR ZEBRA EQUITY FUND LMITED	0,0000%	545	0,0010%	0,0000%	0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND	0,0000%	56.192	0,1044%	0,0000%	0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND	0,0000%	45.493	0,0845%	0,0000%	0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM	0,0000%	28.944	0,0538%	0,0000%	0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO	0,0000%	12.382	0,0230%	0,0000%	0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC	0,0000%	15.360	0,0285%	0,0000%	0,0000%
MD INTERNATIONAL VALUE FUND	0,0000%	4.069	0,0076%	0,0000%	0,0000%
MDPIM INTERNATIONAL EQUITY POOL	0,0000%	33.016	0,0614%	0,0000%	0,0000%
METZLER INTERNATIONAL INV. PLC	0,0000%	192.000	0,3568%	0,0000%	0,0000%
MGI FUNDS PLC	0,0000%	21.793	0,0405%	0,0000%	0,0000%
MICROSOFT GLOBAL FINANCE	0,0000%	21.425	0,0398%	0,0000%	0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F	0,0000%	6.003	0,0112%	0,0000%	0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC	0,0000%	17.500	0,0325%	0,0000%	0,0000%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	0,0000%	2.424	0,0045%	0,0000%	0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN	0,0000%	5.870	0,0109%	0,0000%	0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C	0,0000%	1.159	0,0022%	0,0000%	0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0,0000%	69.661	0,1295%	0,0000%	0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM	0,0000%	1.470	0,0027%	0,0000%	0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F	0,0000%	3.409	0,0063%	0,0000%	0,0000%
NATIONWIDE DIVERSE MANAGERS FUND	0,0000%	657	0,0012%	0,0000%	0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL	0,0000%	1.452	0,0027%	0,0000%	0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR	0,0000%	4.938	0,0092%	0,0000%	0,0000%
NEW YORK LIFE INSURANCE COMPANY	0,0000%	6.495	0,0121%	0,0000%	0,0000%
NEW YORK STATE COMMON RETIREMENT FUND	0,0000%	11.605	0,0216%	0,0000%	0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN	0,0000%	9.376	0,0174%	0,0000%	0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0,0000%	6.127	0,0114%	0,0000%	0,0000%
NEW ZEALAND SUPERANNUATION FUND	0,0000%	1.185	0,0022%	0,0000%	0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND	0,0000%	11.448	0,0213%	0,0000%	0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD	0,0000%	39.054	0,0726%	0,0000%	0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0,0000%	18.357	0,0341%	0,0000%	0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND	0,0000%	657	0,0012%	0,0000%	0,0000%
NUMERIC INVESTORS LLC	0,0000%	990	0,0018%	0,0000%	0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED	0,0000%	320	0,0006%	0,0000%	0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD	0,0000%	890	0,0017%	0,0000%	0,0000%
NUVEEN INVESTMENTS, INC.	0,0000%	800	0,0015%	0,0000%	0,0000%
OFI MULTI SELECT	0,0000%	73.135	0,1359%	0,0000%	0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX	0,0000%	156	0,0003%	0,0000%	0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN	0,0000%	6.286	0,0117%	0,0000%	0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	0,0000%	440	0,0008%	0,0000%	0,0000%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST	0,0000%	3.389	0,0063%	0,0000%	0,0000%
PENSION RESERVES INVESTMENT TRUST FUND	0,0000%	14.621	0,0272%	0,0000%	0,0000%
PENSIONDANMARK PENSIONSORSIKRINGSAKTIESELSKAB	0,0000%	9.125	0,0170%	0,0000%	0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO	0,0000%	14.919	0,0277%	0,0000%	0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND	0,0000%	787	0,0015%	0,0000%	0,0000%
PRINCIPAL LIFE INSURANCE COMPANY	0,0000%	61.305	0,1139%	0,0000%	0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN	0,0000%	5.885	0,0109%	0,0000%	0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0,0000%	9.088	0,0169%	0,0000%	0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0,0000%	10.715	0,0199%	0,0000%	0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI	0,0000%	8.849	0,0164%	0,0000%	0,0000%
PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO	0,0000%	40.472	0,0752%	0,0000%	0,0000%
QANTAS SUPERANNUATION PLAN	0,0000%	21.081	0,0392%	0,0000%	0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS	0,0000%	20.138	0,0374%	0,0000%	0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST	0,0000%	5.758	0,0107%	0,0000%	0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM	0,0000%	3.874	0,0072%	0,0000%	0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208	0,0000%	31.592	0,0587%	0,0000%	0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND	0,0000%	50.753	0,0943%	0,0000%	0,0000%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF	0,0000%	7.357	0,0137%	0,0000%	0,0000%
SCS NAVIGATOR FUND	0,0000%	9.896	0,0184%	0,0000%	0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	0,0000%	40.684	0,0756%	0,0000%	0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE	0,0000%	3.406	0,0063%	0,0000%	0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND	0,0000%	14.314	0,0266%	0,0000%	0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND	0,0000%	7.284	0,0135%	0,0000%	0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F	0,0000%	3.138	0,0058%	0,0000%	0,0000%
SPDR S&P WORLD (EX-US) ETF	0,0000%	8.320	0,0155%	0,0000%	0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	0,0000%	101.501	0,1886%	0,0000%	0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY	0,0000%	1.599	0,0030%	0,0000%	0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN	0,0000%	221.542	0,4117%	0,0000%	0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE	0,0000%	13.595	0,0253%	0,0000%	0,0000%

VOTING LIST RELATING TO POINT 3) OF THE AGENDA:

Appointment of the Board of Directors, subject to determination of the number of members; determination of the duration in office and of the fees

BANCA IFIS

3.1) Determination of the number of Board members

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIO NS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO	90.168	0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%		0,0000%		0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%		0,0000%	9.791	0,0182%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%

CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	473	0,0009%		0,0000%		0,0000%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	4.605	0,0086%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	108.300	0,2013%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	90.661	0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS		0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSIGN PEAK ADVISORS INC.		0,0000%	194.863	0,3621%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	29338	0,0545%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	119.720	0,2225%		0,0000%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	11.364	0,0211%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPAMA AVENIR EURO		0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE		0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY		0,0000%	22.000	0,0409%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	209.696	0,3897%		0,0000%		0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY	447.916	0,8324%		0,0000%		0,0000%		0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%		0,0000%		0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%		0,0000%		0,0000%	124.099	0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC		0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	604.057	1,1226%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC		0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0,0000%	490	0,0009%		0,0000%		0,0000%

LEIA GEM INVESTMENT, LLC		0,0000%	25.800	0,0479%		0,0000%		0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST		0,0000%	37.716	0,0701%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0,0000%	27.524	0,0511%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0,0000%	35.045	0,0651%		0,0000%		0,0000%
LSV1EHE, LSV2EHE		0,0000%	400	0,0007%		0,0000%		0,0000%
LYXOR ZEBRA EQUITY FUND LIMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	28.944	0,0538%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCIEAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%		0,0000%		0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	69.661	0,1295%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	6.495	0,0121%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	39.054	0,0726%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	18.357	0,0341%		0,0000%		0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OFI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	14.621	0,0272%		0,0000%		0,0000%
PENSIONDANMARK PENSIONSORSIKRINGSAKTIESELSKAB		0,0000%	9.125	0,0170%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0,0000%	787	0,0015%		0,0000%		0,0000%
PRINCIPAL LIFE INSURANCE COMPANY		0,0000%	61.305	0,1139%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	5.885	0,0109%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%		0,0000%		0,0000%	9.088	0,0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	10.715	0,0199%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI		0,0000%	8.849	0,0164%		0,0000%		0,0000%
PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO		0,0000%	40.472	0,0752%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	21.081	0,0392%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	20.138	0,0374%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	5.758	0,0107%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	3.874	0,0072%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	31.592	0,0587%		0,0000%		0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0,0000%		0,0000%		0,0000%	50.753	0,0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%		0,0000%		0,0000%	7.357	0,0137%
SCS NAVIGATOR FUND		0,0000%	9.896	0,0184%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	40.684	0,0756%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	3.406	0,0063%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	14.314	0,0266%		0,0000%		0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND		0,0000%	7.284	0,0135%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	3.138	0,0058%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.320	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	101.501	0,1886%		0,0000%		0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0,0000%	1.599	0,0030%		0,0000%		0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN		0,0000%	221.542	0,4117%		0,0000%		0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0,0000%	13.595	0,0253%		0,0000%		0,0000%

3.2) Determination of the duration in office of the Board of Directors

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAP FUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%		0,0000%		0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPTS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%		0,0000%	9.791	0,0182%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%

CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	473	0,0009%		0,0000%		0,0000%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	4.605	0,0086%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	108.300	0,2013%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	90.661	0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS		0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSGIN PEAK ADVISORS INC.		0,0000%	194.863	0,3621%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	29338	0,0545%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	119.720	0,2225%		0,0000%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	11.364	0,0211%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPAMA AVENIR EURO		0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE		0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY		0,0000%	22.000	0,0409%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	209.696	0,3897%		0,0000%		0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY	447.916	0,8324%		0,0000%		0,0000%		0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%		0,0000%		0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%		0,0000%		0,0000%	124.099	0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC		0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	604.057	1,1226%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC		0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0,0000%	490	0,0009%		0,0000%		0,0000%
LEIA GEM INVESTMENT, LLC		0,0000%	25.800	0,0479%		0,0000%		0,0000%

LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST		0.0000%	37.716	0.0701%		0.0000%		0.0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0.0000%	27.524	0.0511%		0.0000%		0.0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0.0000%	35.045	0.0651%		0.0000%		0.0000%
LSVIEHE, LSV2EHE		0.0000%	400	0.0007%		0.0000%		0.0000%
LYXOR ZEBRA EQUITY FUND LMITED		0.0000%	545	0.0010%		0.0000%		0.0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0.0000%	56.192	0.1044%		0.0000%		0.0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0.0000%	45.493	0.0845%		0.0000%		0.0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0.0000%	28.944	0.0538%		0.0000%		0.0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0.0000%	12.382	0.0230%		0.0000%		0.0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0.0000%	15.360	0.0285%		0.0000%		0.0000%
MD INTERNATIONAL VALUE FUND		0.0000%	4.069	0.0076%		0.0000%		0.0000%
MDPIM INTERNATIONAL EQUITY POOL		0.0000%	33.016	0.0614%		0.0000%		0.0000%
METZLER INTERNATIONAL INV. PLC		0.0000%	192.000	0.3568%		0.0000%		0.0000%
MGI FUNDS PLC		0.0000%	21.793	0.0405%		0.0000%		0.0000%
MICROSOFT GLOBAL FINANCE		0.0000%	21.425	0.0398%		0.0000%		0.0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0.0000%	6.003	0.0112%		0.0000%		0.0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0.0000%		0.0000%		0.0000%	17.500	0.0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0.0000%	2.424	0.0045%		0.0000%		0.0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0.0000%	5.870	0.0109%		0.0000%		0.0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0.0000%	1.159	0.0022%		0.0000%		0.0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0.0000%	69.661	0.1295%		0.0000%		0.0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0.0000%	1.470	0.0027%		0.0000%		0.0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0.0000%	3.409	0.0063%		0.0000%		0.0000%
NATIONWIDE DIVERSE MANAGERS FUND		0.0000%	657	0.0012%		0.0000%		0.0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0.0000%	1.452	0.0027%		0.0000%		0.0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0.0000%	4.938	0.0092%		0.0000%		0.0000%
NEW YORK LIFE INSURANCE COMPANY		0.0000%	6.495	0.0121%		0.0000%		0.0000%
NEW YORK STATE COMMON RETIREMENT FUND		0.0000%	11.605	0.0216%		0.0000%		0.0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0.0000%	9.376	0.0174%		0.0000%		0.0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0.0000%	6.127	0.0114%		0.0000%		0.0000%
NEW ZEALAND SUPERANNUATION FUND		0.0000%	1.185	0.0022%		0.0000%		0.0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0.0000%	11.448	0.0213%		0.0000%		0.0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0.0000%	39.054	0.0726%		0.0000%		0.0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0.0000%	18.357	0.0341%		0.0000%		0.0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0.0000%	657	0.0012%		0.0000%		0.0000%
NUMERIC INVESTORS LLC		0.0000%	990	0.0018%		0.0000%		0.0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0.0000%	320	0.0006%		0.0000%		0.0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0.0000%	890	0.0017%		0.0000%		0.0000%
NUVEEN INVESTMENTS, INC.		0.0000%	800	0.0015%		0.0000%		0.0000%
OFI MULTI SELECT		0.0000%	73.135	0.1359%		0.0000%		0.0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0.0000%	156	0.0003%		0.0000%		0.0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0.0000%	6.286	0.0117%		0.0000%		0.0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0.0000%		0.0000%		0.0000%	440	0.0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0.0000%	3.389	0.0063%		0.0000%		0.0000%
PENSION RESERVES INVESTMENT TRUST FUND		0.0000%	14.621	0.0272%		0.0000%		0.0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		0.0000%	9.125	0.0170%		0.0000%		0.0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0.0000%	14.919	0.0277%		0.0000%		0.0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0.0000%	787	0.0015%		0.0000%		0.0000%
PRINCIPAL LIFE INSURANCE COMPANY		0.0000%	61.305	0.1139%		0.0000%		0.0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0.0000%	5.885	0.0109%		0.0000%		0.0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0.0000%		0.0000%		0.0000%	9.088	0.0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0.0000%	10.715	0.0199%		0.0000%		0.0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		0.0000%	8.849	0.0164%		0.0000%		0.0000%
PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO		0.0000%	40.472	0.0752%		0.0000%		0.0000%
QANTAS SUPERANNUATION PLAN		0.0000%	21.081	0.0392%		0.0000%		0.0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0.0000%	20.138	0.0374%		0.0000%		0.0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0.0000%	5.758	0.0107%		0.0000%		0.0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0.0000%	3.874	0.0072%		0.0000%		0.0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0.0000%	31.592	0.0587%		0.0000%		0.0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0.0000%		0.0000%		0.0000%	50.753	0.0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0.0000%		0.0000%		0.0000%	7.357	0.0137%
SCS NAVIGATOR FUND		0.0000%	9.896	0.0184%		0.0000%		0.0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0.0000%	40.684	0.0756%		0.0000%		0.0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0.0000%	3.406	0.0063%		0.0000%		0.0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0.0000%	14.314	0.0266%		0.0000%		0.0000%
SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND		0.0000%	7.284	0.0135%		0.0000%		0.0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0.0000%	3.138	0.0058%		0.0000%		0.0000%
SPDR S&P WORLD (EX-US) ETF		0.0000%	8.320	0.0155%		0.0000%		0.0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0.0000%	101.501	0.1886%		0.0000%		0.0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0.0000%	1.599	0.0030%		0.0000%		0.0000%
ST.BEDRPFDS.VD LANDBOUW MANDAAATKEMPEN		0.0000%	221.542	0.4117%		0.0000%		0.0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0.0000%	13.595	0.0253%		0.0000%		0.0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0.0000%	9.041	0.0168%		0.0000%		0.0000%

3.3) Appointment of the Board of Directors: vote on the list submitted by the majority shareholder "La Scogliera S.p.A."

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGBMH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%		0,0000%		0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPTS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%		0,0000%	9.791	0,0182%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%

CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		0,0000%		0,0000%	473	0,0009%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	4.605	0,0086%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	108.300	0,2013%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	90.661	0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS		0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSIGN PEAK ADVISORS INC.		0,0000%	194.863	0,3621%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	29.338	0,0545%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	119.720	0,2225%		0,0000%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	11.364	0,0211%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPEMA AVENIR EURO		0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE		0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY	22.000	0,0409%		0,0000%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	209.696	0,3897%		0,0000%		0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY		0,0000%		0,0000%	447.916	0,8324%		0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%		0,0000%		0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%		0,0000%		0,0000%	124.099	0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC		0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	604.057	1,1226%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC		0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0,0000%	490	0,0009%		0,0000%		0,0000%
LEIA GEM INVESTMENT, LLC		0,0000%	25.800	0,0479%		0,0000%		0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST		0,0000%	37.716	0,0701%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0,0000%	27.524	0,0511%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0,0000%	35.045	0,0651%		0,0000%		0,0000%
LSV1EHE, LSV2EHE		0,0000%	400	0,0007%		0,0000%		0,0000%

LYXOR ZEBRA EQUITY FUND LIMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	28.944	0,0538%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%		0,0000%		0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	69.661	0,1295%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	6.495	0,0121%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	39.054	0,0726%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	18.357	0,0341%		0,0000%		0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OFI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	14.621	0,0272%		0,0000%		0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		0,0000%	9.125	0,0170%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0,0000%	787	0,0015%		0,0000%		0,0000%
PRINCIPAL LIFE INSURANCE COMPANY		0,0000%	61.305	0,1139%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	5.885	0,0109%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%		0,0000%		0,0000%	9.088	0,0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	10.715	0,0199%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI		0,0000%	8.849	0,0164%		0,0000%		0,0000%
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		0,0000%	40.472	0,0752%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	21.081	0,0392%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	20.138	0,0374%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	5.758	0,0107%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	3.874	0,0072%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	31.592	0,0587%		0,0000%		0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0,0000%		0,0000%		0,0000%	50.753	0,0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%		0,0000%		0,0000%	7.357	0,0137%
SCS NAVIGATOR FUND		0,0000%	9.896	0,0184%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	40.684	0,0756%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	3.406	0,0063%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	14.314	0,0266%		0,0000%		0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSED STRATEGIES FUND		0,0000%	7.284	0,0135%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	3.138	0,0058%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.320	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	101.501	0,1886%		0,0000%		0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0,0000%	1.599	0,0030%		0,0000%		0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN		0,0000%	221.542	0,4117%		0,0000%		0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0,0000%	13.595	0,0253%		0,0000%		0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0,0000%	8.847	0,0164%		0,0000%		0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0,0000%	194	0,0004%		0,0000%		0,0000%
STATE OF MINNESOTA		0,0000%	1.716	0,0032%		0,0000%		0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS		0,0000%	194	0,0004%		0,0000%		0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D		0,0000%	100.009	0,1859%		0,0000%		0,0000%

3.4) appointment of the Board of Directors: vote on the proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383%)

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.	26.966.847	50,1139%		0,0000%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%		0,0000%		0,0000%	1000	0,0019%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%	45.000	0,0836%		0,0000%		0,0000%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPTS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%		0,0000%	9.791	0,0182%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%

CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	0,0000%	473	0,0009%		0,0000%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS	0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0,0000%	4.605	0,0086%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM	0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST	0,0000%	108.300	0,2013%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND	0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P	0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION	0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	0,0000%		0,0000%		0,0000%	90.661	0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN	0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP	0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC	0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS	0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF	0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH	0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST	0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST	0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN	0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY	0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS	0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSIGN PEAK ADVISORS INC.	0,0000%	194.863	0,3621%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	0,0000%	29.338	0,0545%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	0,0000%	119.720	0,2225%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS	0,0000%	11.364	0,0211%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR	0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL	0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST	0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP	0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPAMA AVENIR EURO	0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE	0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY	0,0000%	22.000	0,0409%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO	0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF	0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP	0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC	0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .	0,0000%	209.696	0,3897%		0,0000%		0,0000%
FONDS ASSECURA I	0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES	0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III	0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST	0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS	0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F	0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND	0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY	0,0000%	447.916	0,8324%		0,0000%		0,0000%
HOSKING GLOBAL FUND PLC	0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST	0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)	0,0000%		0,0000%	46.037	0,0856%		0,0000%
IBM 401K PLUS PLAN	0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND	0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT	0,0000%		0,0000%		0,0000%	124.099	0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND	0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND	0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I	0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND	0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST	0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9	0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF	0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF	0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC	0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND	0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS	0,0000%	604.057	1,1226%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO	0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF	0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC	0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED	0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	0,0000%	490	0,0009%		0,0000%		0,0000%
LEIA GEM INVESTMENT, LLC	0,0000%	25.800	0,0479%		0,0000%		0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST	0,0000%	37.716	0,0701%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0,0000%	27.524	0,0511%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM	0,0000%	35.045	0,0651%		0,0000%		0,0000%
LSV1EHE, LSV2EHE	0,0000%	400	0,0007%		0,0000%		0,0000%

LYXOR ZEBRA EQUITY FUND LIMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	28.944	0,0538%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%		0,0000%		0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	69.661	0,1295%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	6.495	0,0121%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	39.054	0,0726%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	18.357	0,0341%		0,0000%		0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OFI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	14.621	0,0272%		0,0000%		0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		0,0000%	9.125	0,0170%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0,0000%	787	0,0015%		0,0000%		0,0000%
PRINCIPAL LIFE INSURANCE COMPANY		0,0000%	61.305	0,1139%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	5.885	0,0109%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%		0,0000%		0,0000%	9.088	0,0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	10.715	0,0199%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		0,0000%	8.849	0,0164%		0,0000%		0,0000%
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		0,0000%	40.472	0,0752%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	21.081	0,0392%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	20.138	0,0374%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	5.758	0,0107%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	3.874	0,0072%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	31.592	0,0587%		0,0000%		0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0,0000%		0,0000%		0,0000%	50.753	0,0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%		0,0000%		0,0000%	7.357	0,0137%
SCS NAVIGATOR FUND		0,0000%	9.896	0,0184%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	40.684	0,0756%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	3.406	0,0063%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	14.314	0,0266%		0,0000%		0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSED STRATEGIES FUND		0,0000%	7.284	0,0135%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	3.138	0,0058%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.320	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	101.501	0,1886%		0,0000%		0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0,0000%	1.599	0,0030%		0,0000%		0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN		0,0000%	221.542	0,4117%		0,0000%		0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0,0000%	13.595	0,0253%		0,0000%		0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0,0000%	9.041	0,0168%		0,0000%		0,0000%
STATE OF MINNESOTA		0,0000%	1.716	0,0032%		0,0000%		0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS		0,0000%	194	0,0004%		0,0000%		0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D		0,0000%	100.009	0,1859%		0,0000%		0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		0,0000%	78.010	0,1450%		0,0000%		0,0000%

3.5) Determination of the remuneration of directors

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGBMH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%		0,0000%		0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPTS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%		0,0000%	9.791	0,0182%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%

CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	473	0,0009%		0,0000%		0,0000%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	4.605	0,0086%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	108.300	0,2013%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	90.661	0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS		0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSIGN PEAK ADVISORS INC.		0,0000%	194.863	0,3621%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	29338	0,0545%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	119.720	0,2225%		0,0000%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	11.364	0,0211%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPAMA AVENIR EURO		0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE		0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY		0,0000%	22.000	0,0409%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	209.696	0,3897%		0,0000%		0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY	447.916	0,8324%		0,0000%		0,0000%		0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%		0,0000%		0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%		0,0000%		0,0000%	124.099	0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC		0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	604.057	1,1226%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC		0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0,0000%	490	0,0009%		0,0000%		0,0000%
LEIA GEM INVESTMENT, LLC		0,0000%	25.800	0,0479%		0,0000%		0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST		0,0000%	37.716	0,0701%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0,0000%	27.524	0,0511%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0,0000%	35.045	0,0651%		0,0000%		0,0000%
LSV1EHE, LSV2EHE		0,0000%	400	0,0007%		0,0000%		0,0000%

LYXOR ZEBRA EQUITY FUND LIMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	28.944	0,0538%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%		0,0000%		0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	69.661	0,1295%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	6.495	0,0121%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	39.054	0,0726%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	18.357	0,0341%		0,0000%		0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OFI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	14.621	0,0272%		0,0000%		0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		0,0000%	9.125	0,0170%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0,0000%	787	0,0015%		0,0000%		0,0000%
PRINCIPAL LIFE INSURANCE COMPANY		0,0000%	61.305	0,1139%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	5.885	0,0109%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%		0,0000%		0,0000%	9.088	0,0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	10.715	0,0199%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		0,0000%	8.849	0,0164%		0,0000%		0,0000%
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		0,0000%	40.472	0,0752%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	21.081	0,0392%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	20.138	0,0374%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	5.758	0,0107%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	3.874	0,0072%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	31.592	0,0587%		0,0000%		0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0,0000%		0,0000%		0,0000%	50.753	0,0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%		0,0000%		0,0000%	7.357	0,0137%
SCS NAVIGATOR FUND		0,0000%	9.896	0,0184%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	40.684	0,0756%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	3.406	0,0063%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	14.314	0,0266%		0,0000%		0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSED STRATEGIES FUND		0,0000%	7.284	0,0135%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	3.138	0,0058%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.320	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	101.501	0,1886%		0,0000%		0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0,0000%	1.599	0,0030%		0,0000%		0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN		0,0000%	221.542	0,4117%		0,0000%		0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0,0000%	13.595	0,0253%		0,0000%		0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0,0000%	9.041	0,0168%		0,0000%		0,0000%
STATE OF MINNESOTA		0,0000%	1.716	0,0032%		0,0000%		0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS		0,0000%	194	0,0004%		0,0000%		0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D		0,0000%	100.009	0,1859%		0,0000%		0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		0,0000%	78.010	0,1450%		0,0000%		0,0000%

VOTING LIST RELATING TO POINT 4) OF THE AGENDA:

Appointment of the Board of Statutory Auditors for the 2016-2018 three-year period and determination of fees

4.1) Appointment of the Board of Statutory Auditors: vote on the list submitted by the majority shareholder "La Scogliera S.p.A."

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%		0,0000%		0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	9.791	0,0182%		0,0000%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%

CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		0,0000%		0,0000%	473	0,0009%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	4.605	0,0086%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	108.300	0,2013%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	90.661	0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS		0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSGIN PEAK ADVISORS INC.		0,0000%	194.863	0,3621%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	29.338	0,0545%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	119.720	0,2225%		0,0000%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	11.364	0,0211%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPAMA AVENIR EURO		0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE		0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY	22.000	0,0409%		0,0000%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	209.696	0,3897%		0,0000%		0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY		0,0000%		0,0000%	447.916	0,8324%		0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%		0,0000%		0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%		0,0000%		0,0000%	124.099	0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC		0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	604.057	1,1226%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC		0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0,0000%	490	0,0009%		0,0000%		0,0000%
LEIA GEM INVESTMENT, LLC		0,0000%	25.800	0,0479%		0,0000%		0,0000%

LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST		0,0000%	37.716	0,0701%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0,0000%	27.524	0,0511%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0,0000%	35.045	0,0651%		0,0000%		0,0000%
LSV1EHE, LSV2EHE		0,0000%	400	0,0007%		0,0000%		0,0000%
LYXOR ZEBRA EQUITY FUND LIMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	28.944	0,0538%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%				0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	69.661	0,1295%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	6.495	0,0121%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	39.054	0,0726%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	18.357	0,0341%		0,0000%		0,0000%
NTGL-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OPI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%				0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	14.621	0,0272%		0,0000%		0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		0,0000%	9.125	0,0170%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0,0000%	787	0,0015%		0,0000%		0,0000%
PRINCIPAL LIFE INSURANCE COMPANY		0,0000%	61.305	0,1139%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	5.885	0,0109%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%				0,0000%	9.088	0,0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	10.715	0,0199%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		0,0000%	8.849	0,0164%		0,0000%		0,0000%
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		0,0000%	40.472	0,0752%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	21.081	0,0392%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	20.138	0,0374%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	5.758	0,0107%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	3.874	0,0072%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	31.592	0,0587%		0,0000%		0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0,0000%				0,0000%	50.753	0,0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%				0,0000%	7.357	0,0137%
SCS NAVIGATOR FUND		0,0000%	9.896	0,0184%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	40.684	0,0756%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	3.406	0,0063%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	14.314	0,0266%		0,0000%		0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND		0,0000%	7.284	0,0135%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	3.138	0,0058%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.320	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	101.501	0,1886%		0,0000%		0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0,0000%	1.599	0,0030%		0,0000%		0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN		0,0000%	221.542	0,4117%		0,0000%		0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0,0000%	13.595	0,0253%		0,0000%		0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0,0000%	9.041	0,0168%		0,0000%		0,0000%

4.2) Appointment of the Board of Statutory Auditors: vote on the proposal submitted by "Studio Legale Trevisan & Associati" on behalf of a group of investors (total shareholding of 0.0383% of the share capital)

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.	26.966.847	50,1139%		0,0000%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
I199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%		0,0000%	66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	922.994	1,7152%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	26.025	0,0484%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	20.573	0,0382%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILogy INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%	45.000	0,0836%		0,0000%		0,0000%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	60.918	0,1132%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPFS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%		0,0000%	5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%		0,0000%	5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	75.621	0,1405%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	9.791	0,0182%		0,0000%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%
CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%

CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	0,0000%	473	0,0009%	0,0000%	0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS	0,0000%	3.903	0,0073%	0,0000%	0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0,0000%	4.605	0,0086%	0,0000%	0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM	0,0000%	8.070	0,0150%	0,0000%	0,0000%
CITY OF NEW YORK GROUP TRUST	0,0000%	108.300	0,2013%	0,0000%	0,0000%
COLLEGE RETIREMENT EQUITIES FUND	0,0000%	119.531	0,2221%	0,0000%	0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P	0,0000%	18.038	0,0335%	0,0000%	0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION	0,0000%	10.639	0,0198%	0,0000%	0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENTENT SYSTEM	0,0000%		0,0000%	0,0000%	90.661 0,1685%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0,0000%	122	0,0002%	0,0000%	0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN	0,0000%	4.188	0,0078%	0,0000%	0,0000%
COUNSEL GLOBAL SMALL CAP	0,0000%	39.882	0,0741%	0,0000%	0,0000%
CRT STOCKS LLC	0,0000%	840	0,0016%	0,0000%	0,0000%
DEPARTMENT OF STATE LANDS	0,0000%		0,0000%	0,0000%	4.754 0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF	0,0000%	780	0,0014%	0,0000%	0,0000%
DIGNITY HEALTH	0,0000%	76	0,0001%	0,0000%	0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST	0,0000%	70	0,0001%	0,0000%	0,0000%
DOMINION RESOURCES INC. MASTER TRUST	0,0000%	24.068	0,0447%	0,0000%	0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN	0,0000%	17.871	0,0332%	0,0000%	0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY	0,0000%	5.586	0,0104%	0,0000%	0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS	0,0000%	13.245	0,0246%	0,0000%	0,0000%
ENSIGN PEAK ADVISORS INC.	0,0000%	194.863	0,3621%	0,0000%	0,0000%
EURIZON CAPITAL S.A.	0,0000%	29.338	0,0545%	0,0000%	0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	0,0000%	119.720	0,2225%	0,0000%	0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS	0,0000%	11.364	0,0211%	0,0000%	0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR	0,0000%	18.169	0,0338%	0,0000%	0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL	0,0000%	1.521	0,0028%	0,0000%	0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST	0,0000%	20.710	0,0385%	0,0000%	0,0000%
FCP ASTORG CROISSANCE MID CAP	0,0000%	8.562	0,0159%	0,0000%	0,0000%
FCP GROUPAMA AVENIR EURO	0,0000%	717.905	1,3341%	0,0000%	0,0000%
FDVANTAGE	0,0000%	876	0,0016%	0,0000%	0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY	0,0000%	22.000	0,0409%	0,0000%	0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO	0,0000%	2.284	0,0042%	0,0000%	0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF	0,0000%	5.714	0,0106%	0,0000%	0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP	0,0000%	225	0,0004%	0,0000%	0,0000%
FIS CALBEAR FUND, LLC	0,0000%	53.000	0,0985%	0,0000%	0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0,0000%	1.617	0,0030%	0,0000%	0,0000%
FLORIDA RETIREMENT SYSTEM .	0,0000%	209.696	0,3897%	0,0000%	0,0000%
FONDS ASSECURA I	0,0000%	1.571	0,0029%	0,0000%	0,0000%
FONDS RESERVE RETRAITES	0,0000%	159.585	0,2966%	0,0000%	0,0000%
GMAM GROUP PENSION TRUST III	0,0000%	9.667	0,0180%	0,0000%	0,0000%
GMAM INVESTMENT FUNDS TRUST	0,0000%	17.476	0,0325%	0,0000%	0,0000%
GOLDMAN SACHS FUNDS	0,0000%	794	0,0015%	0,0000%	0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F	0,0000%	118.325	0,2199%	0,0000%	0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND	0,0000%	4.676	0,0087%	0,0000%	0,0000%
GOVERNMENT OF NORWAY	0,0000%	447.916	0,8324%	0,0000%	0,0000%
HOSKING GLOBAL FUND PLC	0,0000%	119.854	0,2227%	0,0000%	0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST	0,0000%	6.896	0,0128%	0,0000%	0,0000%
HSBC AM TECHNOLOGIE (C)	0,0000%	46.037	0,0856%	0,0000%	0,0000%
IBM 401K PLUS PLAN	0,0000%	15.840	0,0294%	0,0000%	0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND	0,0000%	53.176	0,0988%	0,0000%	0,0000%
ILLINOIS STATE BOARD OF INVESTMENT	0,0000%		0,0000%	0,0000%	124.099 0,2306%
INDIANA PUBLIC EMPLOYEES RETIREMENT FUND	0,0000%	760	0,0014%	0,0000%	0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND	0,0000%	21.500	0,0400%	0,0000%	0,0000%
INTERNATIONAL LP I	0,0000%	347	0,0006%	0,0000%	0,0000%
INTERNATIONAL MONETARY FUND	0,0000%	472	0,0009%	0,0000%	0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST	0,0000%	30.182	0,0561%	0,0000%	0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9	0,0000%	1.284	0,0024%	0,0000%	0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF	0,0000%	1.242	0,0023%	0,0000%	0,0000%
ISHARES MSCI EAFE SMALL CAP ETF	0,0000%	41.380	0,0769%	0,0000%	0,0000%
ISHARES VII PLC	0,0000%	12.554	0,0233%	0,0000%	0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND	0,0000%	61.790	0,1148%	0,0000%	0,0000%
KEMPEN INTERNATIONAL FUNDS	0,0000%	604.057	1,1226%	0,0000%	0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO	0,0000%	10.166	0,0189%	0,0000%	0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF	0,0000%	696	0,0013%	0,0000%	0,0000%
LAZARD ASSET MANAGEMENT LLC	0,0000%	41	0,0001%	0,0000%	0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED	0,0000%	1.833	0,0034%	0,0000%	0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	0,0000%	490	0,0009%	0,0000%	0,0000%
LEIA GEM INVESTMENT, LLC	0,0000%	25.800	0,0479%	0,0000%	0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST	0,0000%	37.716	0,0701%	0,0000%	0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0,0000%	27.524	0,0511%	0,0000%	0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM	0,0000%	35.045	0,0651%	0,0000%	0,0000%
LSVIEHE, LSV2EHE	0,0000%	400	0,0007%	0,0000%	0,0000%

LYXOR ZEBRA EQUITY FUND LIMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	28.944	0,0538%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%		0,0000%		0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	69.661	0,1295%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	6.495	0,0121%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	39.054	0,0726%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	18.357	0,0341%		0,0000%		0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OFI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%		0,0000%		0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	14.621	0,0272%		0,0000%		0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		0,0000%	9.125	0,0170%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND		0,0000%	787	0,0015%		0,0000%		0,0000%
PRINCIPAL LIFE INSURANCE COMPANY		0,0000%	61.305	0,1139%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	5.885	0,0109%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%		0,0000%		0,0000%	9.088	0,0169%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	10.715	0,0199%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI		0,0000%	8.849	0,0164%		0,0000%		0,0000%
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		0,0000%	40.472	0,0752%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	21.081	0,0392%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	20.138	0,0374%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	5.758	0,0107%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	3.874	0,0072%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	31.592	0,0587%		0,0000%		0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND		0,0000%		0,0000%		0,0000%	50.753	0,0943%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%		0,0000%		0,0000%	7.357	0,0137%
SCS NAVIGATOR FUND		0,0000%	9.896	0,0184%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	40.684	0,0756%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	3.406	0,0063%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	14.314	0,0266%		0,0000%		0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSED STRATEGIES FUND		0,0000%	7.284	0,0135%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	3.138	0,0058%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.320	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	101.501	0,1886%		0,0000%		0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY		0,0000%	1.599	0,0030%		0,0000%		0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN		0,0000%	221.542	0,4117%		0,0000%		0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE		0,0000%	13.595	0,0253%		0,0000%		0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		0,0000%	9.041	0,0168%		0,0000%		0,0000%
STATE OF MINNESOTA		0,0000%	1.716	0,0032%		0,0000%		0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS		0,0000%	194	0,0004%		0,0000%		0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D		0,0000%	100.009	0,1859%		0,0000%		0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		0,0000%	78.010	0,1450%		0,0000%		0,0000%

4.3) Determination of the remuneration of the Board of Statutory Auditors

Share capital in Euro

53.811.095,00

SHAREHOLDER	NON-VOTING	%	VOTES FOR	%	VOTES AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	800	0,0015%		0,0000%		0,0000%
CORSO NICOLETTA		0,0000%	3.900	0,0072%		0,0000%		0,0000%
FAVALLI ARRIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
FAZZINI CELSO		0,0000%	5.500	0,0102%		0,0000%		0,0000%
FIorentini GIAN LUCA		0,0000%	20	0,0000%		0,0000%		0,0000%
GUSSONI ANGELA GEMMA MARIA		0,0000%	6.800	0,0126%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MAFFEI FACCIOLI CARLO FRANCESCO JACOPO		0,0000%	40.000	0,0743%		0,0000%		0,0000%
MAFFEI FACCIOLI BARBARA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.408	0,0063%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	4.000	0,0074%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.160.000	2,1557%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	90.168	0,1676%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	847	0,0016%		0,0000%		0,0000%
STACCIONE ALBERTO		0,0000%	140.000	0,2602%		0,0000%		0,0000%
1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		0,0000%			66.623	0,1238%		0,0000%
ABA STOCKS LLC		0,0000%	1.160	0,0022%		0,0000%		0,0000%
ABU DHABI RETIREMENT PENSIONS AND BENEFITS FUND		0,0000%	1.247	0,0023%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	29.619	0,0550%		0,0000%		0,0000%
ADVANCED SERIES TRUST-AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		0,0000%	3.397	0,0063%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	427.291	0,7941%		0,0000%		0,0000%
ALKEN FUND		0,0000%	495.703	0,9212%		0,0000%		0,0000%
ALLIANZ GI FONDS AKTIEN GLOBAL		0,0000%	28.486	0,0529%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	9.584	0,0178%		0,0000%		0,0000%
ALLIANZ GLOBAL INVESTORS EUROPEGMBH		0,0000%	16.441	0,0306%		0,0000%		0,0000%
ALLIANZGI FONDS AEVN		0,0000%	16.726	0,0311%		0,0000%		0,0000%
ALLIANZGI FONDS DUNHILL		0,0000%	2.555	0,0047%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	1.893	0,0035%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	9.173	0,0170%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	11.400	0,0212%		0,0000%		0,0000%
ALPHA EXTENSION FUND		0,0000%	68.679	0,1276%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMERICAN HONDA MASTER RETIREMENT TRUST		0,0000%	3.077	0,0057%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	11.998	0,0223%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	41.900	0,0779%		0,0000%		0,0000%
ARCA SGR ARCA ECONOMIA REALE EQUITY ITALIA		0,0000%				0,0000%	45.000	0,0836%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		0,0000%	6.276	0,0117%		0,0000%		0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		0,0000%	9.193	0,0171%		0,0000%		0,0000%
ARROWSTREET GLOBAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	6.483	0,0120%		0,0000%		0,0000%
ARROWSTREET INTERNATIONAL EQUITY - ALPHA AXTENSION FUND II		0,0000%	12.132	0,0225%		0,0000%		0,0000%
ASPIRIANT RISK MANAGED GLOBAL EQUITY FUND		0,0000%	1.517	0,0028%		0,0000%		0,0000%
BBH TRUSTE SERV. (IE) LIMITED		0,0000%	12.342	0,0229%		0,0000%		0,0000%
BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		0,0000%	8.039	0,0149%		0,0000%		0,0000%
BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		0,0000%	2.518	0,0047%		0,0000%		0,0000%
BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		0,0000%	626	0,0012%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	9.675	0,0180%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	29.881	0,0555%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	21.362	0,0397%		0,0000%		0,0000%
BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		0,0000%	320	0,0006%		0,0000%		0,0000%
BLUE SKY GROUP		0,0000%	22.999	0,0427%		0,0000%		0,0000%
BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		0,0000%	750	0,0014%		0,0000%		0,0000%
BNYMTD CF MITON EUROPEAN OPPS FUND		0,0000%	35.627	0,0662%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%			5.344	0,0099%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%			5.800	0,0108%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	54.891	0,1020%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	15.415	0,0286%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	2.419	0,0045%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	2.896	0,0054%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	9.791	0,0182%		0,0000%		0,0000%
CALVERT WORLD VALUES F INC - CALVERT INT OPPORTUNITIES FUND		0,0000%	41.976	0,0780%		0,0000%		0,0000%

CANADA PENSION PLAN INVESTMENT BOARD		0,0000%	1.300	0,0024%		0,0000%		0,0000%
CASEY FAMILY PROGRAMS		0,0000%	5.228	0,0097%		0,0000%		0,0000%
CATERPILLAR PENSION PLAN		0,0000%	11.694	0,0217%		0,0000%		0,0000%
CAUSEWAY INTERNATIONAL SMALL CAP FUND		0,0000%	378	0,0007%		0,0000%		0,0000%
CC&L ALL STRATEGIES FUND		0,0000%	1.200	0,0022%		0,0000%		0,0000%
CC&L Q MARKET NEUTRAL FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
CELANESE AMERICAS RETIREMENT SAVINGS PLAN		0,0000%	2.129	0,0040%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	265	0,0005%		0,0000%		0,0000%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	473	0,0009%		0,0000%		0,0000%		0,0000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS		0,0000%	3.903	0,0073%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	3.366	0,0063%		0,0000%		0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		0,0000%	1.239	0,0023%		0,0000%		0,0000%
CITY OF MEMPHIS RETIREMENT SYSTEM		0,0000%	8.070	0,0150%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	1.675	0,0031%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	2.765	0,0051%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	919	0,0017%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	49.231	0,0915%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	13.455	0,0250%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	40.255	0,0748%		0,0000%		0,0000%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	119.531	0,2221%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COMMONWEALTH BANK GROUP SUPERANNUATION		0,0000%	10.639	0,0198%		0,0000%		0,0000%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENTENT SYSTEM		0,0000%		0,0000%		0,0000%	11.488	0,0213%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENTENT SYSTEM		0,0000%		0,0000%		0,0000%	79.173	0,1471%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
CONSOLIDATED EDISON RETIREMENT PLAN		0,0000%	4.188	0,0078%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	39.882	0,0741%		0,0000%		0,0000%
CRT STOCKS LLC		0,0000%	840	0,0016%		0,0000%		0,0000%
DEPARTMENT OF STATE LANDS		0,0000%		0,0000%		0,0000%	4.754	0,0088%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	780	0,0014%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	76	0,0001%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	70	0,0001%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	17.871	0,0332%		0,0000%		0,0000%
EDUCATIONAL EMPLOYEES' SUPP. RET. SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSIGN PEAK ADVISORS INC.		0,0000%	154.363	0,2869%		0,0000%		0,0000%
ENSIGN PEAK ADVISORS INC.		0,0000%	40.500	0,0753%		0,0000%		0,0000%
EURIZON CAPITAL S.A.	29.338	0,0545%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI ITALIA	21.016	0,0391%		0,0000%		0,0000%		0,0000%
EURIZONCAPITAL SGR S.P.A. - EURIZON AZIONI PMI ITALIA	98.704	0,1834%		0,0000%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	7.205	0,0134%		0,0000%		0,0000%
EVANGELICAL LUTHERAN CHURCH IN AMERICA BOARD OF PENSIONS		0,0000%	4.159	0,0077%		0,0000%		0,0000%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	18.169	0,0338%		0,0000%		0,0000%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPL		0,0000%	1.521	0,0028%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	20.710	0,0385%		0,0000%		0,0000%
FCP ASTORG CROISSANCE MID CAP		0,0000%	8.562	0,0159%		0,0000%		0,0000%
FCP GROUPAMA AVENIR EURO		0,0000%	717.905	1,3341%		0,0000%		0,0000%
FDVANTAGE		0,0000%	876	0,0016%		0,0000%		0,0000%
FIDEURAM ASSET MANAGEMENT (IRELAND) FONDITALIA EQUITY ITALY		0,0000%	22.000	0,0409%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.284	0,0042%		0,0000%		0,0000%
FIRST ASSET MORNINGSTAR INTERNATIONAL MOMENTUM INDEX ETF		0,0000%	5.714	0,0106%		0,0000%		0,0000%
FIRST TRUST DEV MARK EX US SMALL CAP ALP		0,0000%	225	0,0004%		0,0000%		0,0000%
FIS CALBEAR FUND, LLC		0,0000%	53.000	0,0985%		0,0000%		0,0000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0,0000%	1.617	0,0030%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	26.859	0,0499%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	98.451	0,1830%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	8.641	0,0161%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	75.745	0,1408%		0,0000%		0,0000%
FONDS ASSECURA I		0,0000%	1.571	0,0029%		0,0000%		0,0000%
FONDS RESERVE RETRAITES		0,0000%	159.585	0,2966%		0,0000%		0,0000%
GMAM GROUP PENSION TRUST III		0,0000%	9.667	0,0180%		0,0000%		0,0000%
GMAM INVESTMENT FUNDS TRUST		0,0000%	17.476	0,0325%		0,0000%		0,0000%
GOLDMAN SACHS FUNDS		0,0000%	794	0,0015%		0,0000%		0,0000%
GOLDMAN SACHS INTERN SMALL CAP INSIGHT F		0,0000%	118.325	0,2199%		0,0000%		0,0000%
GOLDMAN SACHS TRST II-GOLDMAN SACHS MULTI-MNGR GLOBAL EQT FUND		0,0000%	4.676	0,0087%		0,0000%		0,0000%
GOVERNMENT OF NORWAY	447.916	0,8324%		0,0000%		0,0000%		0,0000%
HOSKING GLOBAL FUND PLC		0,0000%	119.854	0,2227%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	6.896	0,0128%		0,0000%		0,0000%
HSBC AM TECHNOLOGIE (C)		0,0000%	46.037	0,0856%		0,0000%		0,0000%
IBM 401K PLUS PLAN		0,0000%	15.840	0,0294%		0,0000%		0,0000%
ILLINOIS MUNICIPAL RETIREMENT FUND		0,0000%	53.176	0,0988%		0,0000%		0,0000%
ILLINOIS STATE BOARD OF INVESTMENT		0,0000%		0,0000%		0,0000%	124.099	0,2306%

INDIANA PUBLIC EMPLOYEES RETIREMENT FUND		0,0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0,0000%	21.500	0,0400%		0,0000%		0,0000%
INTERNATIONAL LP I		0,0000%	347	0,0006%		0,0000%		0,0000%
INTERNATIONAL MONETARY FUND		0,0000%	472	0,0009%		0,0000%		0,0000%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0,0000%	30.182	0,0561%		0,0000%		0,0000%
IPAC SPEC INV STR INT SHARE STR NO 9		0,0000%	1.284	0,0024%		0,0000%		0,0000%
ISHARES DEVELOPED SMALL-CAP EX NORTH AMERICA ETF		0,0000%	1.242	0,0023%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0,0000%	41.380	0,0769%		0,0000%		0,0000%
ISHARES VII PLC		0,0000%	12.554	0,0233%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0,0000%	61.790	0,1148%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	220.102	0,4090%		0,0000%		0,0000%
KEMPEN INTERNATIONAL FUNDS		0,0000%	383.955	0,7135%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0,0000%	10.166	0,0189%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0,0000%	696	0,0013%		0,0000%		0,0000%
LAZARD ASSET MANAGEMENT LLC		0,0000%	41	0,0001%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0,0000%	1.833	0,0034%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0,0000%	490	0,0009%		0,0000%		0,0000%
LEIA GEM INVESTMENT, LLC		0,0000%	25.800	0,0479%		0,0000%		0,0000%
LIBERTY MUTUAL RETIREMENT PLAN MASTER TRUST		0,0000%	37.716	0,0701%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0,0000%	13.060	0,0243%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0,0000%	14.464	0,0269%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0,0000%	2.390	0,0044%		0,0000%		0,0000%
LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM		0,0000%	32.655	0,0607%		0,0000%		0,0000%
LSV IEHE, LSV2EHE		0,0000%	400	0,0007%		0,0000%		0,0000%
LYXOR ZEBRA EQUITY FUND LMITED		0,0000%	545	0,0010%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0,0000%	56.192	0,1044%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0,0000%	45.493	0,0845%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	886	0,0016%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	1.058	0,0020%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	292	0,0005%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0,0000%	26.708	0,0496%		0,0000%		0,0000%
MASTER TR AGREE BETWEEN PFIZER INC AND THE NORTHERN TR CO		0,0000%	12.382	0,0230%		0,0000%		0,0000%
MCKINLEY NON US DEVELOPED 130 30 GROWTH ONSHORE FUND LP C O MCKINLEY C.MGMT.LLC		0,0000%	15.360	0,0285%		0,0000%		0,0000%
MD INTERNATIONAL VALUE FUND		0,0000%	4.069	0,0076%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0,0000%	33.016	0,0614%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0,0000%	192.000	0,3568%		0,0000%		0,0000%
MGI FUNDS PLC		0,0000%	21.793	0,0405%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0,0000%	21.425	0,0398%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0,0000%	6.003	0,0112%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0,0000%				0,0000%	17.500	0,0325%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	2.424	0,0045%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0,0000%	5.870	0,0109%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0,0000%	1.159	0,0022%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	25.147	0,0467%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0,0000%	44.514	0,0827%		0,0000%		0,0000%
NATIONAL TREASURY MANAGEMENT AGENCY (AS CONTROLLER AND MANAGER OF THE IRELAND STRATEGIC INVESTM		0,0000%	1.470	0,0027%		0,0000%		0,0000%
NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		0,0000%	3.409	0,0063%		0,0000%		0,0000%
NATIONWIDE DIVERSE MANAGERS FUND		0,0000%	657	0,0012%		0,0000%		0,0000%
NEW MEXICO STATE INVESTMENT COUNCIL		0,0000%	1.452	0,0027%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE & ANNUITY CORPOR		0,0000%	4.938	0,0092%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	4.381	0,0081%		0,0000%		0,0000%
NEW YORK LIFE INSURANCE COMPANY		0,0000%	2.114	0,0039%		0,0000%		0,0000%
NEW YORK STATE COMMON RETIREMENT FUND		0,0000%	11.605	0,0216%		0,0000%		0,0000%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN		0,0000%	9.376	0,0174%		0,0000%		0,0000%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		0,0000%	6.127	0,0114%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0,0000%	1.185	0,0022%		0,0000%		0,0000%
NIKKO WHOLESALE GL EQ UNHEDGED FUND		0,0000%	11.448	0,0213%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	8.900	0,0165%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0,0000%	30.154	0,0560%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	13.087	0,0243%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	395	0,0007%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0,0000%	4.875	0,0091%		0,0000%		0,0000%
NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		0,0000%	657	0,0012%		0,0000%		0,0000%
NUMERIC INVESTORS LLC		0,0000%	990	0,0018%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0,0000%	320	0,0006%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0,0000%	890	0,0017%		0,0000%		0,0000%
NUVEEN INVESTMENTS, INC.		0,0000%	800	0,0015%		0,0000%		0,0000%
OFI MULTI SELECT		0,0000%	73.135	0,1359%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0,0000%	156	0,0003%		0,0000%		0,0000%
ONTARIO POWER GENERATION INC. PENSION PLAN		0,0000%	6.286	0,0117%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%				0,0000%	440	0,0008%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0,0000%	3.389	0,0063%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0,0000%	6.670	0,0124%		0,0000%		0,0000%

PENSION RESERVES INVESTMENT TRUST FUND	0,0000%	7.951	0,0148%	0,0000%	0,0000%
PENSIONDANMARK PENSIONSFORSIKRINGSKAB	0,0000%	9.125	0,0170%	0,0000%	0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO	0,0000%	14.919	0,0277%	0,0000%	0,0000%
PRINCIPAL FUNDS INC - INTERNATIONAL SMALL COMPANY FUND	0,0000%	787	0,0015%	0,0000%	0,0000%
PRINCIPAL LIFE INSURANCE COMPANY	0,0000%	61.305	0,1139%	0,0000%	0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN	0,0000%	5.885	0,0109%	0,0000%	0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0,0000%		0,0000%	0,0000%	9.088
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0,0000%	10.715	0,0199%	0,0000%	0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI	0,0000%	8.849	0,0164%	0,0000%	0,0000%
PUBLIC SCHOOL TEACHERS' PENSIONAND RETIREMENT FUND OF CHICAGO	0,0000%	40.472	0,0752%	0,0000%	0,0000%
QANTAS SUPERANNUATION PLAN	0,0000%	21.081	0,0392%	0,0000%	0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS	0,0000%	20.138	0,0374%	0,0000%	0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST	0,0000%	5.758	0,0107%	0,0000%	0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM	0,0000%	3.874	0,0072%	0,0000%	0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208	0,0000%	31.592	0,0587%	0,0000%	0,0000%
SCHWAB INTERNATIONAL CORE EQUITY FUND	0,0000%		0,0000%	0,0000%	50.753
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF	0,0000%		0,0000%	0,0000%	7.357
SCS NAVIGATOR FUND	0,0000%	9.896	0,0184%	0,0000%	0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	0,0000%	20.700	0,0385%	0,0000%	0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	0,0000%	19.984	0,0371%	0,0000%	0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE	0,0000%	3.406	0,0063%	0,0000%	0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND	0,0000%	5.400	0,0100%	0,0000%	0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND	0,0000%	8.914	0,0166%	0,0000%	0,0000%
SLI GLOBAL SICAV GLOBAL FOCUSEDSTRATEGIES FUND	0,0000%	7.284	0,0135%	0,0000%	0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F	0,0000%	3.138	0,0058%	0,0000%	0,0000%
SPDR S&P WORLD (EX-US) ETF	0,0000%	8.320	0,0155%	0,0000%	0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	0,0000%	12.903	0,0240%	0,0000%	0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	0,0000%	66.352	0,1233%	0,0000%	0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	0,0000%	7.689	0,0143%	0,0000%	0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	0,0000%	14.557	0,0271%	0,0000%	0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY	0,0000%	975	0,0018%	0,0000%	0,0000%
SSGA SPDR ETFS EUROPE II PUBLIC LIMITED COMPANY	0,0000%	624	0,0012%	0,0000%	0,0000%
ST.BEDRPFDS.VD LANDBOUW MANDAATKEMPEN	0,0000%	221.542	0,4117%	0,0000%	0,0000%
STANLIB FUNDS LIMITED STANDARD BANK HOUSE	0,0000%	13.595	0,0253%	0,0000%	0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0,0000%	8.847	0,0164%	0,0000%	0,0000%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0,0000%	194	0,0004%	0,0000%	0,0000%
STATE OF MINNESOTA	0,0000%	1.716	0,0032%	0,0000%	0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS	0,0000%	194	0,0004%	0,0000%	0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D	0,0000%	72.862	0,1354%	0,0000%	0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D	0,0000%	27.147	0,0504%	0,0000%	0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0,0000%	60.532	0,1125%	0,0000%	0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0,0000%	17.478	0,0325%	0,0000%	0,0000%
STG PFDS V.D. GRAFISCHE	0,0000%	16.145	0,0300%	0,0000%	0,0000%
STICHTING PENSIOENFONDS HORECA & CATERING	0,0000%	1.330	0,0025%	0,0000%	0,0000%
STICHTING PENSIOENFONDS VOOR HUISARTSEN	0,0000%	1.903	0,0035%	0,0000%	0,0000%
STICHTING PHILIPS PENSIOENFONDS	0,0000%	4.177	0,0078%	0,0000%	0,0000%
STICHTING SHELL PENSIOENFONDS	0,0000%	13.500	0,0251%	0,0000%	0,0000%
STICHTING SHELL PENSIOENFONDS	0,0000%	52.635	0,0978%	0,0000%	0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0,0000%	12.529	0,0233%	0,0000%	0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0,0000%	129.204	0,2401%	0,0000%	0,0000%
TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA	0,0000%	74.217	0,1379%	0,0000%	0,0000%
TESCO PLC PENSION SCHEME	0,0000%	85	0,0002%	0,0000%	0,0000%
TEXAS MUNICIPAL RETIREMENT SYSTEM	0,0000%	80.090	0,1488%	0,0000%	0,0000%
TEXTRON INC. MASTER TRUST	0,0000%	31.200	0,0580%	0,0000%	0,0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P	0,0000%	16.068	0,0299%	0,0000%	0,0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P	0,0000%	44.844	0,0833%	0,0000%	0,0000%
THE CLEVELAND CLINIC FOUNDATION	0,0000%	2.008	0,0037%	0,0000%	0,0000%
THE GBC INTL GROWTH FUND	0,0000%	31.747	0,0590%	0,0000%	0,0000%
THE METHODIST HOSPITAL	0,0000%	11.901	0,0221%	0,0000%	0,0000%
THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL	0,0000%	3.189	0,0059%	0,0000%	0,0000%
THE RETIREMENT BENEFIT TRUST OF THE R.R. DONNELLEY & SONS CO.	0,0000%	12.632	0,0235%	0,0000%	0,0000%
THE ROCKEFELLER FOUNDATION	0,0000%	5.298	0,0098%	0,0000%	0,0000%
THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER	0,0000%	13.244	0,0246%	0,0000%	0,0000%
THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER	0,0000%	99.000	0,1840%	0,0000%	0,0000%
THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER	0,0000%	4.559	0,0085%	0,0000%	0,0000%
THE TIFF KEYSTONE FUND, L.P.	0,0000%	4.570	0,0085%	0,0000%	0,0000%
THRIVENT PARTNER WORLDWIDE ALLOCATION FUND	0,0000%	8.851	0,0164%	0,0000%	0,0000%
THRIVENT PARTNER WORLDWIDE ALLOCATION PORTFOLIO	0,0000%	19.422	0,0361%	0,0000%	0,0000%
TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND	0,0000%	17.848	0,0332%	0,0000%	0,0000%
TREASURER OF THE STATE OF NORTHCAROLINAEQUITY INVESTMENT FUND POOLED	0,0000%		0,0000%	0,0000%	490
UAW RETIREE MEDICAL BENEFITS TRUST	0,0000%	593	0,0011%	0,0000%	0,0000%
UAW RETIREE MEDICAL BENEFITS TRUST	0,0000%	837	0,0016%	0,0000%	0,0000%
UAW RETIREE MEDICAL BENEFITS TRUST	0,0000%	1.790	0,0033%	0,0000%	0,0000%

