

MINUTES OF THE ORDINARY GENERAL SHAREHOLDERS' MEETING

ITALIAN REPUBLIC

21st APRIL 2017

On the 21st (twenty-first) day of April 2017 (two thousand and seventeen) at 9.00 (nine o'clock) a.m., at the registered office of the Company, "BANCA IFIS S.p.A.", in Venice-Mestre, Via Terraglio no. 63, the Ordinary General Shareholders' Meeting was convened. In attendance:

- SEBASTIEN EGON FÜRSTENBERG born in Lausanne (Switzerland) on 24th January 1950, domiciled for the office in Venice-Mestre, Via Terraglio no. 63, an Austrian citizen, who declares to be participating in this act in his role as President of the Board of Directors of the Company, "BANCA IFIS S.p.A." with registered office in Venice-Mestre, Via Terraglio no. 63, fully paid up share capital €53,811,095.00, tax ref. and Venice Business Register registration number 02505630109, Economic Administrative Index no. 0247118, Member of the Interbank Deposit Protection Fund, ABI [Italian Banking Association] Code 3205.2, registered in the Banking Register at no. 5508, Parent Company of Gruppo Bancario Banca IFIS, quoted on the Mercato Telematico Azionario (screen-based stock exchange) - STAR segment - managed by "Borsa Italiana S.p.A." As per Article 5 of the Shareholders' Meeting Regulations, 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 Company's Ordinary General Shareholders' Meeting convened to discuss and deliberate on the following

AGENDA:

- 1) Approval of the Annual Financial Statement as at 31st December 2016; notification of the Group's Consolidated Annual Financial Statement as at 31st December 2016; 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: Remuneration report.

As requested, the Secretary, Vincenzo Schiazzano - with the assistance of Sara Baso, also from the bank's Corporate Affairs unit - acknowledges that the meeting takes place as follows.

SEBASTIEN EGON FÜRSTENBERG assumed Presidency of the

Shareholders' Meeting, as per the Shareholders' Meeting Regulations, who, in collaboration with the Managing Director, GIOVANNI BOSSI, noted and asked for the following to be included in these minutes:

- that the Meeting should be recorded for the purposes of preparing the minutes and that the recordings, once the minutes are prepared, will be deleted; he specified that the processing of personal data must be carried out in accordance with Legislative Decree 196/2003;

- that the Shareholders' Meeting was regularly convened with notice made available to the public on 13th March 2017 at "Borsa Italiana S.p.A." and the authorised storage facility, www.emarketstorage.com, as well as on the Company's website (Corporate Governance section - Shareholders' Meetings) and published from the original on 14th March 2017 in the newspaper "Italia Oggi", in single call for today 21st April 2017 at 9.00 a.m. at the registered office;

- that the notice convening the meeting reported the Shareholders' right to request additions to the agenda and to present new draft resolutions as per Article 126 b of Legislative Decree 58/1998 and that no Shareholder had made use of this right;

- that as per Article 135 k of Legislative Decree no. 58/1998 the Company has identified the Chartered Accountant, CHIARA BOLDRIN, with offices in Venice 30122, Castello 5507, as designated representative for this Meeting to whom the Shareholders could delegate proxy, without incurring charges and that no Shareholder had made use of this right;

- that the Chartered Accountant, CHIARA BOLDRIN, has declared to not having any interest in her own right or on behalf of third parties with respect to the items on the agenda;

- that to better comply with the regulatory provisions relating to the right to ask questions before the Meeting (in particular, Article 127 c of the Italian Consolidated Finance Law) and during the Meeting, the following procedure will be used: (i) all questions submitted in writing before the Meeting and any questions submitted in writing during the discussion will be answered on a question by question basis, except where multiple questions have the same content, which will be given a joint response; (ii) the questions submitted orally during discussions will be answered at the end of all the speeches, based on what the speech contains;

- that deposits of records and documents, all legally required notices were carried out and the obligations of market

disclosure were met;

- that the current share capital, as listed in the Venice Business Register on 5th August 2010, is €53,811,095.00 (fifty-three million, eight hundred and eleven thousand and ninety-five point zero zero) represented by 53,811,095 (fifty-three million eight hundred and eleven thousand and ninety-five) registered ordinary shares of €1 (one) each;

- that to obtain Shareholders' Meeting admission credentials, communication was required from an intermediary, as per Clause 9 of the Articles of Association, relating to shares owned. These communications are outlined in the document attached to these minutes at letter **"A"**;

- that as per 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 obligatory meeting and corporate requirements, though in any case to ensure security and confidentiality;

- that at 9.05 a.m. (nine zero five a.m.) the Shareholders listed in the document attached to this report at letter **"B"** are present, meaning that 42,564,390 (forty-two million five hundred and sixty-four thousand three hundred and ninety) ordinary shares with voting rights are represented at the General Shareholders' Meeting out of a total number of 53,811,095 (fifty-three million eight hundred and eleven thousand and ninety five) ordinary shares that make up the share capital, equal to 79.099% (seventy-nine point zero nine nine percent) of the share capital;

- that as of today's date according to the Shareholders' Book, supplemented by the communications received as per Article 120 of Legislative Decree no. 58/1998 (amended, with effect from 18th March 2016, by Legislative Decree no. 25 of 15th February 2016, which increased the threshold obliging a Shareholder's participation in the Meeting from 2% to 3%) and other information available, the Shareholders who hold more than 3% (three percent) of subscribed share capital represented by shares with voting rights are:

"LA SCOGLIERA S.p.A." holder of 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 percent) of the share capital;

GIOVANNI BOSSI holder of 1,852,586

(one million eight hundred and fifty-two thousand five hundred and eighty-six) ordinary shares equal to 3.443% (three point

four four three percent) of the share capital;

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

- that at today's date, "BANCA IFIS S.p.A." holds 380,151 (three hundred and eighty thousand one hundred and fifty-one) of its own shares, equal to 0.706% (zero point seven zero six per cent) of the share capital;

- that the Board of Directors is represented by the President, the Vice President, ALESSANDRO CSILLAGHY DE PACSER, the Chief Executive Officer, GIOVANNI BOSSI, the Directors, FRANCESCA MADERNA, ANTONELLA MALINCONICO and RICCARDO PREVE, whilst the Director, GIUSEPPE BENINI, will be involved during the course of the meeting, as later clarified;

- that the Board of Statutory Auditors is represented by the Standing Auditors, GIOVANNA CIRIOTTO and MASSIMO MIANI, whilst the President, GIACOMO BUGNA will be involved during the course of the meeting, as later clarified;

- that the Remuneration Committee is represented by its President, FRANCESCA MADERNA, and the Committee member, RICCARDO PREVE;

- that as per Article 2429, Italian Civil Code and Article 154 c of Legislative Decree No. 58/1998, "BANCA IFIS S.p.A."s annual financial report, including its draft budget, and the Group's consolidated financial statements, of which "BANCA IFIS S.p.A" is the Parent Company as at 31st December 2016, accompanied by the Directors' Management Report, the Board of Auditors' report and the independent auditor's report prepared by "EY S.p.A." and the declaration as per Article 154 b, paragraph 5 of Legislative Decree No. 58/1998 have all been made available to the public at the Company's registered office, "Borsa Italiana S.p.A." and the authorised storage facility, www.emarketstorage.com, as well as on the Company's website, and that the documentation is available to the Shareholders participating in the Shareholders' Meeting;

- that in accordance with Article 125 c of Legislative Decree no. 58/1998, the Board of Directors has drawn up the relevant Explanatory Report regarding proposals concerning the matters under discussion at today's meeting and that the report was filed at the Company's registered office, "Borsa Italiana S.p.A." and the authorised storage facility, www.emarketstorage.com, as well as on the Company's website, and that the documentation is available to the Shareholders participating in the Shareholders' Meeting;

- that as per Article 123 b, paragraph 3 of Legislative Decree

No. 58/1998, on 16th March 2017, the Board of Directors approved the "Corporate Governance and Ownership Structure Report"; the report, prepared based on the format provided by "Borsa Italiana S.p.A.", was filed at the Company's registered office, "Borsa Italiana S.p.A." and the authorised storage facility www.emarketstorage.com, as well as on the Company's website along with the draft budget for the closed financial year to 31st December 2016 and is available to the Shareholders participating in the Shareholders' Meeting;

- that Shareholders are entitled to request copies of the documentation referred to in the previous points;
- that accredited journalists, experts, financial analysts and representatives of the External Auditors "EY S.p.A." were permitted to attend the Shareholders' Meeting;
- that the General Manager, ALBERTO STACCIONE, attended;
- that a number of the Company's employees and associates were present in the room and at the entrance for operational reasons.

At this point, the President requested that participants, when voting, should communicate any absence of legitimacy to vote under applicable law which provides that:

- anyone who holds, directly or indirectly, a shareholding above 3% in a Company with publicly traded shares (2% until 17th March 2016, as already pointed out) must give written notice to that Company and to Consob;
- they are subject to specific legal obligations and must report to the Bank of Italy any acquisition of stakes in banks that, in view of those already held, result in: a) a shareholding equal to or greater than 10%, that is, reaching or exceeding thresholds of 20%, 33% and 50% of the share capital or voting rights; b) the ability to exercise significant influence over the bank's management; c) control of the bank, regardless of the size of shareholding;
- holders of significant shareholdings in banks must satisfy the integrity requirements laid down by applicable regulations and that, in the absence of such requirements, voting rights relating to shareholdings that exceed the shareholding thresholds established by those regulations may not be exercised.

The President acknowledged that the right of admission to the vote of all entities falling under the circumstances outlined above was checked. The President 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 impediments.

The President reminded 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 in the minutes. For the purposes of the minutes, the President asked that Shareholders, as far as possible, should refrain from leaving. Those who had to leave should communicate when they leave the room at the appropriate points and should avoid leaving the room during voting.

The President reported, as per Consob Communication no. 96003558 of 18th April 1996, that the auditing firm "EY S.p.A.", have, for their tasks as approved by the General Shareholders' Meeting of 17th April 2014, carried out 2,270 (two thousand two hundred and seventy) hours of work to review and report the financial statements and the consolidated financial statements as at 31st December 2016, with total fees of €164,000.00 (one hundred and sixty-four thousand Euros 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 President stated that voting should be by a show of hands and moved on to the discussion of the agenda by addressing the first item **"Approval of the financial statement as at 31st December 2016; notification of the Group's consolidated financial statement as at 31st December 2016; allocation of net profit for the year; related and consequent resolutions"**.

The President referred to the contents of the Directors' Management Report. The President then invited the Shareholders to review the financial statement and consolidated financial statement and the related supporting notes contained in the folder distributed to those present, which he omitted reading on the express authorisation of the Meeting.

The President then discussed the reports on the financial statement and the consolidated financial statement drawn up by the auditing company "EY S.p.A."

The President then put to the Shareholders' Meeting the proposed allocation of the profit for the financial year 2016 of €71,721,930.39 (seventy-one million seven hundred and twenty-one thousand nine hundred and thirty Euros point three nine) as follows:

a) a cash dividend to shareholders (gross of taxes) of €0.82 (zero point eight two Euros) for each ordinary share with ex-dividend coupon date of (no. 20) 2nd May 2017. This dividend

includes the portion attributable to the treasury shares held by the Company. As per Article 83-m of Legislative Decree no. 58/1998, legitimation of the dividend payment is determined with reference to the evidence of the intermediary's accounts referred to in Article 83-d, paragraph 3 of Legislative Decree no. 58/1998, at the end of the accounting day of 3rd May 2017 (the so-called record date);

b) the remaining amount to be allocated to other reserves.

The President notified that the dividend for the financial year 2016 will be payable from 4th May 2017. Payment will be made through the authorised intermediaries with whom the shares are registered in the Monte Titoli system.

Then, the President called the Standing Auditor, Giovanna Ciriotta, to speak, who, on behalf of the Board of Auditors, gave a summary of the Statutory Auditors' report on the financial statement and on the consolidated financial statement and on the supervisory activities carried out and delivered a favourable opinion on the proposed allocation of profits as outlined earlier.

Mrs. Ciriotta highlighted, amongst other things, that two thirds of the Board of Auditors were in their second term (Mr. Miani was appointed by the Shareholders' Meeting of 22nd March 2016) and that the Board of Auditors met 28 times in 2016 and attended 21 Board of Directors' meetings, as well as other Directors' internal Committee meetings. Referring to the full text of the report made available to the shareholders, Mrs. Ciriotta briefly touched upon:

- the fact that Banca IFIS, in 2016, was the subject of a Bank of Italy audit and that the investigations were concluded without particular consequence;
- the acquisition, on 30th November 2016 and with authorisation from the competent supervisory authority, from GE Capital International Holding Limited of its entire shareholding, equal to 99.993%, in the share capital of the former GE Capital Interbanca S.p.A. (today, Interbanca S.p.A.) and its subsidiaries (now called IFIS Leasing S.p.A., IFIS Factoring S.r.l. and IFIS Rental Services S.r.l.) and the appointment of the President and a standing member of Banca IFIS's Board of Auditors in analogous positions on the auditing boards of the acquired companies;
- the consequent enlargement of the Banca IFIS banking Group;
- the development of significant sources of funding, such as securitisation, to repay in full the funding provided by

the previous parent company of the Group, GE Capital Interbanca S.p.A.;

- the exercise of the Purchase Price Allocation (PPA) on the acquisition outlined earlier;
- the sale of a number of NPL portfolios on the secondary market;
- the need to constantly verify the adequacy of the organisational structure, including human resources and with particular reference to the control function;
- the change of Financial Reporting Officer during 2016.

Mrs. Ciriotto concluded that the Board of Auditors had no observations to present to the Meeting regarding the approval of financial statement as at 31st December 2016 or objections regarding the approval of financial statements, the proposal for the distribution of profits and the distribution of dividends.

The President thanked Mrs. Ciriotto and declared the debate open.

The President asked the Shareholder, Raffaele Rizzardi, to speak, who had requested to speak as per Article 9 of the Shareholders' Meeting Regulations.

Mr. Rizzardi opened by expressing an appreciation for the metaphorical image printed on the cover of the financial report: the image, which reworks a painting by Caspar with the peaks emerging from the mists, is an effective representation, according to Mr. Rizzardi, of Banca IFIS's positive trend in an area and industry that is still, unfortunately, very negative.

He then goes on to comment on the remarkable *gain on bargain purchase* arising from the acquisition of GE Capital Interbanca Group, as described on page 221 of the consolidated financial statement booklet, with particular regard to the possibility of using tax assets after incorporation of Interbanca, which should take place in 2017, and the theoretical possibility of a price adjustment, and, finally, adding his congratulations for the operation by asking for a comment and/or a confirmation from the CEO.

The President thanked Mr. Rizzardi for his comments and the words of appreciation and asked the CEO to respond.

Firstly, the CEO assured that from ongoing contact with the seller regarding the implementation of what was agreed in terms of a price adjustment, an adjustment by Banca IFIS can be pretty much ruled out.

Mr. Bossi then concisely retraced the events that led to this

acquisition, beginning with General Electric Group's announcement to the market in the first half of 2015 about its desire to get out of the financial sector in Europe and to auction the GE Capital Interbanca Group, believing, at that point, that a sale, albeit at a low price, would probably be a better solution than the potential liquidation of a company with about 500 employees. Mr. Bossi continued by saying that, on the one hand, Banca IFIS has taken advantage of not having to compete with other banking competitors, several of which find themselves in situations of inadequate profitability and/or insufficient capitalisation, and, on the other hand, of the opportunity, compared to private equity competitors, of being able to take advantage of the tax assets correctly addressed by Mr. Rizzardi.

During the discussion, first the President of the Board of Auditors, GIACOMO BUGNA, then the Director, GIUSEPPE BENINI, joined proceedings.

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

The President then declared voting on the first agenda item to be open.

The President once again invited the Shareholders to disclose any absence of legitimacy to vote as per current regulations as referred to earlier.

- At 9.33 a.m. (nine thirty-three a.m.) the Shareholders listed in the document attached to this report at letter **"B"** are present, meaning that 42,564,390 (forty-two million five hundred and sixty-four thousand three hundred and ninety) ordinary shares with voting rights are represented at the General Shareholders' Meeting out of a total number of 53,811,095 (fifty-three million eight hundred and eleven thousand and ninety five) ordinary shares that make up the share capital, equal to 79.099% (seventy-nine point zero nine nine percent) of the share capital.

The Shareholders' Meeting

- having noted the Board of Directors' report on item 1) of the agenda;

- having noted the report on the financial statement and on the consolidated financial statement prepared by the Board of Statutory Auditors and on the supervisory activities carried out by those Auditors;

- having noted the reports on the financial statement and on the consolidated financial statement drawn up by the Auditing Company;

RESOLVES

A) TO APPROVE the annual financial statement for the period ending 31st December 2016, with the management report presented by the Board of Directors;

B) TO ALLOCATE the net profit for the period equal to €71,721,930.39 (seventy-one million seven hundred and twenty-one thousand nine hundred and thirty point three nine Euros) as follows:

a) a cash dividend to shareholders (gross of taxes) of €0.82 (zero point eight two Euros) for each ordinary share with ex-dividend coupon date of (no. 20) 2nd May 2017. This dividend includes the portion attributable to the treasury shares held by the Company. As per Article 83-m of Legislative Decree no. 58/1998, legitimation of the dividend payment is determined with reference to the evidence of the intermediary's accounts referred to in Article 83-d, paragraph 3 of Legislative Decree no. 58/1998, at the end of the accounting day of 3rd May 2017 (the so-called record date);

b) to other reserves as for the remaining amount;

C) TO PAY the above dividend from 4th May 2017. Payment will be made through the authorised intermediaries with whom the shares are registered in the Monte Titoli system; with the following result revealed by a show of hands:

- votes in favour: 42,404,779 (forty-two million four hundred and four thousand seven hundred and seventy-nine);
- votes against: none;
- abstentions: 159,611 (one hundred and fifty-nine thousand six hundred and eleven);
- 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 shown in the document attached to these minutes at letter "C".

Addressing the **second agenda item "Remuneration Policy for Officers, Employees and Collaborators of Banca IFIS banking Group: Remuneration Report"**, the President presented the document "Remuneration Report" approved by "BANCA IFIS S.p.A." 's Board of Directors at its meeting of 2nd March 2017. This report has been made available to the public at the

Company's registered office, "Borsa Italiana S.p.A." and the authorised storage facility www.emarketstorage.com and on the Company's website since 16th March 2017 together with the "Corporate Governance and Ownership Structure Report".

The President reported that with this remuneration report the Board of Directors had intended to comply with the provisions of Article 123-c of the Italian Consolidated Finance Law, with banking sector protocol and with the self-regulation standards contained in the Corporate Governance Code for listed companies.

The Report contains additional information, in aggregate form, on individuals known as "Risk-takers" not covered by the article of the Italian Consolidated Finance Law.

With regards to the regulatory framework, the President recalled:

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

- Article 123-c of the Italian Consolidated Finance Law containing the provision requiring companies to make a Remuneration Report available to the public at least twenty-one days prior to the date of the Ordinary Shareholders' Meeting to approve the annual financial statement;

- Article 84-d of the Issuers' Regulations containing the requirement to make the Remuneration Report available to the public, drawn up in compliance with the "Figure 7-b" of Annex 3A of the Issuers' Regulations;

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

- Circular no. 285 of 17 December 2013 - "Supervisory Provisions for Banks" of 20 November 2014 that, by implementing the provisions of directive 2013/36/EU (CRD IV) relating to the prudential supervision of credit institutions and investment companies, has updated the regulations for the remuneration policies and practices and incentive schemes of banks and [banking] groups;

c) with reference to self-regulation rules of listed companies:

- the "Format for the Corporate Governance and Ownership Structure Report" of listed companies made available by "Borsa Italiana S.p.A." in January 2017;

- the Corporate Governance Code approved by the Corporate Governance Committee.

The President pointed out that:

- the Remuneration Committee, in the course of its preliminary

work on this subject, has read the text of the Remuneration Report approved by the Board of Directors;

- the Remuneration Committee is represented at this meeting by its President, FRANCESCA MADERNA, and Committee member, RICCARDO PREVE.

The President, assisted by the Chief Executive Officer, then went on to outline the contents of the Remuneration Report, a copy of which is attached to these minutes at letter "D".

Briefly, the Remuneration Report consists of:

- Section I, aimed at illustrating the company's remuneration policy for members of its management bodies, general managers and executives with strategic responsibilities, as well as for the "Risk Takers" not falling within the scope of Article 123-c of the Italian Consolidated Finance Law, and the procedures used to adopt and implement this policy. This section describes the policy provided for the financial year 2017.

The Ordinary Shareholders' Meeting is called to decide for or against Section I of the Report;

- Section II, organised in two parts; the first aimed at showing each remuneration entry for the members of the management and control bodies, the general managers and, in aggregated form, with regard to executives with strategic responsibilities, as well as the "Risk Takers". The second part shows a table of the remuneration paid during the financial year 2016 or relating to it, for whatever reason and in whatever form by the Company and subsidiaries or affiliates, as indicated by Appendix 3A, Figure 7 b of the Issuer Regulations. A table is then placed that shows the further information required under Article 450 of Regulation (EU) no. 575 of June 26, 2013 for Banca IFIS and other Group companies.

The main changes contained in the "Remuneration Report" are aimed at better aligning Remuneration and Incentive Policies with the objectives of: compatibility with levels of capital and liquidity, financial stability, medium to long-term direction and compliance with regulations.

The access conditions for the variable component (gate) that apply to all staff were clarified, making them dependent on: a Group consolidated result, before taxes for that particular financial year, exceeding €60 million; compliance with the minimum Group Liquidity Coverage Ratio (LCR) indicator limits, as defined by prevailing regulations, calculated as an average

of the last twelve month-ends of the year in question; a consolidated Total Expense Ratio that is greater than capital requirements (Overall Capital Requirement) communicated by the Supervisory Body under the "Decisions on capital" at the conclusion of the periodic supervisory review process (SREP). Consequently, the formulas for calculating the variable component for the CEO and General Manager were consequently adjusted, increasing the share of net profit before taxes not yet calculated and excluding from this calculation any elements arising from extraordinary operations.

In the "Remuneration Report", the materiality threshold laid down for implementing the rules on deferment and partial payment in shares, as well as for the application of malus and claw back facilities, was also reconsidered, lowering it to €70,000,

To better align individual objectives to business results and value creation targets in the medium to long term, the possibility of a further Long Term Incentive has been defined for business units with a gross budget profit of more than €20 million in 2017. Taking the Parent Company's strategically important projects and/or extraordinary operations into consideration, the potential for an allowance as a default sum, under specific conditions, has been set out for key personnel who play a particularly important role in these initiatives, not linked to performance.

Finally, the methods of performance assessment were specified for key personnel responsible for corporate control functions, making it clear that any variable components may be proposed by the Remuneration Committee, in consultation with the Chief Executive Officer and the General Manager, to the Board of Directors.

The following were also confirmed for the financial year 2017:

- a) the structure of variable component for key personnel exceeding the materiality threshold, also maintaining the choice not to provide for the payment of a substantial variable component. This is considered a variable remuneration that exceeds the fixed salary which, due to the limits laid down ex-ante by the parent company, can never occur;
- b) the vesting period (three years) for the deferred variable component;
- c) the retention period (three years) for the up-front part to be paid in shares and (one year) for the deferred part payable in in shares;

d) the relationships between the variable and fixed components of remuneration for key personnel, including the limit of 33% for key personnel with business control functions.

Finally, the Report indicates, in compliance with Article 84-d of the Issuers' Regulations, the shares held by members of both the Board of Directors and the Board of Statutory Auditors, by the General Manager and by other executives with strategic responsibilities.

The proposals contained in Section I of the Report also involve, as per Article 114 b of the Italian Consolidated Finance Law and its implementing rules (Article 84 b of the Issuers' Regulations), the need to make an information document available to the public, prior to the deadline for publication of the notice of convening today's Shareholders' Meeting, i.e. 31st March 2017, at the Company's registered office, "Borsa Italiana S.p.A." and the authorised storage facility www.emarketstorage.com and on the Company's website, regarding the resulting remuneration plan based on the allocation of Banca IFIS shares to certain corporate figures. The President then presented the results of the inspection by the Internal Audit Department which show how remuneration practices comply with regulatory requirements (inspection report also presented to the Board on 16th March 2017), as required by Circular no. 285 of 17th December 2013.

The President declared the debate open.

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

The President then declared voting on the second agenda item to be open.

The President once again invited the Shareholders to disclose any absence of legitimacy to vote as per current regulations as referred to earlier.

- At 9.45 a.m. (nine forty-five a.m.) the Shareholders listed in the document attached to this report at letter **"B"** are present, meaning that 42,564,390 (forty-two million five hundred and sixty-four thousand three hundred and ninety) ordinary shares with voting rights are represented at the General Shareholders' Meeting out of a total number of 53,811,095 (fifty-three million eight hundred and eleven thousand and ninety five) ordinary shares that make up the share capital, equal to 79.099% (seventy-nine point zero nine nine percent) of the share capital.

The Shareholders' Meeting

- having noted the Board of Directors' report on item 2) of the agenda;
- having acknowledged the report on the implementation of remuneration policies during the financial year 2016, as per Clause 10 of the Articles of Association and applicable law, within the framework of the document "Remuneration Report" drawn up as per Article 123 c of the Italian Consolidated Finance Law;
- having acknowledged the outcome of the checks carried out by the Internal Audit Department on the methods used to ensure the remuneration practices comply with regulatory requirements.

RESOLVES

A) TO APPROVE the contents of Section I of the document, "Remuneration Report", drawn up as per Article 123 c of the Italian Consolidated Finance Law; also, to ensure that Banca IFIS banking Group's remuneration policies for 2017 comply with the same Article, this document is attached to these minutes at 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 as per Article 114-b of the Italian Consolidated Finance Law and its implementing rules (Article 84 b of the Issuers' Regulations) and made available to shareholders as required by law;

with the following result revealed by a show of hands:

- votes in favour: 42,525,367 (forty-two million five hundred and twenty-five thousand three hundred and sixty-seven);
- votes against: 4,319 (four thousand three hundred and nineteen);
- abstentions: 34,704 (thirty-four thousand seven hundred and four);
- 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 shown in the document attached to these minutes at letter "E".

With there being no other matters to decide on and no-one asking to speak, the President declared discussion of the agenda completed, thanked the Shareholders for their participation and declared the Shareholders' Meeting closed at 9.50 a.m. (nine fifty a.m.)

The President exempted the Secretary from reading the attachments.

President

Secretary

Sebastien Egon Furstenberg

Vincenzo Schiazzano

APPENDIX A
LIST OF ADMISSION CREDENTIALS ISSUED

	SHAREHOLDER	ADMISSION CREDENTIALS
		ISSUED
1	LA SCOGLIERA S.P.A.	26.966.847
2	ALBIZZATI TIZIANO VINCENZO	2.500
3	ALCHIMIA SPA	1.076.247
4	BOALO' PIETRO AMERIGO	1.000
5	BOSSI GIOVANNI	1.838.646
6	BOVE KATRIN	2
7	CARADONNA GIANFRANCO MARIA	1
8	CARADONNA MARCELLA	1
9	CASELLI LAURA	1.000
10	CHIESA DANIELA	2.500
11	CONTE PASQUALE IGNAZIO PASQUALE	10
12	COZZA PIETRO	500
13	FAVALLI ARRIGO	1.000
14	FISCO AMICO	10
15	LAUDI GIULIANO	5
16	LOIZZI GERMANA	2
17	MADERNA FRANCESCA	1.070.422
18	MAFFEI FACCIOLI CARLO FRANCESCO JACOPO	42.000
19	MIOTTI FRANCO	1.000
20	NEGRI NILO	500
21	PANDOLFO FABRIZIO	3.200
22	PORTALUPPI ANNAMARIA CRISTINA	1.250
23	PREVE COSTRUZIONI SPA	1.150.000
24	PREVE RICCARDO	92.168
25	REALE DAVIDE GIORGIO	2
26	RIZZARDI RAFFAELE	1.000
27	RODINO' DEMETRIO	2
28	RODINO' WALTER	1
29	SIMONE GIAN LUIGI	5
30	STACCIONE ALBERTO	140.000
31	1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND	59.591
32	3M CANADA COMPANY MASTER TRUST	6.520
33	3M ERIIP ACADIAN GLOBAL	22.976
34	70030 PD GLOBALE AKTIER VII	31.941
35	ACADIAN INTERNATIONAL SMALL CAPFUND	13.728
36	ACADIAN NON-US SMALL-CAP LONG-SHORT EQUITY FUND LLC	681
37	ACCIDENT COMPENSATION CORPORATION	14.497
38	ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND	20.497
39	AGI PV WS RCM IND 8490 07 5210 SPK	8.285
40	ALASKA PERMANENT FUND CORPORATION	2.981
41	ALKEN FUND	876.749
42	ALLIANZGI FONDS GANO 2	2.323
43	ALLIANZGI-FONDS DSPT	5.300
44	ALTRIA CLIENT SERVICES MASTER RETIREM.T.	19.502
45	AMG TRILOGY INTERNATIONAL SMALLCAP FUND	17.503
46	ANZ WHOLESALE INTERNATIONAL SHARE NO. 3	2.600
47	AQR INTERNATIONAL SMALL CAP EQUITY FUND, L.P.	17.485
48	ARIZONA STATE RETIREMENT SYSTEM	7.802
49	ARKANSAS STATE HIGHWAY EMPLOYEES RETIREMENT SYSTEM	9.500
50	ARROWSTREET CAPITAL GLOBAL EQUITY - ALPHA AXTENSION FUND LIMITED	17.499
51	AXA ROSENBERG EQUITY ALPHA TRUST	2.400
52	AXA WORLD FUNDS	51.077
53	BBH TRUSTE SERV. (IE) LIMITED	12.342
54	BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B	6.992
55	BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F	2.518
56	BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN	107
57	BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR	107.563
58	BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B	320
59	BLUE SKY GROUP	4.319
60	BMO NESBITT BURNS SEG ACCT	7.000
61	BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	750
62	BNYMTD CF MITON EUROPEAN OPPTS FUND	92.417
63	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	7.205
64	BOILERMAKER BLACKSMITH NATIONAL PENSION	5.344
65	BOSTON PATRIOT CONGRESS ST LLC C/O PANAGORA ASSET MANAGEMENT, INC.	100
66	BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND	300
67	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	48.563
68	CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM	28.678
69	CARPIMKO PM CAPI H	19.000
70	CASEY FAMILY PROGRAMS	11.070
71	CBOSC ATF CBGS-WGSS02 NEW	21.099
72	CE8F WILLIAM BLAIR ISCE	39.262
73	CF DV ACWI EX-U.S. IMI FUND	129

74	CG CAYMAN FUND LIMITED	4.771
75	CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II	1.140
76	CHEVRON MASTER PENSION TRUST	12.158
77	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	3.366
78	CITY OF NEW YORK DEFERRED COMPENSATION PLAN	39.705
79	CITY OF NEW YORK GROUP TRUST	134.340
80	CLINTON EQUITY STRATEGIES MASTER FUND LTD	23.732
81	CLINTON LIGHTHOUSE EQUITY STRATEGIES FUND (OFFSHORE) LP CO CLINTON GROUP, I	739
82	CLINTON LIGHTHOUSE EQUITY STRATEGIES MASTER FUND LTD. C/O CLINTON GROUP,	2.906
83	COLLEGE RETIREMENT EQUITIES FUND	103.952
84	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P	18.038
85	COLONIAL FIRST STATE INVESTMENTS LIMITED.	3.529
86	COLTRANE MASTER FUND L.P.	1.316
87	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	122
88	COPPER ROCK INTERNATIONAL SMALL CAP FUND	316.372
89	COUNSEL GLOBAL SMALL CAP	32.184
90	COX ENTERPRISES INC MASTER TRUST	3.526
91	CPA COP PSERS ACADIAN ASSET MGMT	11.488
92	CPA COP PSERS BATTERYMARCH FIN MGT	7.645
93	CPA COP PSERS WASATCH ADVISORS	57.255
94	CTJ RE STANLIB GLOBAL EQ HOSKING	27.866
95	DELTA MASTER TRUST	60.525
96	DELTA PILOTS DISABILITY AND SURVIVORSHIP	6.246
97	DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF	246
98	DIGNITY HEALTH	1.507
99	DIGNITY HEALTH RETIREMENT PLAN TRUST	1.389
100	DOMINION RESOURCES INC. MASTER TRUST	24.068
101	DONNELLEY FINANCIAL PENSION TRUST	1.082
102	DUKE ENERGY RETIREMENT SAVINGS PLAN	1.571
103	DUPONT AND RELATED COMP DEFINED CONTRIBUTION PLAN MASTER TR	4.200
104	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS	13.245
105	ENSIGN PEAK CP LSV INTL SMALL	21.700
106	ENSIGN PEAK INTL SC LSV ASSET	87.510
107	ERGOS OFFSHORE I LTD CO HARNEYS CORPORATE SERVICES	50
108	EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR	15.379
109	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST	26.093
110	FCP ASTORG CROISSANCE MID CAP	8.562
111	FCP GROUPAMA AVENIR EURO	715.049
112	FCP HSBC TECHNOLOGIE	46.008
113	FIDELITY SAL ST T SPARTAN TOTAL INT IN F	160
114	FIRE AND POLICE PENSION FUND SAN ANTONIO	2.145
115	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	1.617
116	FLORIDA RETIREMENT SYSTEM .	169.339
117	GLOBEFLEX INTERNATIONAL PARTNERS LTD	4.300
118	GOVERNMENT INSTITUTIONS PENSION FUND	1.510
119	GOVERNMENT OF NORWAY	1.535.618
120	GOVERNMENT OF THE PROVINCE OF ALBERTA	12.900
121	GOVERNMENT SUPERANNUATION FUND	12.994
122	GW+K INTERNATIONAL SMALL CAP FUND, L.P.	17.645
123	HIGHMARK LIMITED HIGHMARK LONG SHORT EQUITY 2 CO PANAGORA ASSET	50
124	HOSKING GLOBAL FUND PLC	248.158
125	HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST	22.414
126	HOSTPLUS POOLED SUPERANNUATION TRUST	32.259
127	HRW TESTAMENTARY TRUST NO. 10	9.229
128	HSBC GLOBAL INVESTMENT FUNDS	154.495
129	IBM 401K PLUS PLAN	15.840
130	ILLINOIS MUNICIPAL RETIREMENT FUND	53.176
131	ILLINOIS STATE BOARD OF INVESTMENT	4.207
132	INDIANA PUBLIC RETIREMENT SYSTEM	760
133	INTEL CORP RETIREMENT PLANS MASTER FUND	13.300
134	INTERNATIONAL LP I	538
135	INTERNATIONAL MONETARY FUND	472
136	INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST	66.097
137	ISHARES CORE MSCI EAFE ETF	34.190
138	ISHARES CORE MSCI EAFE IMI INDEX ETF	1.358
139	ISHARES MSCI EAFE SMALL CAP ETF	79.855
140	ISHARES MSCI EUROPE SMALL-CAP ETF	1.710
141	ISHARES VII PLC	20.029
142	ISLAND CAPITAL INVESTMENTS II, LLC	2.509
143	JOHCM INTERNATIONAL SMALL CAP EQUITY FUND	73.683
144	KAISER PERMANENTE GROUP TRUST	12.258
145	KP INTERNATIONAL EQUITY FUND	1.358
146	LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO	9.375
147	LATTICE GLOBAL SMALL CAP STRATEGY ETF	98
148	LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED	3.501
149	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	490
150	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	5.115
151	LSC PENSION TRUST	10.240
152	M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND	112.500
153	MAINSTAY 130/30 INTERNATIONAL FUND	17.441
154	MAINSTAY ABSOLUTE RETURN MULTI-STRATEGY FUND	1.881
155	MAINSTAY VP FUNDS TRUST MAINSTAY VP MARKETFIELD PORTFOLIO	8.113
156	MAN NUMERIC EUROPEAN ALPHA RESTRICTED MAPLESCORP SERVICES LTD	5.450
157	MAP 192 SEGREGATED PORTFOLIO, A SEG PORT OF LMA SPC MGD BY PANAGORA ASST MGMNT INC PM ACT	24.296

158	MARRIOTT INT, INC. POOLED INV TR FOR PARTICIPANT DIRECTED ACC	8.491
159	MARYLAND STATE RETIREMENT & PENSION SYSTEM	1.578
160	MDPIM INTERNATIONAL EQUITY POOL	4.000
161	MERCER DIOCESE OF BROOKLYN GROWTH STRATEGY	1.018
162	MERCER DIOCESE OF BROOKLYN LAY PENSION INVESTMENT TRUST	540
163	MERCER INTERNATIONAL EQUITY FUND	3.315
164	METZLER INTERNATIONAL INV. PLC	190.000
165	MGI FUNDS PLC	15.659
166	MICROSOFT GLOBAL FINANCE	23.859
167	MILLPENCIL US LP	145
168	MM SELECT EQUITY ASSET FUND	293
169	MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F	4.483
170	MULTI-STYLE, MULTI-MANAGER FUNDS PLC	23.952
171	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	1.353
172	MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN	36.117
173	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C	1.999
174	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	54.874
175	NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F	3.409
176	NEW YORK STATE COMMON RETIREMENT FUND	46.164
177	NEW ZEALAND SUPERANNUATION FUND	1.185
178	NKB 10513 GLOBAL DIVERSIFIED	14.498
179	NORTH DAKOTA STATE INVESTMENT BOARD	3.554
180	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	18.280
181	NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND	657
182	NUMERIC ABS RETURN PD LP-EUNARMN	2.330
183	NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED	19
184	NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD	10
185	ODEY INVESTMENTS PLC	57.567
186	OIL INVESTMENT CORPORATION LTD.	4.220
187	ONEPATH GLOBAL SHARES - SMALL CAP INDEX	1.186
188	OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	15.359
189	OWENS CORNING DEFINED BENEFIT MAS TR	5.999
190	PACIFIC SELECT FUND INTERNATIONAL SMALL-CAP PORTFOLIO	65.695
191	PANAGORA ASSET MANAGEMENT INC	251
192	PANAGORA DIVERSIFIED ARBITRAGE MASTER FUND LTD	4.153
193	PECO ENERGY COMPANY RETIREE MEDICAL TRUST	1.745
194	PENSION PLAN FOR THE EMPLOYEES OF CONCORDIA UNIVERSITY	4.469
195	PENSION RESERVES INVESTMENT TRUST FUND	13.470
196	PF INTERNATIONAL SMALL CAP FUND	3.400
197	PHC NT SMALL CAP	1.290
198	PINE ISLAND III, LLC	12.127
199	POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO	14.919
200	PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN	378
201	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	28.415
202	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	1.070
203	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI	8.639
204	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	105.674
205	QANTAS SUPERANNUATION PLAN	15.781
206	REGIME DE RENTES DU MOUVEMENT DESJARDINS	26.922
207	RENAISSANCE GLOBAL SMALL-CAP FUND	1.983
208	RETAIL EMPLOYEES SUPERANNUATION TRUST	117.079
209	ROB AND MELANI WALTON FOUNDATION	3.110
210	ROWF GT ACWI EX US	32.894
211	RUSSELL INVESTMENT COMPANY IV PLC	4.056
212	RUSSELL INVESTMENT COMPANY PLC	3.227
213	SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM	23.784
214	SBC MASTER PENSION TRUST	8.092
215	SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208	22.193
216	SCHRODER INTERNATIONAL SELECTION FUND	117.376
217	SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF	11.690
218	SCS NAVIGATOR FUND	9.700
219	SEI GLOBAL MASTER FUND PLC	6.805
220	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	17.555
221	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE	1.364
222	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND	6.153
223	SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F	5.040
224	SPDR S&P INTERNATIONAL SMALL CAP ETF	9.492
225	SPDR S&P WORLD (EX-US) ETF	8.354
226	SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL	141.542
227	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	194
228	STATE OF MINNESOTA	1.934
229	STATE OF MONTANA BOARD OF INVESTMENTS	11.679
230	STATE OF NEW JERSEY COMMON PENSION FUND D	106.945
231	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	29.926
232	STG PFDS V.D. GRAFISCHE	16.145
233	STICHTING PENSIOENFONDS VOOR HUISARTSEN	1.903
234	STICHTING PHILIPS PENSIOENFONDS	3.778
235	STICHTING SHELL PENSIOENFONDS	31.284
236	SUNSUPER SUPERANNUATION FUND	47.032
237	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	125.555
238	TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA	69.268
239	TEAMSTERS PENSION TRUST FUND OF PHILADELPHIA AND VICINITY	2.456
240	TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	9.487
241	TEXAS MUNICIPAL RETIREMENT SYSTEM	61.792

242	TEXAS SCOTTISH RITE HOSPITAL FOR CRIPPLED CHILDREN	1.078
243	THE BARCLAYS BANK UK RETIREMENT FUND	38.524
244	THE BOEING COMPANY EMPLOYEE RETIREMENT P	46.347
245	THE CLEVELAND CLINIC FOUNDATION	2.008
246	THE EDUCATIONAL EMPLOYEES SUPPLEMENTARY RETIREMENT SYSTEM OF FAIRFAX CO	5.586
247	THE GBC INTL GROWTH FUND	28.461
248	THE METHODIST HOSPITAL	11.901
249	THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL	797
250	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	242
251	THE ROCKEFELLER FOUNDATION	10.385
252	THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER	113.934
253	THE TIFF KEYSTONE FUND, L.P.	4.063
254	THE TRUSTEES OF CATERPILLAR PENSION PLAN	2.000
255	TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND	21.714
256	TOUCHSTONE STRATEGIC TRUST-INT	80.646
257	TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC CORPORATION SERVICE COMPANY	57
258	TWO SIGMA SPECTRUM PORTFOLIO LLC.	178
259	TXMF LSV	17.700
260	UAW RETIREE MEDICAL BENEFITS TRUST	2.627
261	UBS (US) GROUP TRUST	717
262	UBS ETF	1.033
263	UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII	4.447
264	UNISUPER	1.568
265	UNIVERSAL INVEST BAYVK A1 FONDS	4.945
266	UNIVERSITY OF GUELPH FOREIGN PROPERTY TRUST	4.096
267	UPS GROUP TRUST	24.696
268	UTAH STATE RETIREMENT SYSTEMS	1.867
269	UTC ACADIAN ASSET MGMT	3.155
270	VANGUARD DEVEL ALL-CAP EX NORTH AMERICA EQT IND POOLED FUND	38
271	VANGUARD DEVELOPED MARKETS INDEX FUND	90.548
272	VANGUARD EUROPEAN STOCK INDEX FUND	38.295
273	VANGUARD FTSE ALL WORLD SMALL CAP IND FU	33.933
274	VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF	85
275	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	178
276	VANGUARD INTERNATIONAL SMALL COMPANIES I	1.125
277	VANGUARD INV FUNDS ICVC-VANGUARD FTSE GLOB ALL CAP IND FUND	107
278	VANGUARD INVESTMENT SERIES, PLC	4.145
279	VANGUARD TOTAL INTERNATIONAL STOCK INDEX	251.516
280	VANGUARD TOTAL WORLD STOCK INDEX FUND	6.213
281	VERMONT PENSION INVESTMENT COMMITTEE	21.296
282	VFM SMALL COMPANIES TRUST	29.782
283	VFMC INTERNATIONAL EQUITY TRUST 1	8.805
284	VFMC INTERNATIONAL EQUITY TRUST 2	17.603
285	VIRGINIA RETIREMENT SYSTEM .	131.453
286	VOYA MM INTL SM CAP FND ACADIAN	3.654
287	WASATCH GLOBAL OPPORTUNITIES FUND	21.474
288	WASATCH INTERNATIONAL GROWTH FUND	345.468
289	WASATCH INTL SMALL CAP GROWTH	12.395
290	WASHINGTON STATE INVESTMENT BOARD	1.432
291	WEST VIRGINIA INVESTMENT MANAGEMENT BOARD	39.266
292	WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST	117.816
293	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	118.914
294	WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP	77
295	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND	15.511
296	WISDOMTREE EUROPE LOCAL RECOVERY FUND	299
297	WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND	138.741
298	WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND	74.482
299	WISDOMTREE ISSUER PUBLIC LIMITED COMPANY	8.236
300	WM POOL - EQUITIES TRUST NO. 72	21.457
301	WYOMING RETIREMENT SYSTEM	58.297
301	TOTAL SHAREHOLDERS' MEETING ADMISSION CREDENTIALS ISSUED	42.636.380
		79,2334%

LIST OF SHAREHOLDER MEETING PARTICIPANTS

Share capital € 53.811.095,00

PARTICIPANT	NOTES	SHAREHOLDER	OWN SHARES	SHARES REPRESENTED BY PROXY	TOTAL SHARES	% of Share Capital
ZANUSSI NICOLA	Proxy	LA SCOGLIERA S.P.A.		26.966.847	26.966.847	50,1139%
CASELLI GIORGIO	Proxy	ALBIZZATI TIZIANO VINCENZO		2.500	2.500	0,0046%
ZANUSSI NICOLA	Proxy	ALCHIMIA SPA		1.076.247	1.076.247	2,0000%
CASELLI GIORGIO	Proxy	BOALO' PIETRO AMERIGO		1.000	1.000	0,0019%
BOSSI GIOVANNI	Shareholder	BOSSI GIOVANNI	1.838.646		1.838.646	3,4169%
CASELLI GIORGIO	Proxy	CASELLI LAURA		1.000	1.000	0,0019%
CASELLI GIORGIO	Proxy	CHIESA DANIELA		2.500	2.500	0,0046%
COZZA PIETRO	Shareholder	COZZA PIETRO	500		500	0,0009%
MADERNA FRANCESCA	Shareholder	MADERNA FRANCESCA	1.070.422		1.070.422	1,9892%
MIOTTI FRANCO	Shareholder	MIOTTI FRANCO	1.000		1.000	0,0019%
PANDOLFO FABRIZIO	Shareholder	PANDOLFO FABRIZIO	3.200		3.200	0,0059%
CASELLI GIORGIO	Proxy	PORTALUPPI ANNAMARIA CRISTINA		1.250	1.250	0,0023%
PREVE RICCARDO	Legal representative	PREVE COSTRUZIONI SPA	1.150.000		1.150.000	2,1371%
PREVE RICCARDO	Shareholder	PREVE RICCARDO	92.168		92.168	0,1713%
RIZZARDI RAFFAELE	Shareholder	RIZZARDI RAFFAELE	1.000		1.000	0,0019%
STACCIONE ALBERTO	Shareholder	STACCIONE ALBERTO	140.000		140.000	0,2602%
GARBUIO ROBERTA	Proxy	1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND		59.591	59.591	0,1107%
GARBUIO ROBERTA	Proxy	3M CANADA COMPANY MASTER TRUST		6.520	6.520	0,0121%
GARBUIO ROBERTA	Proxy	3M ERIP ACADIAN GLOBAL		22.976	22.976	0,0427%
GARBUIO ROBERTA	Proxy	70030 PD GLOBALE AKTIER VII		31.941	31.941	0,0594%
GARBUIO ROBERTA	Proxy	ACADIAN INTERNATIONAL SMALL CAPFUND		13.728	13.728	0,0255%
GARBUIO ROBERTA	Proxy	ACADIAN NON-US SMALL-CAP LONG-SHORT EQUITY FUND LLC		681	681	0,0013%
GARBUIO ROBERTA	Proxy	ACCIDENT COMPENSATION CORPORATION		14.497	14.497	0,0269%
GARBUIO ROBERTA	Proxy	ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		20.497	20.497	0,0381%
GARBUIO ROBERTA	Proxy	AGI PV WS RCM IND 8490 07 5210 SPK		8.285	8.285	0,0154%
GARBUIO ROBERTA	Proxy	ALASKA PERMANENT FUND CORPORATION		2.981	2.981	0,0055%
GARBUIO ROBERTA	Proxy	ALKEN FUND		876.749	876.749	1,6293%
GARBUIO ROBERTA	Proxy	ALLIANZGI FONDS GANO 2		2.323	2.323	0,0043%
GARBUIO ROBERTA	Proxy	ALLIANZGI-FONDS DSPT		5.300	5.300	0,0098%
GARBUIO ROBERTA	Proxy	ALTRIA CLIENT SERVICES MASTER RETIREM.T.		19.502	19.502	0,0362%
GARBUIO ROBERTA	Proxy	AMG TRILOGY INTERNATIONAL SMALLCAP FUND		17.503	17.503	0,0325%
GARBUIO ROBERTA	Proxy	ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		2.600	2.600	0,0048%
GARBUIO ROBERTA	Proxy	AQR INTERNATIONAL SMALL CAP EQUITY FUND, L.P.		17.485	17.485	0,0325%
GARBUIO ROBERTA	Proxy	ARIZONA STATE RETIREMENT SYSTEM		7.802	7.802	0,0145%
GARBUIO ROBERTA	Proxy	ARKANSAS STATE HIGHWAY EMPLOYEES RETIREMENT SYSTEM		9.500	9.500	0,0177%
GARBUIO ROBERTA	Proxy	ARROWSTREET CAPITAL GLOBAL EQUITY - ALPHA EXTENSION FUND LIMITED		17.499	17.499	0,0325%
GARBUIO ROBERTA	Proxy	AXA ROSENBERG EQUITY ALPHA TRUST		2.400	2.400	0,0045%
GARBUIO ROBERTA	Proxy	AXA WORLD FUNDS		51.077	51.077	0,0949%
GARBUIO ROBERTA	Proxy	BBH TRUSTE SERV. (IE) LIMITED		12.342	12.342	0,0229%
GARBUIO ROBERTA	Proxy	BGI MSCI EAFE SMALL CAP EQUITY INDEX FUND B		6.992	6.992	0,0130%
GARBUIO ROBERTA	Proxy	BLACKROCK AM SCH AG OBO BIFS WORLD EX SW SMALL CAP EQ INDEX F		2.518	2.518	0,0047%
GARBUIO ROBERTA	Proxy	BLACKROCK INDEXED ALL-COUNTRY EQUITY FUN		107	107	0,0002%
GARBUIO ROBERTA	Proxy	BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		107.563	107.563	0,1999%
GARBUIO ROBERTA	Proxy	BLACKROCK MSCI WORLD SMALL CAP EQ ESG SCREENED INDEX FUND B		320	320	0,0006%
GARBUIO ROBERTA	Proxy	BLUE SKY GROUP		4.319	4.319	0,0080%
GARBUIO ROBERTA	Proxy	BMO NESBITT BURNS SEG ACCT		7.000	7.000	0,0130%
GARBUIO ROBERTA	Proxy	BNY MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		750	750	0,0014%
GARBUIO ROBERTA	Proxy	BNYMTD CF MITON EUROPEAN OPPS FUND		92.417	92.417	0,1717%
GARBUIO ROBERTA	Proxy	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		7.205	7.205	0,0134%
GARBUIO ROBERTA	Proxy	BOILERMAKER BLACKSMITH NATIONAL PENSION		5.344	5.344	0,0099%
GARBUIO ROBERTA	Proxy	BOSTON PATRIOT CONGRESS ST LLC C/O PANAGORA ASSET MANAGEMENT, INC.		100	100	0,0002%
GARBUIO ROBERTA	Proxy	BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		300	300	0,0006%
GARBUIO ROBERTA	Proxy	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		48.563	48.563	0,0902%
GARBUIO ROBERTA	Proxy	CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		28.678	28.678	0,0533%
GARBUIO ROBERTA	Proxy	CARPIMKO PM CAPI H		19.000	19.000	0,0353%
GARBUIO ROBERTA	Proxy	CASEY FAMILY PROGRAMS		11.070	11.070	0,0206%
GARBUIO ROBERTA	Proxy	CBOSC ATF CBGS-WGSS02 NEW		21.099	21.099	0,0392%
GARBUIO ROBERTA	Proxy	CE8F WILLIAM BLAIR ISCE		39.262	39.262	0,0730%
GARBUIO ROBERTA	Proxy	CF DV ACWI EX-U.S. IMI FUND		129	129	0,0002%
GARBUIO ROBERTA	Proxy	CG CAYMAN FUND LIMITED		4.771	4.771	0,0089%
GARBUIO ROBERTA	Proxy	CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		1.140	1.140	0,0021%
GARBUIO ROBERTA	Proxy	CHEVRON MASTER PENSION TRUST		12.158	12.158	0,0226%

GARBUJO ROBERTA	Proxy	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		3.366	3.366	0.0063%
GARBUJO ROBERTA	Proxy	CITY OF NEW YORK DEFERRED COMPENSATION PLAN		39.705	39.705	0.0738%
GARBUJO ROBERTA	Proxy	CITY OF NEW YORK GROUP TRUST		134.340	134.340	0.2497%
GARBUJO ROBERTA	Proxy	CLINTON EQUITY STRATEGIES MASTER FUND LTD		23.732	23.732	0.0441%
GARBUJO ROBERTA	Proxy	CLINTON LIGHTHOUSE EQUITY STRATEGIES FUND (OFFSHORE) LP CO CLINTON GROUP, INC.		739	739	0.0014%
GARBUJO ROBERTA	Proxy	CLINTON LIGHTHOUSE EQUITY STRATEGIES MASTER FUND LTD. C/O CLINTON GROUP, INC		2.906	2.906	0.0054%
GARBUJO ROBERTA	Proxy	COLLEGE RETIREMENT EQUITIES FUND		103.952	103.952	0.1932%
GARBUJO ROBERTA	Proxy	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		18.038	18.038	0.0335%
GARBUJO ROBERTA	Proxy	COLONIAL FIRST STATE INVESTMENTS LIMITED.		3.529	3.529	0.0066%
GARBUJO ROBERTA	Proxy	COLTRANE MASTER FUND L.P.		1.316	1.316	0.0024%
GARBUJO ROBERTA	Proxy	CONNECTICUT GENERAL LIFE INSURANCE COMPANY		122	122	0.0002%
GARBUJO ROBERTA	Proxy	COPPER ROCK INTERNATIONAL SMALL CAP FUND		316.372	316.372	0.5879%
GARBUJO ROBERTA	Proxy	COUNSEL GLOBAL SMALL CAP		32.184	32.184	0.0598%
GARBUJO ROBERTA	Proxy	COX ENTERPRISES INC MASTER TRUST		3.526	3.526	0.0066%
GARBUJO ROBERTA	Proxy	CPA COP PSERS ACADIAN ASSET MGMT		11.488	11.488	0.0213%
GARBUJO ROBERTA	Proxy	CPA COP PSERS BATTERYMARCH FIN MGT		7.645	7.645	0.0142%
GARBUJO ROBERTA	Proxy	CPA COP PSERS WASATCH ADVISORS		57.255	57.255	0.1064%
GARBUJO ROBERTA	Proxy	CTJ RE STANLIB GLOBAL EQ HOSKING		27.866	27.866	0.0518%
GARBUJO ROBERTA	Proxy	DELTA MASTER TRUST		60.525	60.525	0.1125%
GARBUJO ROBERTA	Proxy	DELTA PILOTS DISABILITY AND SURVIVORSHIP		6.246	6.246	0.0116%
GARBUJO ROBERTA	Proxy	DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		246	246	0.0005%
GARBUJO ROBERTA	Proxy	DIGNITY HEALTH		1.507	1.507	0.0028%
GARBUJO ROBERTA	Proxy	DIGNITY HEALTH RETIREMENT PLAN TRUST		1.389	1.389	0.0026%
GARBUJO ROBERTA	Proxy	DOMINION RESOURCES INC. MASTER TRUST		24.068	24.068	0.0447%
GARBUJO ROBERTA	Proxy	DONNELLEY FINANCIAL PENSION TRUST		1.082	1.082	0.0020%
GARBUJO ROBERTA	Proxy	DUKE ENERGY RETIREMENT SAVINGS PLAN		1.571	1.571	0.0029%
GARBUJO ROBERTA	Proxy	DUPONT AND RELATED COMP DEFINED CONTRIBUTION PLAN MASTER TR		4.200	4.200	0.0078%
GARBUJO ROBERTA	Proxy	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		13.245	13.245	0.0246%
GARBUJO ROBERTA	Proxy	ENSGN PEAK CP LSV INTL SMALL		21.700	21.700	0.0403%
GARBUJO ROBERTA	Proxy	ENSGN PEAK INTL SC LSV ASSET		87.510	87.510	0.1626%
GARBUJO ROBERTA	Proxy	ERGOS OFFSHORE I LTD CO HARNEYS CORPORATE SERVICES		50	50	0.0001%
GARBUJO ROBERTA	Proxy	EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		15.379	15.379	0.0286%
GARBUJO ROBERTA	Proxy	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		26.093	26.093	0.0485%
GARBUJO ROBERTA	Proxy	FCP ASTORG CROISSANCE MID CAP		8.562	8.562	0.0159%
GARBUJO ROBERTA	Proxy	FCP GROUPAMA A VENIR EURO		715.049	715.049	1.3288%
GARBUJO ROBERTA	Proxy	FCP HSBC TECHNOLOGIE		46.008	46.008	0.0855%
GARBUJO ROBERTA	Proxy	FIDELITY SAL ST T SPARTAN TOTAL INT IN F		160	160	0.0003%
GARBUJO ROBERTA	Proxy	FIRE AND POLICE PENSION FUND SAN ANTONIO		2.145	2.145	0.0040%
GARBUJO ROBERTA	Proxy	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1.617	1.617	0.0030%
GARBUJO ROBERTA	Proxy	FLORIDA RETIREMENT SYSTEM .		169.339	169.339	0.3147%
GARBUJO ROBERTA	Proxy	GLOBEFLEX INTERNATIONAL PARTNERS LTD		4.300	4.300	0.0080%
GARBUJO ROBERTA	Proxy	GOVERNMENT INSTITUTIONS PENSION FUND		1.510	1.510	0.0028%
GARBUJO ROBERTA	Proxy	GOVERNMENT OF NORWAY		1.535.618	1.535.618	2.8537%
GARBUJO ROBERTA	Proxy	GOVERNMENT OF THE PROVINCE OF ALBERTA		12.900	12.900	0.0240%
GARBUJO ROBERTA	Proxy	GOVERNMENT SUPERANNUATION FUND		12.994	12.994	0.0241%
GARBUJO ROBERTA	Proxy	GW+K INTERNATIONAL SMALL CAP FUND, L.P.		17.645	17.645	0.0328%
GARBUJO ROBERTA	Proxy	HIGHMARK LIMITED HIGHMARK LONG SHORT EQUITY 2 CO PANAGORA ASSET MANAGEMENT INC		50	50	0.0001%
GARBUJO ROBERTA	Proxy	HOSKING GLOBAL FUND PLC		248.158	248.158	0.4612%
GARBUJO ROBERTA	Proxy	HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		22.414	22.414	0.0417%
GARBUJO ROBERTA	Proxy	HOSTPLUS POOLED SUPERANNUATION TRUST		32.259	32.259	0.0599%
GARBUJO ROBERTA	Proxy	HRW TESTAMENTARY TRUST NO. 10		9.229	9.229	0.0172%
GARBUJO ROBERTA	Proxy	HSBC GLOBAL INVESTMENT FUNDS		154.495	154.495	0.2871%
GARBUJO ROBERTA	Proxy	IBM 401K PLUS PLAN		15.840	15.840	0.0294%
GARBUJO ROBERTA	Proxy	ILLINOIS MUNICIPAL RETIREMENT FUND		53.176	53.176	0.0988%
GARBUJO ROBERTA	Proxy	ILLINOIS STATE BOARD OF INVESTMENT		4.207	4.207	0.0078%
GARBUJO ROBERTA	Proxy	INDIANA PUBLIC RETIREMENT SYSTEM		760	760	0.0014%
GARBUJO ROBERTA	Proxy	INTEL CORP RETIREMENT PLANS MASTER FUND		13.300	13.300	0.0247%
GARBUJO ROBERTA	Proxy	INTERNATIONAL LP I		538	538	0.0010%
GARBUJO ROBERTA	Proxy	INTERNATIONAL MONETARY FUND		472	472	0.0009%
GARBUJO ROBERTA	Proxy	INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		66.097	66.097	0.1228%
GARBUJO ROBERTA	Proxy	ISHARES CORE MSCI EAFE ETF		34.190	34.190	0.0635%
GARBUJO ROBERTA	Proxy	ISHARES CORE MSCI EAFE IMI INDEX ETF		1.358	1.358	0.0025%
GARBUJO ROBERTA	Proxy	ISHARES MSCI EAFE SMALL CAP ETF		79.855	79.855	0.1484%
GARBUJO ROBERTA	Proxy	ISHARES MSCI EUROPE SMALL-CAP ETF		1.710	1.710	0.0032%
GARBUJO ROBERTA	Proxy	ISHARES VII PLC		20.029	20.029	0.0372%
GARBUJO ROBERTA	Proxy	ISLAND CAPITAL INVESTMENTS II, LLC		2.509	2.509	0.0047%
GARBUJO ROBERTA	Proxy	JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		73.683	73.683	0.1369%
GARBUJO ROBERTA	Proxy	KAISER PERMANENTE GROUP TRUST		12.258	12.258	0.0228%
GARBUJO ROBERTA	Proxy	KP INTERNATIONAL EQUITY FUND		1.358	1.358	0.0025%
GARBUJO ROBERTA	Proxy	LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		9.375	9.375	0.0174%
GARBUJO ROBERTA	Proxy	LATTICE GLOBAL SMALL CAP STRATEGY ETF		98	98	0.0002%
GARBUJO ROBERTA	Proxy	LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		3.501	3.501	0.0065%
GARBUJO ROBERTA	Proxy	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		490	490	0.0009%

GARBUJO ROBERTA	Proxy	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.115	5.115	0,0095%
GARBUJO ROBERTA	Proxy	LSC PENSION TRUST		10.240	10.240	0,0190%
GARBUJO ROBERTA	Proxy	M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		112.500	112.500	0,2091%
GARBUJO ROBERTA	Proxy	MAINSTAY 130/30 INTERNATIONAL FUND		17.441	17.441	0,0324%
GARBUJO ROBERTA	Proxy	MAINSTAY ABSOLUTE RETURN MULTI-STRATEGY FUND		1.881	1.881	0,0035%
GARBUJO ROBERTA	Proxy	MAINSTAY VP FUNDS TRUST MAINSTAY VP MARKETFIELD PORTFOLIO		8.113	8.113	0,0151%
GARBUJO ROBERTA	Proxy	MAN NUMERIC EUROPEAN ALPHA RESTRICTED MAPLESCORP SERVICES LTD		5.450	5.450	0,0101%
GARBUJO ROBERTA	Proxy	MARRIOTT INT, INC. POOLED INV TR FOR PARTICIPANT DIRECTED ACC		8.491	8.491	0,0158%
GARBUJO ROBERTA	Proxy	MARYLAND STATE RETIREMENT & PENSION SYSTEM		1.578	1.578	0,0029%
GARBUJO ROBERTA	Proxy	MDPIM INTERNATIONAL EQUITY POOL		4.000	4.000	0,0074%
GARBUJO ROBERTA	Proxy	MERCER DIOCESE OF BROOKLYN GROWTH STRATEGY		1.018	1.018	0,0019%
GARBUJO ROBERTA	Proxy	MERCER DIOCESE OF BROOKLYN LAY PENSION INVESTMENT TRUST		540	540	0,0010%
GARBUJO ROBERTA	Proxy	MERCER INTERNATIONAL EQUITY FUND		3.315	3.315	0,0062%
GARBUJO ROBERTA	Proxy	METZLER INTERNATIONAL INV. PLC		190.000	190.000	0,3531%
GARBUJO ROBERTA	Proxy	MGI FUNDS PLC		15.659	15.659	0,0291%
GARBUJO ROBERTA	Proxy	MICROSOFT GLOBAL FINANCE		23.859	23.859	0,0443%
GARBUJO ROBERTA	Proxy	MILLPENCIL US LP		145	145	0,0003%
GARBUJO ROBERTA	Proxy	MM SELECT EQUITY ASSET FUND		293	293	0,0005%
GARBUJO ROBERTA	Proxy	MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		4.483	4.483	0,0083%
GARBUJO ROBERTA	Proxy	MULTI-STYLE, MULTI-MANAGER FUNDS PLC		23.952	23.952	0,0445%
GARBUJO ROBERTA	Proxy	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		1.353	1.353	0,0025%
GARBUJO ROBERTA	Proxy	MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		36.117	36.117	0,0671%
GARBUJO ROBERTA	Proxy	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		1.999	1.999	0,0037%
GARBUJO ROBERTA	Proxy	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		54.874	54.874	0,1020%
GARBUJO ROBERTA	Proxy	NATIONAL WESTMINSTER BANK PLC AS TRUSTEE OF KES STRAT INV F		3.409	3.409	0,0063%
GARBUJO ROBERTA	Proxy	NEW YORK STATE COMMON RETIREMENT FUND		46.164	46.164	0,0858%
GARBUJO ROBERTA	Proxy	NEW ZEALAND SUPERANNUATION FUND		1.185	1.185	0,0022%
GARBUJO ROBERTA	Proxy	NKB 10513 GLOBAL DIVERSIFIED		14.498	14.498	0,0269%
GARBUJO ROBERTA	Proxy	NORTH DAKOTA STATE INVESTMENT BOARD		3.554	3.554	0,0066%
GARBUJO ROBERTA	Proxy	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		18.280	18.280	0,0340%
GARBUJO ROBERTA	Proxy	NTGI-QM COMMON DAILY ALL COUNWD EX-US INV MKT INDEX F NONLEND		657	657	0,0012%
GARBUJO ROBERTA	Proxy	NUMERIC ABS RETURN PD LP-EUNARMN		2.330	2.330	0,0043%
GARBUJO ROBERTA	Proxy	NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		19	19	0,0000%
GARBUJO ROBERTA	Proxy	NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		10	10	0,0000%
GARBUJO ROBERTA	Proxy	ODEY INVESTMENTS PLC		57.567	57.567	0,1070%
GARBUJO ROBERTA	Proxy	OIL INVESTMENT CORPORATION LTD.		4.220	4.220	0,0078%
GARBUJO ROBERTA	Proxy	ONEPATH GLOBAL SHARES - SMALL CAP INDEX		1.186	1.186	0,0022%
GARBUJO ROBERTA	Proxy	OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		15.359	15.359	0,0285%
GARBUJO ROBERTA	Proxy	OWENS CORNING DEFINED BENEFIT MAS TR		5.999	5.999	0,0111%
GARBUJO ROBERTA	Proxy	PACIFIC SELECT FUND INTERNATIONAL SMALL-CAP PORTFOLIO		65.695	65.695	0,1221%
GARBUJO ROBERTA	Proxy	PANAGORA ASSET MANAGEMENT INC		251	251	0,0005%
GARBUJO ROBERTA	Proxy	PECO ENERGY COMPANY RETIREE MEDICAL TRUST		1.745	1.745	0,0032%
GARBUJO ROBERTA	Proxy	PENSION PLAN FOR THE EMPLOYEES OF CONCORDIA UNIVERSITY		4.469	4.469	0,0083%
GARBUJO ROBERTA	Proxy	PENSION RESERVES INVESTMENT TRUST FUND		13.470	13.470	0,0250%
GARBUJO ROBERTA	Proxy	PF INTERNATIONAL SMALL CAP FUND		3.400	3.400	0,0063%
GARBUJO ROBERTA	Proxy	PHC NT SMALL CAP		1.290	1.290	0,0024%
GARBUJO ROBERTA	Proxy	PINE ISLAND III, LLC		12.127	12.127	0,0225%
GARBUJO ROBERTA	Proxy	POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		14.919	14.919	0,0277%
GARBUJO ROBERTA	Proxy	PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		378	378	0,0007%
GARBUJO ROBERTA	Proxy	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		28.415	28.415	0,0528%
GARBUJO ROBERTA	Proxy	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		1.070	1.070	0,0020%
GARBUJO ROBERTA	Proxy	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI		8.639	8.639	0,0161%
GARBUJO ROBERTA	Proxy	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		105.674	105.674	0,1964%
GARBUJO ROBERTA	Proxy	QANTAS SUPERANNUATION PLAN		15.781	15.781	0,0293%
GARBUJO ROBERTA	Proxy	REGIME DE RENTES DU MOUVEMENT DESJARDINS		26.922	26.922	0,0500%
GARBUJO ROBERTA	Proxy	RENAISSANCE GLOBAL SMALL-CAP FUND		1.983	1.983	0,0037%
GARBUJO ROBERTA	Proxy	RETAIL EMPLOYEES SUPERANNUATION TRUST		117.079	117.079	0,2176%
GARBUJO ROBERTA	Proxy	ROB AND MELANI WALTON FOUNDATION		3.110	3.110	0,0058%
GARBUJO ROBERTA	Proxy	ROWF GT ACWI EX US		32.894	32.894	0,0611%
GARBUJO ROBERTA	Proxy	RUSSELL INVESTMENT COMPANY IV PLC		4.056	4.056	0,0075%
GARBUJO ROBERTA	Proxy	RUSSELL INVESTMENT COMPANY PLC		3.227	3.227	0,0060%
GARBUJO ROBERTA	Proxy	SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		23.784	23.784	0,0442%
GARBUJO ROBERTA	Proxy	SBC MASTER PENSION TRUST		8.092	8.092	0,0150%
GARBUJO ROBERTA	Proxy	SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		22.193	22.193	0,0412%
GARBUJO ROBERTA	Proxy	SCHRODER INTERNATIONAL SELECTION FUND		117.376	117.376	0,2181%
GARBUJO ROBERTA	Proxy	SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		11.690	11.690	0,0217%
GARBUJO ROBERTA	Proxy	SCS NAVIGATOR FUND		9.700	9.700	0,0180%
GARBUJO ROBERTA	Proxy	SEI GLOBAL MASTER FUND PLC		6.805	6.805	0,0126%
GARBUJO ROBERTA	Proxy	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		17.555	17.555	0,0326%
GARBUJO ROBERTA	Proxy	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		1.364	1.364	0,0025%
GARBUJO ROBERTA	Proxy	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		6.153	6.153	0,0114%
GARBUJO ROBERTA	Proxy	SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		5.040	5.040	0,0094%
GARBUJO ROBERTA	Proxy	SPDR S&P INTERNATIONAL SMALL CAP ETF		9.492	9.492	0,0176%

GARBUIO ROBERTA	Proxy	SPDR S&P WORLD (EX-US) ETF		8.354	8.354	0,0155%
GARBUIO ROBERTA	Proxy	SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		141.542	141.542	0,2630%
GARBUIO ROBERTA	Proxy	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		194	194	0,0004%
GARBUIO ROBERTA	Proxy	STATE OF MINNESOTA		1.934	1.934	0,0036%
GARBUIO ROBERTA	Proxy	STATE OF MONTANA BOARD OF INVESTMENTS		11.679	11.679	0,0217%
GARBUIO ROBERTA	Proxy	STATE OF NEW JERSEY COMMON PENSION FUND D		106.945	106.945	0,1987%
GARBUIO ROBERTA	Proxy	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		29.926	29.926	0,0556%
GARBUIO ROBERTA	Proxy	STG PFDS V.D. GRAFISCHE		16.145	16.145	0,0300%
GARBUIO ROBERTA	Proxy	STICHTING PENSIOENFONDS VOOR HUISARTSEN		1.903	1.903	0,0035%
GARBUIO ROBERTA	Proxy	STICHTING PHILIPS PENSIOENFONDS		3.778	3.778	0,0070%
GARBUIO ROBERTA	Proxy	STICHTING SHELL PENSIOENFONDS		31.284	31.284	0,0581%
GARBUIO ROBERTA	Proxy	SUNSUPER SUPERANNUATION FUND		47.032	47.032	0,0874%
GARBUIO ROBERTA	Proxy	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		125.555	125.555	0,2333%
GARBUIO ROBERTA	Proxy	TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		69.268	69.268	0,1287%
GARBUIO ROBERTA	Proxy	TEAMSTERS PENSION TRUST FUND OF PHILADELPHIA AND VICINITY		2.456	2.456	0,0046%
GARBUIO ROBERTA	Proxy	TENNESSEE CONSOLIDATED RETIREMENT SYSTEM		9.487	9.487	0,0176%
GARBUIO ROBERTA	Proxy	TEXAS MUNICIPAL RETIREMENT SYSTEM		61.792	61.792	0,1148%
GARBUIO ROBERTA	Proxy	TEXAS SCOTTISH RITE HOSPITAL FOR CRIPPLED CHILDREN		1.078	1.078	0,0020%
GARBUIO ROBERTA	Proxy	THE BARCLAYS BANK UK RETIREMENT FUND		38.524	38.524	0,0716%
GARBUIO ROBERTA	Proxy	THE BOEING COMPANY EMPLOYEE RETIREMENT P		46.347	46.347	0,0861%
GARBUIO ROBERTA	Proxy	THE CLEVELAND CLINIC FOUNDATION		2.008	2.008	0,0037%
GARBUIO ROBERTA	Proxy	THE EDUCATIONAL EMPLOYEES SUPPLEMENTARY RETIREMENT SYSTEM OF FAIRFAX COUNTY		5.586	5.586	0,0104%
GARBUIO ROBERTA	Proxy	THE GBC INTL GROWTH FUND		28.461	28.461	0,0529%
GARBUIO ROBERTA	Proxy	THE METHODIST HOSPITAL		11.901	11.901	0,0221%
GARBUIO ROBERTA	Proxy	THE NOVA SCOTIA HEALTH EMPLOYEES PENS PL		797	797	0,0015%
GARBUIO ROBERTA	Proxy	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		242	242	0,0004%
GARBUIO ROBERTA	Proxy	THE ROCKEFELLER FOUNDATION		10.385	10.385	0,0193%
GARBUIO ROBERTA	Proxy	THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER		113.934	113.934	0,2117%
GARBUIO ROBERTA	Proxy	THE TIFF KEYSTONE FUND, L.P.		4.063	4.063	0,0076%
GARBUIO ROBERTA	Proxy	THE TRUSTEES OF CATERPILLAR PENSION PLAN		2.000	2.000	0,0037%
GARBUIO ROBERTA	Proxy	TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND		21.714	21.714	0,0404%
GARBUIO ROBERTA	Proxy	TOUCHSTONE STRATEGIC TRUST-INT		80.646	80.646	0,1499%
GARBUIO ROBERTA	Proxy	TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC CORPORATION SERVICE COMPANY		57	57	0,0001%
GARBUIO ROBERTA	Proxy	TWO SIGMA SPECTRUM PORTFOLIO LLC.		178	178	0,0003%
GARBUIO ROBERTA	Proxy	TXMF LSV		17.700	17.700	0,0329%
GARBUIO ROBERTA	Proxy	UAW RETIREE MEDICAL BENEFITS TRUST		2.627	2.627	0,0049%
GARBUIO ROBERTA	Proxy	UBS (US) GROUP TRUST		717	717	0,0013%
GARBUIO ROBERTA	Proxy	UBS ETF		1.033	1.033	0,0019%
GARBUIO ROBERTA	Proxy	UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII		4.447	4.447	0,0083%
GARBUIO ROBERTA	Proxy	UNISUPER		1.568	1.568	0,0029%
GARBUIO ROBERTA	Proxy	UNIVERSAL INVEST BAYVK A1 FONDS		4.945	4.945	0,0092%
GARBUIO ROBERTA	Proxy	UNIVERSITY OF GUELPH FOREIGN PROPERTY TRUST		4.096	4.096	0,0076%
GARBUIO ROBERTA	Proxy	UPS GROUP TRUST		24.696	24.696	0,0459%
GARBUIO ROBERTA	Proxy	UTAH STATE RETIREMENT SYSTEMS		1.867	1.867	0,0035%
GARBUIO ROBERTA	Proxy	UTC ACADIAN ASSET MGMT		3.155	3.155	0,0059%
GARBUIO ROBERTA	Proxy	VANGUARD DEVEL ALL-CAP EX NORTH AMERICA EQT IND POOLED FUND		38	38	0,0001%
GARBUIO ROBERTA	Proxy	VANGUARD DEVELOPED MARKETS INDEX FUND		90.548	90.548	0,1683%
GARBUIO ROBERTA	Proxy	VANGUARD EUROPEAN STOCK INDEX FUND		38.295	38.295	0,0712%
GARBUIO ROBERTA	Proxy	VANGUARD FTSE ALL WORLD SMALL CAP IND FU		33.933	33.933	0,0631%
GARBUIO ROBERTA	Proxy	VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF		85	85	0,0002%
GARBUIO ROBERTA	Proxy	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		178	178	0,0003%
GARBUIO ROBERTA	Proxy	VANGUARD INTERNATIONAL SMALL COMPANIES I		1.125	1.125	0,0021%
GARBUIO ROBERTA	Proxy	VANGUARD INV FUNDS ICVC-VANGUARD FTSE GLOB ALL CAP IND FUND		107	107	0,0002%
GARBUIO ROBERTA	Proxy	VANGUARD INVESTMENT SERIES, PLC		4.145	4.145	0,0077%
GARBUIO ROBERTA	Proxy	VANGUARD TOTAL INTERNATIONAL STOCK INDEX		251.516	251.516	0,4674%
GARBUIO ROBERTA	Proxy	VANGUARD TOTAL WORLD STOCK INDEX FUND		6.213	6.213	0,0115%
GARBUIO ROBERTA	Proxy	VERMONT PENSION INVESTMENT COMMITTEE		21.296	21.296	0,0396%
GARBUIO ROBERTA	Proxy	VFM SMALL COMPANIES TRUST		29.782	29.782	0,0553%
GARBUIO ROBERTA	Proxy	VFMC INTERNATIONAL EQUITY TRUST 1		8.805	8.805	0,0164%
GARBUIO ROBERTA	Proxy	VFMC INTERNATIONAL EQUITY TRUST 2		17.603	17.603	0,0327%
GARBUIO ROBERTA	Proxy	VIRGINIA RETIREMENT SYSTEM .		131.453	131.453	0,2443%
GARBUIO ROBERTA	Proxy	VOYA MM INTL SM CAP FND ACADIAN		3.654	3.654	0,0068%
GARBUIO ROBERTA	Proxy	WASATCH GLOBAL OPPORTUNITIES FUND		21.474	21.474	0,0399%
GARBUIO ROBERTA	Proxy	WASATCH INTERNATIONAL GROWTH FUND		345.468	345.468	0,6420%
GARBUIO ROBERTA	Proxy	WASATCH INTL SMALL CAP GROWTH		12.395	12.395	0,0230%
GARBUIO ROBERTA	Proxy	WASHINGTON STATE INVESTMENT BOARD		1.432	1.432	0,0027%
GARBUIO ROBERTA	Proxy	WEST VIRGINIA INVESTMENT MANAGEMENT BOARD		39.266	39.266	0,0730%
GARBUIO ROBERTA	Proxy	WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST		117.816	117.816	0,2189%
GARBUIO ROBERTA	Proxy	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND		118.914	118.914	0,2210%
GARBUIO ROBERTA	Proxy	WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP		77	77	0,0001%
GARBUIO ROBERTA	Proxy	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND		15.511	15.511	0,0288%
GARBUIO ROBERTA	Proxy	WISDOMTREE EUROPE LOCAL RECOVERY FUND		299	299	0,0006%
GARBUIO ROBERTA	Proxy	WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND		138.741	138.741	0,2578%

GARBUIO ROBERTA	Proxy	WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND		74.482	74.482	0,1384%
GARBUIO ROBERTA	Proxy	WISDOMTREE ISSUER PUBLIC LIMITED COMPANY		8.236	8.236	0,0153%
GARBUIO ROBERTA	Proxy	WM POOL - EQUITIES TRUST NO 72		21.457	21.457	0,0399%
GARBUIO ROBERTA	Proxy	WYOMING RETIREMENT SYSTEM		58.297	58.297	0,1083%
		TOTAL SHARES REPRESENTED AT THE SHAREHOLDERS' MEETING	4.296.936	38.267.454	42.564.390	79,0997%
		NUMBER OF SHAREHOLDERS PRESENT IN PERSON OR BY PROXY			285	

VOTING LIST FOR ITEM 1) OF THE AGENDA:

Approval of the Annual Financial Statement as at 31st December 2016; notification of the Group's Consolidated Annual Financial Statement as at 31st December 2016; allocation of profits for the year; inherent and consequent resolutions;

Share capital €

53.811.095,00

SHAREHOLDER	NOT VOTING	%	FOR	%	AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALBIZZATI TIZIANO VINCENZO		0,0000%	2.500	0,0046%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOALO' PIETRO AMERIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	1.000	0,0019%		0,0000%		0,0000%
CHIESA DANIELA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
COZZA PIETRO		0,0000%	500	0,0009%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.200	0,0059%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	1.250	0,0023%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.150.000	2,1371%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	92.168	0,1713%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	1.000	0,0019%		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%	59.591	0,1107%		0,0000%		0,0000%
3M CANADA COMPANY MASTER TRUST		0,0000%	6.520	0,0121%		0,0000%		0,0000%
3M ERIP ACADIAN GLOBAL		0,0000%	22.976	0,0427%		0,0000%		0,0000%
70030 PD GLOBALE AKTIER VII		0,0000%	31.941	0,0594%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACADIAN NON-US SMALL-CAP LONG-SHORT EQUITY FUND LLC		0,0000%	681	0,0013%		0,0000%		0,0000%
ACCIDENT COMPENSATION CORPORATION		0,0000%	14.497	0,0269%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	20.497	0,0381%		0,0000%		0,0000%
AGI PV WS RCM IND 8490 07 5210 SPK		0,0000%	8.285	0,0154%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	601.900	1,1185%		0,0000%		0,0000%
ALKEN FUND		0,0000%	274.849	0,5108%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	2.323	0,0043%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	2.400	0,0045%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	2.900	0,0054%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	17.503	0,0325%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	2.600	0,0048%		0,0000%		0,0000%
AQR INTERNATIONAL SMALL CAP EQUITY FUND, L.P.		0,0000%	17.485	0,0325%		0,0000%		0,0000%
ARIZONA STATE RETIREMENT SYSTEM		0,0000%	7.802	0,0145%		0,0000%		0,0000%
ARKANSAS STATE HIGHWAY EMPLOYEES RETIREMENT SYSTEM		0,0000%	9.500	0,0177%		0,0000%		0,0000%
ARROWSTREET CAPITAL GLOBAL EQUITY - ALPHA EXTENSION FUND LIMITED		0,0000%	17.499	0,0325%		0,0000%		0,0000%
AXA ROSENBERG EQUITY ALPHA TRUST		0,0000%	2.400	0,0045%		0,0000%		0,0000%
AXA WORLD FUNDS		0,0000%	51.077	0,0949%		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%	6.992	0,0130%		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%	107	0,0002%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	9.339	0,0174%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	77.155	0,1434%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	21.069	0,0392%		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%	4.319	0,0080%		0,0000%		0,0000%
BMO NESBITT BURNS SEG ACCT		0,0000%	7.000	0,0130%		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%	92.417	0,1717%		0,0000%		0,0000%
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		0,0000%	7.205	0,0134%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%	5.344	0,0099%		0,0000%		0,0000%
BOSTON PATRIOT CONGRESS ST LLC C/O PANAGORA ASSET MANAGEMENT, INC.		0,0000%	100	0,0002%		0,0000%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%	300	0,0006%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	45.629	0,0848%		0,0000%		0,0000%

CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0.0000%	2.934	0.0055%		0.0000%		0.0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0.0000%	4.685	0.0087%		0.0000%		0.0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0.0000%	23.993	0.0446%		0.0000%		0.0000%
CARPIMKO PM CAPI H		0.0000%	19.000	0.0353%		0.0000%		0.0000%
CASEY FAMILY PROGRAMS		0.0000%	11.070	0.0206%		0.0000%		0.0000%
CBOSC ATF CBGS-WGSS02 NEW		0.0000%	21.099	0.0392%		0.0000%		0.0000%
CE8F WILLIAM BLAIR ISCE		0.0000%	39.262	0.0730%		0.0000%		0.0000%
CF DV ACWI EX-U.S. IMI FUND		0.0000%	129	0.0002%		0.0000%		0.0000%
CG CAYMAN FUND LIMITED		0.0000%		0.0000%		0.0000%	4.771	0.0089%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		0.0000%	1.140	0.0021%		0.0000%		0.0000%
CHEVRON MASTER PENSION TRUST		0.0000%	9.812	0.0182%		0.0000%		0.0000%
CHEVRON MASTER PENSION TRUST		0.0000%	2.346	0.0044%		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 NEW YORK DEFERRED COMPENSATION PLAN		0.0000%	39.705	0.0738%		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%	4.339	0.0081%		0.0000%		0.0000%
CITY OF NEW YORK GROUP TRUST		0.0000%	3.419	0.0064%		0.0000%		0.0000%
CITY OF NEW YORK GROUP TRUST		0.0000%		0.0000%		0.0000%	71.197	0.1323%
CITY OF NEW YORK GROUP TRUST		0.0000%		0.0000%		0.0000%	13.455	0.0250%
CITY OF NEW YORK GROUP TRUST		0.0000%		0.0000%		0.0000%	40.255	0.0748%
CLINTON EQUITY STRATEGIES MASTER FUND LTD		0.0000%		0.0000%		0.0000%	23.732	0.0441%
CLINTON LIGHTHOUSE EQUITY STRATEGIES FUND (OFFSHORE) LP CO CLINTON GROUP, INC.		0.0000%		0.0000%		0.0000%	739	0.0014%
CLINTON LIGHTHOUSE EQUITY STRATEGIES MASTER FUND LTD. C/O CLINTON GROUP, INC		0.0000%		0.0000%		0.0000%	2.906	0.0054%
COLLEGE RETIREMENT EQUITIES FUND		0.0000%	103.952	0.1932%		0.0000%		0.0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0.0000%	18.038	0.0335%		0.0000%		0.0000%
COLONIAL FIRST STATE INVESTMENTS LIMITED.		0.0000%	3.529	0.0066%		0.0000%		0.0000%
COLTRANE MASTER FUND L.P.		0.0000%	1.316	0.0024%		0.0000%		0.0000%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0.0000%	122	0.0002%		0.0000%		0.0000%
COPPER ROCK INTERNATIONAL SMALL CAP FUND		0.0000%	316.372	0.5879%		0.0000%		0.0000%
COUNSEL GLOBAL SMALL CAP		0.0000%	32.184	0.0598%		0.0000%		0.0000%
COX ENTERPRISES INC MASTER TRUST		0.0000%	3.526	0.0066%		0.0000%		0.0000%
CPA COP PSERS ACADIAN ASSET MGMT		0.0000%	11.488	0.0213%		0.0000%		0.0000%
CPA COP PSERS BATTERYMARCH FIN MGT		0.0000%	7.645	0.0142%		0.0000%		0.0000%
CPA COP PSERS WASATCH ADVISORS		0.0000%	57.255	0.1064%		0.0000%		0.0000%
CTJ RE STANLIB GLOBAL EQ HOSKING		0.0000%	27.866	0.0518%		0.0000%		0.0000%
DELTA MASTER TRUST		0.0000%	60.525	0.1125%		0.0000%		0.0000%
DELTA PILOTS DISABILITY AND SURVIVORSHIP		0.0000%	6.246	0.0116%		0.0000%		0.0000%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0.0000%	246	0.0005%		0.0000%		0.0000%
DIGNITY HEALTH		0.0000%	1.507	0.0028%		0.0000%		0.0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0.0000%	1.389	0.0026%		0.0000%		0.0000%
DOMINION RESOURCES INC. MASTER TRUST		0.0000%	24.068	0.0447%		0.0000%		0.0000%
DONNELLEY FINANCIAL PENSION TRUST		0.0000%	1.082	0.0020%		0.0000%		0.0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0.0000%	1.571	0.0029%		0.0000%		0.0000%
DUPONT AND RELATED COMP DEFINED CONTRIBUTION PLAN MASTER TR		0.0000%	4.200	0.0078%		0.0000%		0.0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0.0000%	13.245	0.0246%		0.0000%		0.0000%
ENSIGN PEAK CP LSV INTL SMALL		0.0000%	21.700	0.0403%		0.0000%		0.0000%
ENSIGN PEAK INTL SC LSV ASSET		0.0000%	87.510	0.1626%		0.0000%		0.0000%
ERGOS OFFSHORE I LTD CO HARNEYS CORPORATE SERVICES		0.0000%		0.0000%		0.0000%	50	0.0001%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0.0000%	15.379	0.0286%		0.0000%		0.0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0.0000%	26.093	0.0485%		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%	715.049	1.3288%		0.0000%		0.0000%
FCP HSBC TECHNOLOGIE		0.0000%	46.008	0.0855%		0.0000%		0.0000%
FIDELITY SAL ST T SPARTAN TOTAL INT IN F		0.0000%	160	0.0003%		0.0000%		0.0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0.0000%	2.145	0.0040%		0.0000%		0.0000%
FLEXSHARES MORNINGS*AR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0.0000%	1.617	0.0030%		0.0000%		0.0000%
FLORIDA RETIREMENT SYSTEM .		0.0000%	285	0.0005%		0.0000%		0.0000%
FLORIDA RETIREMENT SYSTEM .		0.0000%	104.832	0.1948%		0.0000%		0.0000%
FLORIDA RETIREMENT SYSTEM .		0.0000%	27.232	0.0506%		0.0000%		0.0000%
FLORIDA RETIREMENT SYSTEM .		0.0000%	36.990	0.0687%		0.0000%		0.0000%
GLOBEFLEX INTERNATIONAL PARTNERS LTD		0.0000%	4.300	0.0080%		0.0000%		0.0000%
GOVERNMENT INSTITUTIONS PENSION FUND		0.0000%	1.510	0.0028%		0.0000%		0.0000%
GOVERNMENT OF NORWAY		0.0000%	676.485	1.2571%		0.0000%		0.0000%
GOVERNMENT OF NORWAY		0.0000%	723.155	1.3439%		0.0000%		0.0000%
GOVERNMENT OF NORWAY		0.0000%	135.978	0.2527%		0.0000%		0.0000%
GOVERNMENT OF THE PROVINCE OF ALBERTA		0.0000%	12.900	0.0240%		0.0000%		0.0000%
GOVERNMENT SUPERANNUATION FUND		0.0000%	12.994	0.0241%		0.0000%		0.0000%
GW+K INTERNATIONAL SMALL CAP FUND, L.P.		0.0000%	17.645	0.0328%		0.0000%		0.0000%
HIGHMARK LIMITED HIGHMARK LONG SHORT EQUITY 2 CO PANAGORA ASSET MANAGEMENT INC		0.0000%		0.0000%		0.0000%	50	0.0001%

HOSKING GLOBAL FUND PLC		0.0000%	248.158	0,4612%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0.0000%	22.414	0,0417%		0,0000%		0,0000%
HOSTPLUS POOLED SUPERANNUATION TRUST		0.0000%	32.259	0,0599%		0,0000%		0,0000%
HRW TESTAMENTARY TRUST NO. 10		0.0000%	9.229	0,0172%		0,0000%		0,0000%
HSBC GLOBAL INVESTMENT FUNDS		0.0000%	154.495	0,2871%		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%	4.207	0,0078%		0,0000%		0,0000%
INDIANA PUBLIC RETIREMENT SYSTEM		0.0000%	760	0,0014%		0,0000%		0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND		0.0000%	13.300	0,0247%		0,0000%		0,0000%
INTERNATIONAL LP I		0.0000%	538	0,0010%		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%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST		0.0000%	35.915	0,0667%		0,0000%		0,0000%
ISHARES CORE MSCI EAFE ETF		0.0000%	34.190	0,0635%		0,0000%		0,0000%
ISHARES CORE MSCI EAFE IMI INDEX ETF		0.0000%	1.358	0,0025%		0,0000%		0,0000%
ISHARES MSCI EAFE SMALL CAP ETF		0.0000%	79.855	0,1484%		0,0000%		0,0000%
ISHARES MSCI EUROPE SMALL-CAP ETF		0.0000%	1.710	0,0032%		0,0000%		0,0000%
ISHARES VII PLC		0.0000%	20.029	0,0372%		0,0000%		0,0000%
ISLAND CAPITAL INVESTMENTS II, LLC		0.0000%	2.509	0,0047%		0,0000%		0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND		0.0000%	73.683	0,1369%		0,0000%		0,0000%
KAISER PERMANENTE GROUP TRUST		0.0000%	12.258	0,0228%		0,0000%		0,0000%
KP INTERNATIONAL EQUITY FUND		0.0000%	1.358	0,0025%		0,0000%		0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO		0.0000%	9.375	0,0174%		0,0000%		0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF		0.0000%	98	0,0002%		0,0000%		0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		0.0000%	3.501	0,0065%		0,0000%		0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST		0.0000%	490	0,0009%		0,0000%		0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		0.0000%	5.115	0,0095%		0,0000%		0,0000%
LSC PENSION TRUST		0.0000%	5.040	0,0094%		0,0000%		0,0000%
LSC PENSION TRUST		0.0000%	5.200	0,0097%		0,0000%		0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND		0.0000%	112.500	0,2091%		0,0000%		0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND		0.0000%	17.441	0,0324%		0,0000%		0,0000%
MAINSTAY ABSOLUTE RETURN MULTI-STRATEGY FUND		0.0000%	1.881	0,0035%		0,0000%		0,0000%
MAINSTAY VP FUNDS TRUST MAINSTAY VP MARKETFIELD PORTFOLIO		0.0000%	8.113	0,0151%		0,0000%		0,0000%
MAN NUMERIC EUROPEAN ALPHA RESTRICTED MAPLESCORP SERVICES LTD		0.0000%	5.450	0,0101%		0,0000%		0,0000%
MARRIOTT INT, INC. POOLED INV TR FOR PARTICIPANT DIRECTED ACC		0.0000%	8.491	0,0158%		0,0000%		0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM		0.0000%	1.578	0,0029%		0,0000%		0,0000%
MDPIM INTERNATIONAL EQUITY POOL		0.0000%	4.000	0,0074%		0,0000%		0,0000%
MERCER DIOCESE OF BROOKLYN GROWTH STRATEGY		0.0000%	1.018	0,0019%		0,0000%		0,0000%
MERCER DIOCESE OF BROOKLYN LAY PENSION INVESTMENT TRUST		0.0000%	540	0,0010%		0,0000%		0,0000%
MERCER INTERNATIONAL EQUITY FUND		0.0000%	3.315	0,0062%		0,0000%		0,0000%
METZLER INTERNATIONAL INV. PLC		0.0000%	190.000	0,3531%		0,0000%		0,0000%
MGI FUNDS PLC		0.0000%	15.659	0,0291%		0,0000%		0,0000%
MICROSOFT GLOBAL FINANCE		0.0000%	23.859	0,0443%		0,0000%		0,0000%
MILLPENCIL US LP		0.0000%	145	0,0003%		0,0000%		0,0000%
MM SELECT EQUITY ASSET FUND		0.0000%	293	0,0005%		0,0000%		0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F		0.0000%	4.483	0,0083%		0,0000%		0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC		0.0000%	23.952	0,0445%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO		0.0000%	1.353	0,0025%		0,0000%		0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN		0.0000%	36.117	0,0671%		0,0000%		0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C		0.0000%	1.999	0,0037%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0.0000%	8.787	0,0163%		0,0000%		0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		0.0000%	46.087	0,0856%		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%
NEW YORK STATE COMMON RETIREMENT FUND		0.0000%	46.164	0,0858%		0,0000%		0,0000%
NEW ZEALAND SUPERANNUATION FUND		0.0000%	1.185	0,0022%		0,0000%		0,0000%
NKB 10513 GLOBAL DIVERSIFIED		0.0000%	14.498	0,0269%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0.0000%	1.000	0,0019%		0,0000%		0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD		0.0000%	2.554	0,0047%		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%	255	0,0005%		0,0000%		0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		0.0000%	4.938	0,0092%		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 ABS RETURN PD LP-EUNARMN		0.0000%	2.330	0,0043%		0,0000%		0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED		0.0000%	19	0,0000%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0.0000%	7	0,0000%		0,0000%		0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD		0.0000%	3	0,0000%		0,0000%		0,0000%
ODEY INVESTMENTS PLC		0.0000%	45.500	0,0846%		0,0000%		0,0000%
ODEY INVESTMENTS PLC		0.0000%	12.067	0,0224%		0,0000%		0,0000%

OIL INVESTMENT CORPORATION LTD.		0.0000%	4.220	0,0078%		0,0000%		0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX		0.0000%	1.186	0,0022%		0,0000%		0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM		0.0000%	15.359	0,0285%		0,0000%		0,0000%
OWENS CORNING DEFINED BENEFIT MAS TR		0.0000%	5.999	0,0111%		0,0000%		0,0000%
PACIFIC SELECT FUND INTERNATIONAL SMALL-CAP PORTFOLIO		0.0000%	65.695	0,1221%		0,0000%		0,0000%
PANAGORA ASSET MANAGEMENT INC		0.0000%	251	0,0005%		0,0000%		0,0000%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST		0.0000%	1.745	0,0032%		0,0000%		0,0000%
PENSION PLAN FOR THE EMPLOYEES OF CONCORDIA UNIVERSITY		0.0000%	4.469	0,0083%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0.0000%	1.160	0,0022%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0.0000%	6.800	0,0126%		0,0000%		0,0000%
PENSION RESERVES INVESTMENT TRUST FUND		0.0000%	5.510	0,0102%		0,0000%		0,0000%
PF INTERNATIONAL SMALL CAP FUND		0.0000%	3.400	0,0063%		0,0000%		0,0000%
PHC NT SMALL CAP		0.0000%	1.290	0,0024%		0,0000%		0,0000%
PINE ISLAND III, LLC		0.0000%	12.127	0,0225%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0.0000%	14.919	0,0277%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0.0000%	378	0,0007%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0.0000%	28.415	0,0528%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0.0000%	1.070	0,0020%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		0.0000%	8.639	0,0161%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0.0000%	18.297	0,0340%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0.0000%	3.186	0,0059%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0.0000%	5.136	0,0095%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0.0000%	40.219	0,0747%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0.0000%	11.397	0,0212%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0.0000%	27.439	0,0510%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0.0000%	15.781	0,0293%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0.0000%	26.922	0,0500%		0,0000%		0,0000%
RENAISSANCE GLOBAL SMALL-CAP FUND		0.0000%	1.983	0,0037%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0.0000%	117.079	0,2176%		0,0000%		0,0000%
ROB AND MELANI WALTON FOUNDATION		0.0000%	3.110	0,0058%		0,0000%		0,0000%
ROWF GT ACWI EX US		0.0000%	32.894	0,0611%		0,0000%		0,0000%
RUSSELL INVESTMENT COMPANY IV PLC		0.0000%	4.056	0,0075%		0,0000%		0,0000%
RUSSELL INVESTMENT COMPANY PLC		0.0000%	3.227	0,0060%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0.0000%	23.784	0,0442%		0,0000%		0,0000%
SBC MASTER PENSION TRUST		0.0000%	8.092	0,0150%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0.0000%	22.193	0,0412%		0,0000%		0,0000%
SCHRODER INTERNATIONAL SELECTION FUND		0.0000%	109.032	0,2026%		0,0000%		0,0000%
SCHRODER INTERNATIONAL SELECTION FUND		0.0000%	8.344	0,0155%		0,0000%		0,0000%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0.0000%	11.690	0,0217%		0,0000%		0,0000%
SCS NAVIGATOR FUND		0.0000%	9.700	0,0180%		0,0000%		0,0000%
SEI GLOBAL MASTER FUND PLC		0.0000%	6.805	0,0126%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0.0000%	8.899	0,0165%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0.0000%	8.656	0,0161%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0.0000%	1.364	0,0025%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0.0000%	3.453	0,0064%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0.0000%	2.700	0,0050%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0.0000%	5.040	0,0094%		0,0000%		0,0000%
SPDR S&P INTERNATIONAL SMALL CAP ETF		0.0000%	9.492	0,0176%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0.0000%	8.354	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0.0000%	16.520	0,0307%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0.0000%	105.307	0,1957%		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%	12.026	0,0223%		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%	1.934	0,0036%		0,0000%		0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS		0.0000%	11.679	0,0217%		0,0000%		0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D		0.0000%	79.798	0,1483%		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%	18.753	0,0348%		0,0000%		0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		0.0000%	11.173	0,0208%		0,0000%		0,0000%
STG PFDS V.D. GRAFISCHE		0.0000%	16.145	0,0300%		0,0000%		0,0000%
STICHTING PENSOENFONDS VOOR HUISARTSEN		0.0000%	1.903	0,0035%		0,0000%		0,0000%
STICHTING PHILIPS PENSOENFONDS		0.0000%	3.778	0,0070%		0,0000%		0,0000%
STICHTING SHELL PENSOENFONDS		0.0000%	21.984	0,0409%		0,0000%		0,0000%
STICHTING SHELL PENSOENFONDS		0.0000%	9.300	0,0173%		0,0000%		0,0000%
SUNSUPER SUPERANNUATION FUND		0.0000%	47.032	0,0874%		0,0000%		0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		0.0000%	95.370	0,1772%		0,0000%		0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		0.0000%	30.185	0,0561%		0,0000%		0,0000%
TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA		0.0000%	69.268	0,1287%		0,0000%		0,0000%

TEAMSTERS PENSION TRUST FUND OF PHILADELPHIA AND VICINITY		0.0000%		0.0000%		0.0000%	2.456	0.0046%
TENNESSEE CONSOLIDATED RETIREMENT SYSTEM		0.0000%	9.487	0.0176%		0.0000%		0.0000%
TEXAS MUNICIPAL RETIREMENT SYSTEM		0.0000%	61.792	0.1148%		0.0000%		0.0000%
TEXAS SCOTTISH RITE HOSPITAL FOR CRIPPLED CHILDREN		0.0000%	1.078	0.0020%		0.0000%		0.0000%
THE BARCLAYS BANK UK RETIREMENT FUND		0.0000%	38.524	0.0716%		0.0000%		0.0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P		0.0000%	42.372	0.0787%		0.0000%		0.0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P		0.0000%	3.975	0.0074%		0.0000%		0.0000%
THE CLEVELAND CLINIC FOUNDATION		0.0000%	2.008	0.0037%		0.0000%		0.0000%
THE EDUCATIONAL EMPLOYEES SUPPLEMENTARY RETIREMENT SYSTEM OF FAIRFAX COUNTY		0.0000%	5.586	0.0104%		0.0000%		0.0000%
THE GBC INTL GROWTH FUND		0.0000%	28.461	0.0529%		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%	797	0.0015%		0.0000%		0.0000%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		0.0000%	207	0.0004%		0.0000%		0.0000%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		0.0000%	32	0.0001%		0.0000%		0.0000%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		0.0000%	3	0.0000%		0.0000%		0.0000%
THE ROCKEFELLER FOUNDATION		0.0000%	10.385	0.0193%		0.0000%		0.0000%
THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER		0.0000%	14.934	0.0278%		0.0000%		0.0000%
THE STATE OF CONNECTICUT ACTINGTHROUGH ITS TREASURER		0.0000%	99.000	0.1840%		0.0000%		0.0000%
THE TIFF KEYSTONE FUND, L.P.		0.0000%	4.063	0.0076%		0.0000%		0.0000%
THE TRUSTEES OF CATERPILLAR PENSION PLAN		0.0000%	2.000	0.0037%		0.0000%		0.0000%
TIFF INVESTMENT PROGRAM, INC - TIFF MULTI-ASSET FUND		0.0000%	21.714	0.0404%		0.0000%		0.0000%
TOUCHSTONE STRATEGIC TRUST-INT		0.0000%	80.646	0.1499%		0.0000%		0.0000%
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC CORPORATION SERVICE COMPANY		0.0000%	57	0.0001%		0.0000%		0.0000%
TWO SIGMA SPECTRUM PORTFOLIO LLC.		0.0000%	178	0.0003%		0.0000%		0.0000%
TXMF LSV		0.0000%	17.700	0.0329%		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%
UBS (US) GROUP TRUST		0.0000%	717	0.0013%		0.0000%		0.0000%
UBS ETF		0.0000%	1.033	0.0019%		0.0000%		0.0000%
UBS FUND MGT (CH) AG CH0516/UBSCHIF2-EGSCPII		0.0000%	4.447	0.0083%		0.0000%		0.0000%
UNISUPER		0.0000%	1.568	0.0029%		0.0000%		0.0000%
UNIVERSAL INVEST BAYVK A1 FONDS		0.0000%	4.945	0.0092%		0.0000%		0.0000%
UNIVERSITY OF GUELPH FOREIGN PROPERTY TRUST		0.0000%	4.096	0.0076%		0.0000%		0.0000%
UPS GROUP TRUST		0.0000%	24.696	0.0459%		0.0000%		0.0000%
UTAH STATE RETIREMENT SYSTEMS		0.0000%	1.867	0.0035%		0.0000%		0.0000%
UTC ACADIAN ASSET MGMT		0.0000%	3.155	0.0059%		0.0000%		0.0000%
VANGUARD DEVEL ALL-CAP EX NORTH AMERICA EQT IND POOLED FUND		0.0000%	38	0.0001%		0.0000%		0.0000%
VANGUARD DEVELOPED MARKETS INDEX FUND		0.0000%	90.548	0.1683%		0.0000%		0.0000%
VANGUARD EUROPEAN STOCK INDEX FUND		0.0000%	38.295	0.0712%		0.0000%		0.0000%
VANGUARD FTSE ALL WORLD SMALL CAP IND FU		0.0000%	33.933	0.0631%		0.0000%		0.0000%
VANGUARD FTSE DEVELOPED ALL CAP EX NORTH AMERICA INDEX ETF		0.0000%	85	0.0002%		0.0000%		0.0000%
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		0.0000%	178	0.0003%		0.0000%		0.0000%
VANGUARD INTERNATIONAL SMALL COMPANIES I		0.0000%	1.125	0.0021%		0.0000%		0.0000%
VANGUARD INV FUNDS ICVC-VANGUARD FTSE GLOB ALL CAP IND FUND		0.0000%	107	0.0002%		0.0000%		0.0000%
VANGUARD INVESTMENT SERIES, PLC		0.0000%	4.145	0.0077%		0.0000%		0.0000%
VANGUARD TOTAL INTERNATIONAL STOCK INDEX		0.0000%	251.516	0.4674%		0.0000%		0.0000%
VANGUARD TOTAL WORLD STOCK INDEX FUND		0.0000%	6.213	0.0115%		0.0000%		0.0000%
VERMONT PENSION INVESTMENT COMMITTEE		0.0000%	21.296	0.0396%		0.0000%		0.0000%
VFM SMALL COMPANIES TRUST		0.0000%	29.782	0.0553%		0.0000%		0.0000%
VFMC INTERNATIONAL EQUITY TRUST 1		0.0000%	8.805	0.0164%		0.0000%		0.0000%
VFMC INTERNATIONAL EQUITY TRUST 2		0.0000%	17.603	0.0327%		0.0000%		0.0000%
VIRGINIA RETIREMENT SYSTEM .		0.0000%	80.153	0.1490%		0.0000%		0.0000%
VIRGINIA RETIREMENT SYSTEM .		0.0000%	51.300	0.0953%		0.0000%		0.0000%
VOYA MM INTL SM CAP FND ACADIAN		0.0000%	3.654	0.0068%		0.0000%		0.0000%
WASATCH GLOBAL OPPORTUNITIES FUND		0.0000%	21.474	0.0399%		0.0000%		0.0000%
WASATCH INTERNATIONAL GROWTH FUND		0.0000%	345.468	0.6420%		0.0000%		0.0000%
WASATCH INTL SMALL CAP GROWTH		0.0000%	12.395	0.0230%		0.0000%		0.0000%
WASHINGTON STATE INVESTMENT BOARD		0.0000%	1.432	0.0027%		0.0000%		0.0000%
WEST VIRGINIA INVESTMENT MANAGEMENT BOARD		0.0000%	39.266	0.0730%		0.0000%		0.0000%
WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST		0.0000%	75.816	0.1409%		0.0000%		0.0000%
WILLIAM BLAIR COLLECTIVE INVESTMENT TRUST		0.0000%	42.000	0.0781%		0.0000%		0.0000%
WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND		0.0000%	118.914	0.2210%		0.0000%		0.0000%
WISDOMTREE DYNAMIC CURRENCY HEDGED INTRNL SMALLCAP		0.0000%	77	0.0001%		0.0000%		0.0000%
WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND		0.0000%	15.511	0.0288%		0.0000%		0.0000%
WISDOMTREE EUROPE LOCAL RECOVERY FUND		0.0000%	299	0.0006%		0.0000%		0.0000%
WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND		0.0000%	138.010	0.2565%		0.0000%		0.0000%
WISDOMTREE EUROPE SMALLCAP DIVIDEND FUND		0.0000%	731	0.0014%		0.0000%		0.0000%
WISDOMTREE INTERNATIONAL SMALLCAP DIVIDEND FUND		0.0000%	74.482	0.1384%		0.0000%		0.0000%
WISDOMTREE ISSUER PUBLIC LIMITED COMPANY		0.0000%	8.236	0.0153%		0.0000%		0.0000%

WM POOL - EQUITIES TRUST NO 72		0,0000%	21.457	0,0399%		0,0000%		0,0000%
WYOMING RETIREMENT SYSTEM		0,0000%	58.297	0,1083%		0,0000%		0,0000%
TOTAL	0	0,0000%	42.404.779	78,8030%	0	0,0000%	159.611	0,2966%

BANCA IFIS

REPORT ON REMUNERATION

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

VALUE TO YOUR BUSINESS

**BANCA IFIS
GROUP**



Document approved by the Board of Directors in the meeting of March 2, 2017

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Banca IFIS S.p.A. - Registered office in Via Terraglio 63, 30174 Mestre, Venice - 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 - Registry of Banks no. 5508 - Parent Company of the Banca IFIS Banking Group S.p.A., enrolled in the registry 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,

Pursuant to art. 123 c 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 Report, Banca IFIS S.p.A.'s Board of Directors aims to comply with the above-mentioned law referred to in art. 123 c 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 light of the opportunity provided by Annex 3A, Scheme No. 7-b of the "Issuer's Regulations", to comply, in a single document, with the regulations referred to in art. 123 c of the Consolidated Finance Act and with the Bank of Italy's Supervisory Provisions on 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.

Detailed information is also supplied regarding what is contained in the "Information Document concerning remuneration plans based on financial instruments" (pursuant to article 114 b of the Consolidated Finance Act and article 84 b of Consob's Issuer Regulations). The Remuneration Report and the Information document relating to remuneration based on financial instruments are available on the website <http://www.bancaifis.it/Corporate-Governance/Shareholders-Meetings/>.

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, which can be found on the Bank's website <http://www.bancaifis.it/Corporate-Governance/Corporate-documents>.

INTRODUCTION

Applicable Provisions

The Remuneration Report (the “Report”) was prepared by Banca IFIS Group (the “Group”) in accordance with:

- article 123 c of the CFA, entitled “Remuneration Report”;
- article 114 b of TUF, entitled “disclosure of information to the market on awards of financial instruments to corporate officers, employees or contractors”;
- Consob Regulation no. 11971/1999 (Issuers' Regulations), with particular reference to articles 84 d, entitled “Remuneration Report”, and 84 b, entitled “Information on the allocation of securities to corporate officers, employees or contractors”, as well as to Annex 3A, Scheme no. 7 b “Remuneration Report” 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 considers European legislation regarding:

- delegated Regulation (EU) of 4th 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 26th June 2013 no. 575, regarding the provisions concerning the remuneration policy;
- Directive 2013/36/EU of 26th 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 b of the CFA.

Structuring of the Report

Based on the current provisions, formerly mentioned, this Report is divided into the following sections:

1. **Section I:** aimed at illustrating, for members of the Board of Directors, for the general managers and for managers with strategic responsibilities in addition to “Risk Takers” not included within the scope of article 123 c of the CFA, the Group's remuneration policy and the procedures used for the adoption and implementation of this policy. This section describes the policy provided for the year 2017;

2. **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 c 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 b of the Issuers' Regulations, the remunerations paid during the year 2016, in any capacity and in any form, by the company and by subsidiaries or affiliates. Further information requested pursuant to Article 450 of (EU) Regulation of 26th June 2013, n. 575 is then inserted in table format by Banca IFIS and the other companies of the Group.

Regarding 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 Parent Company's main bodies and personnel 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 and Management Control.

The role of personnel in this regard is described in the Articles of Association and/or in the corporate regulations as specified below.

1.1 Shareholders' Meeting

The Ordinary Shareholders' Meeting, in accordance with art. 10 of the Articles of Association, "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 Board of Directors

The Board of Directors, according to the provisions of art. 14 of the Articles of Association, has exclusive jurisdiction over 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 Association, 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 Remuneration Committee

The Remuneration Committee is an internal committee within the Parent Company’s Board of Directors and provides support functions to the Board of Directors in defining the remuneration and incentive policies of the Group. Specifically, in accordance with the relevant Regulations, the Committee has the task of:

- *“advising and formulating proposals to the Parent Company’s Board of Directors 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 Parent Company’s Board of Directors 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 Parent Company’s Internal Audit Office, Human Resources Office, Strategic Planning Department, Risk Management Department and Compliance Department in the process of preparing and monitoring remuneration policies and practices of the Group;*
- *monitoring implementation of the decisions adopted by the Parent Company’s Board of Directors and those of the other Group companies regarding remuneration and 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 Parent Company’s Board of Directors regarding the criteria for attributing stock options or allocating shares to 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 President 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 Remuneration 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 22nd March 2016, the members of the Committee are:

- Francesca Maderna (non-executive and independent Director);
- Daniele Santosuosso (non-executive and independent Director);
- Riccardo Preve (non-executive and non-independent Director)¹.

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, including 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 members.

As established by the Regulations in force, the President 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 is 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 President of the Committee assesses, in relation to the matters to be discussed, the need to involve the Head of Risk Management to ensure that the incentive schemes are properly adjusted to take account of all the risks assumed by the 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

¹ This individual was nominated by the Board of Directors to replace the non-independent director, Andrea Martin.

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.

Committee Meetings

During 2016 the Committee met eleven times; one of which was a joint meeting with the Board of Statutory Auditors and the other two Governance Committees: the Appointments Committee and the Risk Management and Internal Control Committee (CCR). The meetings were preceded by discussion among the members and/or by prior individual examination of the documentation. The average duration of each meeting was approximately one hour. The Committee did not make use of the services of external consultants.

During 2016, two directors, Francesca Maderna and Daniele Santosuosso, attended all eleven meetings, whilst Riccardo Preve (who replaced Andrea Martin²) attended seven meetings.

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

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

- incentive schemes applied to various business units of the Bank and the Group;
- information on the remuneration of "key personnel";
- implementation of the remuneration policies approved by the Shareholders' Meeting and the review requirements;
- proposal on the fees assignable to directors and auditors;
- proposal on the remuneration of heads of internal control functions;
- a proposal for the appointment of the Financial Reporting Officer;
- a proposal to identify managers with strategic responsibilities;
- the process of self-evaluation of key personnel.

During 2016, it was not necessary to activate the specific financial resources available to the Committee for the performance of its duties.

In 2017 two meetings of the Committee have already been held regarding: incentive systems for 2016 and for 2017; 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:

² Andrea Martin, non-executive and non-independent Director, who stepped down from this role on 22/03/2016, attended four meetings.

- this Remuneration Report pursuant to art. 123 c of the Issuers' Regulations;
- the disclosure document in accordance with articles 114 b of the CFA and 84 b 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 Chief Executive Officer

The CEO, as defined pursuant to art. 15 of the Articles of Association, is responsible for implementing strategic direction and business management, and makes use of the General Directorate.

Regarding 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 on current and future professional/profile needs that are consistent with strategic choices.

1.5 General Manager

In light of art. 17 of the Articles of Association, 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 Control Functions

The control functions work together, each within their respective jurisdiction, to ensure the adequacy and compliance of the remuneration and incentive policies with prevailing legislation and their correct operation.

In particular:

- Compliance verifies, among other aspects, that the company remuneration system is consistent with the objectives of compliance with regulations, with the Articles of Association, as well as any ethical codes and/or other standards of conduct applicable to the Group so that the related legal and reputational risks are properly contained especially in relationships with customers;
- Internal Audit checks, at least annually, that remuneration practices comply with the approved policies and with the regulatory environment. The results and any anomalies identified are brought to the attention of the bodies and functions responsible for possible corrective measures and the evaluation of importance, with a view to prompt disclosure to the Bank of Italy. Every year, the results of the checks carried out are brought before the Shareholders' Meeting;

- 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 governance and risk management policies and considering 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, the General Manager and additional potential beneficiaries of remuneration based on financial instruments as well as for the verification of the conditions for their attribution.

1.7 Other structures involved

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

- Human Resources;
- Strategic Planning and Management Control.

To ensure the overall consistency of the policy of the entire Group, bearing in mind the characteristics of each subsidiary, the HR Department of each subsidiary is involved.

1.8 Independent experts that were involved in the preparation of the remuneration policy

No independent experts were involved in the preparation of the remuneration policy.

2. 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 considering the characteristics of the Group.

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

Banca IFIS Group's remuneration and incentive system is based 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 Group;
- attracting and retaining within the company employees with the professionalism and skills that are appropriate to the needs of the Group, particularly where these workers hold key roles within the organisation;
- promoting compliance with all 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.

A base fixed remuneration is set out for each employee that reflects their professional experience and their role, the market value of the role and the collective bargaining agreement in force. This component is sufficient for a variable part not to be paid.

For key staff, it is further established that any interventions on the fixed component cannot exceed an increase of 20% compared to the previous year's gross annual salary. In view of the Parent Company's strategically important projects and/or extraordinary transactions, for key personnel playing a particularly important role in these initiatives the possibility exists to allow, for a certain period of time, as long as the person has the specific post and, in any case, for a maximum of 18 months, specific recognition. This allowance, which is configured as a predefined sum, not tied to performance, on proposal from the Chief Executive Officer must be approved by the Board of Directors, after approval of the Remuneration Committee, and subsequently communicated to the interested parties by individual letter.

2.1 Main changes compared to the previous financial year

The main changes are aimed at better aligning Remuneration and Incentive policies to the objectives of: compatibility with levels of capital and liquidity, financial stability, medium to long-term direction and compliance with regulations.

To this end, the conditions for access to the variable component (gate) applying to all staff were made explicit, considering indicators of profitability, liquidity and capital adequacy.

Against this background, the formulas for calculating the variable component for the CEO and Director General were consequently adjusted, increasing the share of net profit before non-computable taxes and excluding from this calculation any elements arising from extraordinary operations.

The materiality threshold laid down for implementing the rules on deferment and partial payment in shares was also reconsidered, lowering it to €70,000, as was the application of malus and claw back mechanisms.

To better align individual objectives to business results and value creation targets in the medium to long term, the possibility of a further Long Term Incentive has been defined for business units with a gross budget profit of more than €20 million in 2017.

Taking the Parent Company's strategically important projects and/or extraordinary operations into consideration, the potential for an allowance as a default sum, under specific conditions, has been set out for principal staff members who play a particularly important role in these initiatives, not linked to performance.

Finally, the methods of performance assessment were specified for principal staff responsible for corporate control functions, making it clear that any variable components may be proposed by the Remuneration Committee, in consultation with the Chief Executive Officer and the Director General, and the Board of Directors.

3. Recipients and contents of 2017 Policies

Recipients of Policies and identification of key personnel

Remuneration and incentive policies are defined for all Group personnel³, without prejudice to more detailed requirements for members of staff that have a substantial impact on the Group's risk profile (so-called key personnel). These individuals are regularly identified by the Parent Company in respect of all Group companies and considering the results of evaluations carried out by all individual Group companies affected, considering these criteria:

- qualitative and quantitative criteria, expressly defined by Delegated Regulation (EU) no. 604/2014;
- further criteria, established by the Parent Company to pay particular attention to the Bank of Italy's Supervisory Provisions to "the heads of major business lines, corporate functions or geographical areas; those who report directly to strategic supervision, management and control bodies; senior managers and senior staff of company control bodies"⁴ in addition to particular categories of staff such as "financial and insurance agents and financial advisors with external distribution networks"⁵.

From the staff-assessment process for Group key personnel, led by Human Resources with the support of Compliance and Risk Management to the extent applicable and approved by the Board of Directors on 2nd March 2017, 47 individuals fall within the category of Group key personnel, grouped into the following categories:

- | | |
|---|---|
| <input type="checkbox"/> President of the Board of Director | <input type="checkbox"/> Managers with strategic responsibilities of very important operating units |
| <input type="checkbox"/> Vice President | <input type="checkbox"/> Head of control functions |
| <input type="checkbox"/> Non-executive Directors | <input type="checkbox"/> Head of business units |
| <input type="checkbox"/> Chief Executive Officer | <input type="checkbox"/> Head of important operating units |
| <input type="checkbox"/> General Manager | <input type="checkbox"/> Head of risk management structures |
| <input type="checkbox"/> Managers with strategic responsibilities of control functions | <input type="checkbox"/> Head of service, consultancy and support structures |
| <input type="checkbox"/> Managers with strategic responsibilities of important business units | |

Managers with strategic responsibility within the parent company are all included as key personnel.

Group key personnel accounts for about 3.5% of the Group's workforce

Any key personal, identified on an individual basis by each subsidiary, and not considered as such by the Group, will follow the same rules set out in the remuneration and incentive policies according to the category to which they belong.

Conditions for access to the variable component (gate)

Access to the variable portion for all personnel shall be subject to:

³ This means members of strategic supervisory, management and control bodies, employees and contractors of the Parent Company and its subsidiaries.

⁴ See also Bank of Italy Circular 285, Part I, Heading IV, Chapter 2, Section II, paragraph 2.

⁵ See also Bank of Italy Circular 285, Part I, Heading IV, Chapter 2, Section IV.

- the Group's consolidated result before taxes relating to the year in question, exceeding €60m⁶;
- respect of the prevailing minimum regulatory limits of the Group's Liquidity Coverage Ratio (LCR) indicator, calculated as an average of the last twelve month-ends of the year in question;
- a Group Total Own Funds Ratio exceeding the Overall Capital Requirement communicated by the Supervisory Body under the “Decisions on capital” at the conclusion of the supervisory review process (SREP).

The absence of any one of these parameters will prevent payment of the variable component.

The variable component is also recognised under the condition that the beneficiary is still in post/an employee of the Group and not working a period of notice for resignation or dismissal, except for retirement or placement in the solidarity fund.

Payment of a variable component will also be suspended where the Bank has instigated disciplinary proceedings in progress for fraud or gross negligence or for acts that may lead to the individual's dismissal by just cause.

Directors' remuneration

Shareholders' Meeting of 22nd March 2016, 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 2016, 2017 and 2018, in addition to reimbursement of expenses incurred in their duties;
- resolved to give all Directors, except the President, Vice President and the CEO, a fee for each attendance of meetings of the Board of Directors;
- requested from the Board of Directors determination of additional remuneration for directors vested with special offices in accordance with Article 2389 of the Italian Civil Code for each of the years 2016, 2017 and 2018 also considering, where appropriate, company results, subject to an aggregate amount calculated per individual financial year, understood as inclusive of all fees awarded to members of the Board.

There are no incentive mechanisms for non-executive Directors, including the President.

For subsidiaries, their respective Shareholders' Meetings resolved that the members of the strategic supervisory bodies that play other roles within the Group as employees do not receive any compensation for their role on the Board of Directors. With reference to Interbanca, the Shareholders' Meeting voted to award its only independent Director, for the role of director, a fixed fee for each of the years 2017 and 2018.

Auditors' remuneration

Regarding the Board of Auditors, the Shareholders' Meeting of 22nd March 2016:

- agreed to pay the President and two Standing Auditors a fixed annual fee, as well as reimbursing expenses sustained in the performance of their duties;

⁶ Not to be included in calculations are elements deriving from extraordinary transactions such as: capital increases, company mergers, demergers, acquisitions or any other non-recurring transaction that the Board of Directors should decide on and deem suitable to modify the value of the indicator.

- agreed to pay to all the Standing Auditors a fee for every Board of Directors' meeting attended.

No incentive mechanisms are available for members of the Board of Auditors and there is no form of variable remuneration.

For subsidiaries, their respective Shareholders' Meetings voted to give the President and the two Standing Auditors a fixed annual fee, as well as reimbursement of expenses.

Parent Company's Chief Executive Officer and General Manager's remuneration

The CEO's remuneration 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 in question, for the part exceeding €60m⁷, which is correct, in turn, for the relationship between the Group final balance sheet RORAC⁸ (return on risk adjusted capital)⁹ and the Group's future RORAC¹⁰, in formula (A):

$$\text{Variabile} = 1.5 \% \times (\text{Pre} - \text{Tax Profit}_{\text{period}} - 60.000.000) \times \frac{\text{RORAC}_{\text{Final balance}}}{\text{RORAC}_{\text{Prospective}}} \quad (\text{A})$$

The incidence of the variable component to the fixed component may not exceed a maximum ratio 1:1.

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 €60m¹¹, which is correct in turn for the ratio between the Group final balance sheet RORAC¹² (return on risk adjusted capital)¹³ and the Group prospective RORAC¹⁴, in formula (B):

$$\text{Variabile} = 0.75 \% \times (\text{Pre} - \text{Tax Profit}_{\text{period}} - 60.000.000) \times \frac{\text{RORAC}_{\text{Final balance}}}{\text{RORAC}_{\text{Prospective}}} \quad (\text{B})$$

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

⁷ Not to be included in calculations are elements deriving from extraordinary transactions such as: capital increases, company mergers, demergers, acquisitions or any other non-recurring transaction that the Board of Directors should decide on and deem suitable to modify the value of the indicator.

⁸ 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.

⁹ The reference period is the same as for the objective RORAC (*ex-ante measurement*).

¹⁰ Defined in the strategic plan with a 12-month horizon.

¹¹ Not to be included in calculations are elements deriving from extraordinary transactions such as: capital increases, company mergers, demergers, acquisitions or any other non-recurring transaction that the Board of Directors should decide on and deem suitable to modify the value of the indicator.

¹² 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.

¹³ The reference period is the same as for the objective RORAC (*ex-ante measurement*).

¹⁴ Defined in the strategic plan with a 12-month horizon.

Remuneration for Control Functions

The remuneration package for key personnel belonging to the control function (Risk Management, Compliance, Internal Audit, Anti Money Laundering, Human Resources and Statutory Reporting Manager) is structured with a prevailing fixed component and a variable part that is attributed annually based on quality and efficiency criteria.

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 Head of the Human Resources). Following definition, the Managing Director informs the Committee and the Board.

At least annually, the Remunerations Committee analyses the individual positions and, in consultation with the CEO and the General Manager, regarding the Heads of Control Functions, expresses its opinion and formulates proposals to the Board of Directors.

The variable component is subject to prior quality evaluation that can be expressed on a scale of five levels of judgment and includes information on the following objectives:

- managing assigned projects and quality of service provided;
- management and development of resources assigned;
- care and prevention of the risks inherent in their own areas of responsibility;
- management and coordination of assigned tasks.

Each grading equates to a percentage of variable component to be allocated according to the following scale:

Excellent	Good	Above average	Average	Inadequate
100% of premium	80% of premium	50% of premium	0%	0%

up to the maximum fixed/variable component ratio which, for the most outstanding business function staff, cannot exceed the ratio of 1:3.

Subject to the conditions of access to variable component (gate), depending on the goals of corporate sustainability, incentive mechanisms linked to the performance of both Banca IFIS and the Group are excluded from determining the remuneration of key personnel belonging to control functions.

Remuneration of other key personnel

The remuneration of the remaining key personnel consists of a comprehensive annual salary and a variable component defined in advance for each individual based on predefined criteria and based on three pillars:

- qualitative performance assessment carried out jointly by the CEO and the General Manager;
- reaching a determined level of corporate cost income;
- reaching specific economic, commercial and operating objectives and satisfying internal and external customers inclusive of corrective risk measures (MBO- Management by Objectives).

The limit on the ratio between the variable component and a fixed component of the previous year is defined, and the amount of maximum theoretical variable component is determined in the following table:

Structures	No. of Managers	Previous year % max Bonus on RAL	Senior Management Assessment	Cost income ratio	MBO
Managers with strategic responsibilities of very important operating units	1	60%	30%	20%	50%
Managers with strategic responsibilities of important business units	2	60%	20%	20%	60%
Business Units	12	80%	20%	20%	60%
Risk management unit	7	50%	30%	20%	50%
Important operating units	1	50%	40%	20%	40%
Service, consultancy and support structures	7	50%	50%	20%	30%

To implement the management process shown above, relevant corporate regulations were issued, aimed at management of the system structured as follows.

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

Subsequent interventions on fixed and/or variable remuneration are defined by the CEO under the criteria specified below.

At least on an annual basis, the CEO informs the Remuneration Committee on the decisions taken.

Structure of variable component structure for principal staff.

Since provision of a significant variable component was never envisaged, meaning a variable remuneration that exceeds the fixed salary, the percentage of deferred variable component is fixed at 40% for a period of 3 years.

The variable up-front remuneration is therefore payable upon approval of the financial statement for the year ended on 31st December of the previous year. 50% of this will be paid in Parent Company shares at the end of the three-year retention period¹⁵ to which the shares pertain, in line with strategic planning.

The variable remuneration, subject to a three-year vesting period following approval of the financial statement for the year ended on 31st December of the previous year, is determined on approval of those accounts.

¹⁵ Period during which there is a prohibition on the sale of shares.

50% of the variable remuneration subject to a vesting period will be paid in Parent Company shares at the end of the retention period¹⁶ of a year to which the shares pertain.

The remaining variable remuneration subject to a vesting period is subject to annual reassessment at the prevailing legal rate.

The number of shares to be assigned is determined by taking the average market price in the month preceding the determination of variable component as fair value, to be carried out on the date of the Shareholders' Meeting to approve the financial statement.

The number of shares is determined by rounding to the nearest integer.

In line with best market practices, it is appropriate to apply the same rules for deferment and partial payment in Bank treasury shares where the variable remuneration is equal to or greater than €70,000.

Malus condition

The deferred variable component is subject to the following malus mechanisms, which reduce until reset, ex-post, the amount previously determined, according to the criteria listed in the following table (C).

		Overall Total Capital Ratio¹⁷			
		<10.7%	10.7%< <11.5%	11.5%<12.5%	>12.5%
Group RORAC	≥ 15%	-100.0%	---	---	---
	10.5%< < 15%	-100.0%	-30.0%	-20.0%	-10.0%
	< 10.5%	-100.0%	-40.0%	-30.0%	-20.0%

(C)

The deferred variable component is also reset if the subject has determined or contests to determine:

- a significant budget reduction for the Group (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 CBA or of obligations regarding remuneration and incentive schemes;
- fraudulent behaviour or serious negligence to the detriment of the Group;

or also where:

- the Assembly has resolved the revocation of the post through just cause, that is, the Board of Directors has decided to withdraw from the working contract for just cause.

The above-mentioned criteria are audited in each of the three financial years¹⁸ following the determination of the variable component (accrual period) and are applied on occurrence of the above-mentioned conditions, taking into consideration the lower result recorded in the period of reference.

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

¹⁷ EU Regulation 575/2013 (CRR) and Directive 2013/36/EU (CRD IV).

¹⁸ A condition sufficient for application of the corrective mechanisms listed in the table is the occurrence of these same conditions in at least one of the three years of observation (accrual period).

Claw back

The Group reserves to take appropriate action for the return of the variable component recognised and/or paid to key personnel that exceeded the materiality threshold where the individual has determined or contests to determine:

- a significant annual loss for the Group¹⁹ (losses equal to or exceeding 5% of 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 CBA or of obligations regarding remuneration and incentive schemes;
- fraudulent behaviour or serious negligence to the detriment of the Group;

or also where a Group Total Own Funds Ratio²⁰ is lower than the Overall Capital Requirement communicated by the Supervisory Body under the “Decisions on capital” at the conclusion of the supervisory review process (SREP).

Also where these criteria have occurred in each of the three closed financial years²¹ (accrual period) following determination of the variable component applicable on occurrence of the above conditions.

Long Term Incentive

For Heads of business units with more than €20m gross profit in the financial year 2017, an incentive can be considered that rewards consistent excellent performance over time.

Essentially, if, during the three-year period 2017-2019 (accrual period), the average of the results achieved by business units is at least 90% of those budgeted²², as at formula (D):

$$\sum_{t=1}^{3 \text{ years}} \frac{1}{3} \frac{RORAC_{BU \text{ Final balance } t}}{RORAC_{BU \text{ Budget } t}} \geq 90\% \quad (D)$$

without prejudice to the yearly passing of the minimum threshold of 80% of budget objectives set out annually, the CEO, in conjunction with the General Manager, will give a qualitative assessment on the Manager's work, which, if positive, will give rise to the payment of an incentive, defined ex ante, not exceeding 60% of the Manager's gross annual salary for 2019, and still respecting the maximum ratio of 1:1 between fixed and variable components, whose value will be paid in Parent Company shares with one-year retention period.

In addition, in view of the importance assumed by Managers with strategic responsibilities for the Group's medium to long term goals, for these individuals (excluding the General Manager, department heads and other executives with strategic responsibilities already subject to Long Term Incentive covered by other performance criteria) a performance incentive is set out for an average three-year performance during 2017-2019 (accrual period) higher than expected (MBO) and with

¹⁹ Elements that derive from extraordinary transactions will be disregarded, such as capital gains, corporate mergers, demergers, acquisitions or any other non-recurring operation that the Board of Directors may decide on and that is likely to change the value of the indicator.

²⁰ EU Regulation no. 575/2013 (CRR) and Directive 2013/36/EU (CRD IV).

²¹ A condition sufficient for application of the corrective mechanisms listed in the table is the occurrence of one of these conditions in at least one of the three years of observation (accrual period).

²² Based on the latest approved strategic plan and with 12-month timeframes.

Total Shareholder Return exceeding 20% (average share price in December 2019 compared to the average share price in December 2016).

In such a case, the CEO, in conjunction with the General Manager, will give a qualitative assessment on the Manager's work, which, if positive, will give rise to the payment of an incentive, defined ex ante, not exceeding 60% of the Manager's gross annual salary for 2019, and still respecting the maximum ratio of 1:1 between fixed and variable component, whose value will be paid in Parent Company shares with one-year retention period.

The number of shares to be assigned will be determined by taking the average market price in the month preceding the determination of Long Term Incentive as fair value, to be carried out on the date of the Shareholders' Meeting to approve the financial statement at the end of the relevant accrual period.

The number of shares is determined by rounding to the nearest integer.

Any recognition of this incentive, depending on the structure already outlined, itself aimed at ensuring a medium to long-term orientation, will not be subject to the rules for deferment, partial payment in shares and retention.

The incentives previously set out will also be recognised under the condition that the beneficiary is still in post/an employee of the Group and not working a period of notice for resignation or dismissal, except for retirement or placement in the solidarity fund.

Ban on hedging strategies

It is strictly forbidden for individual employees to execute hedging strategies on remuneration or on other aspects that may alter or affect the alignment effects on business risk inherent in the remuneration mechanisms envisaged.

Remuneration of agents in financial activities

Within the category of employees not subject to employment contracts, particular importance is attached to Financial Agents. The group uses an external distribution network for recovery, both in and out of Court, of distressed loans and, following the recent acquisition of the ex GE Capital Interbanca Group, a network of agents for promoting leasing products.

The remuneration of individuals involved in the recovery of distressed loans, both in and out of Court, is contractually defined comprising a non-recurring component determined ex ante with an incentivising value, and a recurring component.

Furthermore, in accordance with the Bank of Italy's Supervisory Provisions:

- the aggregate amount of the “non-recurring” component awarded to agents is linked (the so-called Bonus Pool) to 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 for each individual based on indicators deemed relevant for both the correctness of assigned tasks and for regulatory compliance and for respecting the behavioural principles defined by the Bank, particularly with customers; to contain 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.

The Parent Company aligns remuneration for financial agents involved in promoting leasing products, respecting the principles and reasoning described above. Where necessary, the Parent Company's objective is to encourage appropriate compliance action.

Other types of employees

For remaining employees, during the annual assessment provided for by the Collective Labour Agreement, the CEO and/or the Directorate General may provide one-off payments up to a maximum of three months. This premium, except where set out by the access conditions (gate) set out above, are aimed at rewarding excellent performance and/or particular or evident quality.

In the absence of a supplementary company agreement, the Parent Company's Board of Directors can decide on payment of "corporate award" applicable to its 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.

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 contents of the consultancy activity, 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.

4. 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 (for all full- and part-time employees with an employment contract and with some exceptions attributable to contractual situations previously acquired);
- occupational and non-occupational accident policy for all employees;
- life policies (applicable only to Parent Company executives and to all employees of subsidiaries);
- permanent disability policy (applicable to all employees of subsidiaries);
- ticket restaurant (for all employees, varying from €5.29 to €7.40);
- company cars (for some individuals based on prevailing internal policies);

- corporate contributions to supplementary pension provision (for all permanent employees, with percentages varying from 1.5% to 4% of gross annual salary and/or based on salaries for post-employment benefit purposes (subject to certain contractual situations previously acquired));

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

The above benefits, where applicable for all employees, are not considered discretionary.

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

As a general rule, the Group's companies 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 (Golden Parachutes), (including cases of early termination of employment or due to its non-renewal) without prejudice, in any case, to the obligations of the law and/or of the Collective Labour Agreement.

The following are not considered parachutes: payments and disbursements due under law and by collective agreement or based on transactions carried out under and within the limits of these institutions and to avoid the risk of objectively justified judgement.

In the event that these "parachutes" are approved, they are subject to the claw back conditions cited above to occur in each of the three closed financial years²³ following the (*accrual period*) and applied on occurrence of the conditions mentioned above.

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.

6. Implementation of Policies in subsidiaries

This document regarding the implementation of the compensation and incentive policies, drawn up by the Parent Company applies to all subsidiaries, therefore they are not required to draft their own documents

Each subsidiary company, in line with the directions as supplied by the Parent Company, submits this document or an extract from it to its own strategic supervisory body. This body is responsible for its proper implementation in the subsidiary and will ensure that this remuneration and incentive policy is adequately documented and accessible within the corporate structure;

In applying regulatory provisions, Interbanca will also submit to its Shareholders' Meeting: the remuneration plans based on financial instruments (e.g. stock options) and the criteria for determining the compensation to be granted in the event of early termination of the employment relationship or early termination of office including the limits established in that compensation in terms of annuities of fixed remuneration and the maximum amount that results from their application.

²³ A condition sufficient for application of the corrective mechanisms listed in the table is the occurrence of one of these conditions in at least one of the three years of observation (*accrual period*).

SECTION II

1. Part One

1.1 Entries that compose the remuneration

Regarding the directors, statutory auditors, members of the Risk Management Committee, Assignment Committee, Remuneration Committee and Supervisory Board, the following details are provided on the items included in remuneration and that, for the financial year 2016, are summarised in the following Table 1.

In the “fixed remuneration” column the following are illustrated, according to a competence criteria and, where necessary, reporting the amount at its effective date

- in the relevant section the compensation set out for the post of director is €25,000 for each member of the Board of Directors, €105,000 for the President of the Board of Statutory Auditors, €70,000 for the effective auditors, in accordance with the resolution adopted by the Shareholders' Meeting of 22nd March 2016;
- in the relevant section, the total amount of attendance allowances paid to directors and auditors, according to the rules established by the Shareholders' Meeting of 22nd March 2016, for participation in subsequent meetings of the Board of Directors during 2016;
- in the relevant section “lump sum expenses” the amount possibly invoiced in the form of a flat-rate sum of the costs incurred due to their appointment as directors and statutory auditors;
- in the relevant section, the *fees for certain posts* approved by the Board of Directors pursuant to former art. 2389 of the Italian Civil Code due to the President, Vice President and CEO;
- finally, in the section “fixed remuneration from the work of employees”, the annual remuneration for the General Manager and other employees who, during the financial year, have held, even for a fraction of the year, the position of director with strategic responsibility, is indicated, shown gross of social security and tax deductions borne by the employee, excluding the required collective social security charges paid by the company and the severance pay provision.

In the Fees for Participation in Committees column, the fees, possibly related to the effective date of appointment, assigned to other directors vested with special offices and established by the Board of Directors of 22nd March 2016 are listed in the following amounts:

- the President of the Risk Management and Internal Control Committee, a fixed annual compensation for the post equal to €75,000;
- for the other members of Risk Management and Internal Control Committee, an annual fixed fee for this office of €45,000;
- for members of the Remuneration Committee, an annual fixed fee for this post in the amount of €5,000;
- for the members of Appointments Committee, an annual fixed fee for this office of €5,000;
- for the President of the Supervisory Body pursuant to Legislative Decree 231/2001, a fixed annual fee for that office equal to €25,000;

- for the other directors who make up the Supervisory Body pursuant to Legislative Decree 231/2001, a fixed annual remuneration for this post equal to €10,000.

The variable portion of the CEO's and General Manager's remuneration acquired in relation to the profit for the year 2016 is indicated in the section "participations in profit" of the "variable non-equity remuneration" column and payment is conditional upon verification of compliance with the conditions established in the remuneration policy.

Any bonuses and other incentives earned, for the work in 2016, by directors with strategic responsibilities are shown in the section "bonuses and other incentives" of the "variable non-equity remuneration" column. In that section, the "corporate award" for the General Manager and for other directors with strategic responsibility is also indicated. This award was established by the collective labour agreement in force and approved by the Board of Directors in favour of employees at the meeting of 28th November 2016, despite the absence of supplementary company agreement.

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

- health policy (for all full- and part-time employees with an employment contract and with some exceptions attributable to contractual situations previously acquired);
- occupational and non-occupational accident policy for all employees;
- life policies (applicable only to Parent Company executives and to all employees of subsidiaries);
- permanent disability policy (applicable to all employees of subsidiaries);
- luncheon vouchers (for all employees, varying from €5.29 to €7.40);
- company cars (for some individuals based on prevailing internal policies);
- corporate contributions to supplementary pension provision (for all permanent employees, with percentages varying from 1.5% to 4% of gross annual salary and /or based on salaries for post-employment benefit purposes (subject to certain contractual situations previously acquired);
- attribution of service accommodation (for 13 staff over the financial year).

For the Managers with strategic responsibility identified for 2016 (5 managers as of 31/12/2016), the information is provided in aggregate form with an indication of the number of persons to which it refers (this involves 6 managers who, during the year, have held this position, even for part of the year).

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

Consistent with the report provided to the Shareholders' Meeting of 22nd March 2016 regarding 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 > 2016) together with the minutes of the Shareholders' Meeting of 22nd March 2016, pursuant to article 125 d of the Consolidated Finance Act), we provide - in addition to what is already stated in other parts of this Report - some further concise information on the implementation, in 2016, of the policies approved one year ago.

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

The average ratio between the variable proficiency component for 2016, for managers who received it, and fixed remuneration for 2016 amounted to 27.99%.

Middle Management and Professional Areas that hold commercial roles

The average ratio between variable component and fixed remuneration for 2016 was 19.39%.

Other Middle Management and Professional Areas

For 2016, bonuses were paid equal to 7.58% of the workforce with an average amount equal to 7.87% of Gross Annual Salary.

Other information

For completeness of information and regarding the entire company workforce, the following is also pointed out:

- salary increases were given to 6.16% of the company workforce with an average increase in Gross Annual Salary of 13.87%;
- promotions (increase in rank) were given to 19.88% of the company workforce;
- in 2016, the Gross Annual Salary underwent a gross increase (inclusive of inflation rate and contractual increases) of 3.24%;
- at the end of 2016 there was a project collaboration relationship;
- during 2016, a further 5 stability agreements were formalised with employees that hold commercial roles (the total number of stability agreements as of 31/12/2016 is now 18).

Group Companies

(a) IFIS FINANCE Sp. z o.o.

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

1. The mandate of the directors was carried out:
 - ✓ by a manager of the Parent Company free of charge and thus without the need to repay the emoluments for appointments held by employees of the Parent Company;
 - ✓ by the Vice President of the Parent Company who has carried out the mandate free of charge.
2. a company bonus equal to one month's salary, paid with December 2016 salary, linked to the working period in the year, was paid to the staff in post as at 31/12/2016, whose employment relationship would continue into 2017 and with at least three months' company seniority;
3. four individuals were paid a variable component according to a model like that used by the Parent Company for the commercial network incentive system;
4. the total amount of remuneration attributed to staff at 31/12/2016 (no. 12 persons) amounted to €304,128.

b. INTERBANCA S.p.A. and ITS SUBSIDIARIES TO 31/12/2016 (IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)

Introduction

The remuneration policy (also “Compensation Policy”) adopted by the Shareholders' Meeting on 29 April 2016, was defined and implemented by the previous General Electric management until November 30, 2016, at which date GE Capital Interbanca Group was acquired by the Banca IFIS Banking Group.

This final report, therefore, with particular reference to the quantitative data in it, will take account of the change in ownership and the consequent changes in the corporate structure from that date.

Implementation of 2016 remuneration policies for Material Risk Takers

1. Material Risk Takers and the consequences related to transition to new ownership.

There were 26 Material Risk Takers (that is, the key personnel, also “MRT”) in 2016 including the members of the Board of Directors whose mandate ceased on 30th November 2016.

It should be noted that the Chief Risk Officer, Chief Compliance Officer, the Factoring Managing Director, the Chief Operations Officer and the Chief Financial Officer (the latter was not a Bank employee but a separate officer from a GE company based abroad) also left on the same day the Bank passed to new ownership.

The HR Director and the General Manager ceased their employment relationship with the Bank on 31st December 2016.

The Internal Audit Leader's powers were revoked on entry into new ownership.

The Factoring Credit Leader resigned during the year and was not replaced, as the powers of this post were transferred to the Parent Company's Chief Risk Officer, already included as MRT.

The Pricing Leader, also resigned during the year, and was replaced by the Pricing Manager.

2. Implementation of Role Based Allowances for MRT Control Function Managers were part of the Executive Band.

For the financial year 2016, two MRT, Control Functions managers who were classified as Executive Band (under previous General Electric management structure), the Chief Risk Officer and the Human Resources Director, were given the Role Based Allowance or role allowance.

Both MRT voluntarily ended their employment relationship with the Bank on 30/11/2016 and 31/12/2016 respectively.

3. Retention plans

Confirmation of the retention bonus for 2016, already introduced in 2015, with the aim of retaining key resources during the sale process ended only at 30th November 2016.

The variable remuneration (retention bonuses included) for MRT who were not Managers of Control Functions in post at the time of its payment, was paid in respect of the limit of 1:2 between fixed and variable remuneration components as required by the prevailing Compensation Policy.

Aggregated data on fixed salary, variable remuneration and on retention regarding the financial year 2016 are presented in “Other tables” in the second part of this report.

4. Severance Packages (Annex C to the Compensation Policy 2016)

In view of the acquisition of the GE Capital Interbanca Group by the Banca IFIS Banking Group and of the new corporate structure, 6 MRT employment relationships were resolved voluntarily

(including the General Manager and Chief Executive Officer) as of 30th November 2016 and 31st December 2016.

In line with the provisions of Appendix C to the Compensation Policy of the then GE Capital 2016 Interbanca S.p.A., specifically approved by the Shareholders' Meeting of 29th April 2016, all amounts individually paid were defined within the salary provided for in the CCNL [National Collective Labour Agreement] for executives of credit, financial and instrumental businesses and are subject to the claw back clause for a period of 5 years after termination of employment.

Please note that these sums were not subject to deferment because, as well as being defined within the scope of the contract, they were paid with a view to avoiding litigation.

Remuneration Committee meetings

In 2016, the Committee met seven times. The average duration of a meeting was around an hour. The Committee did not make use of the services of external consultants.

The Committee consisted of the President of the Board of Directors, Ugo Draetta, and two independent directors, Mario Garraffo and Marco Giorgino.

The Director, Mario Garraffo, participated in 5 of the seven meetings and Director, Marco Giorgino, in six.

The role of Secretary was carried out by the HR Director, Adriana Paolone.

During 2016, it was not necessary to make specific financial resources available to the Committee for the performance of its duties.

The above-mentioned Remuneration Committee ceased with the takeover by Banca IFIS on 30th November 2016.

Quantitative data relating to 2016 remuneration policies.

For details of quantitative data, please refer to "Other tables" (in the second part of this report).

We should start by saying that implementation of the incentivising remuneration work is expected in April 2017.

Consequently, aggregate quantitative data reported in the corresponding table entries are shown based on the assessments made to date, and the provisions made.

Finally, for 2016, in consideration of the sale, deferment of the variable part of remuneration will be made only in "cash".

The total expected variable remuneration outlay is financially viable if we consider the individual regulatory capital of Interbanca S.p.A. (formerly GE Capital Interbanca S.p.A. and Parent Company of the former GE Capital Interbanca Banking Group S.p.A.) at 31st December 2016 equal to €865 million and the CET1 ratio of 37.4%.

Deferred amounts will still be subject to a sustainability check and to malus and/or claw back provisions.

Compensation for members of the Board of Directors and Auditors

There are no fees for members of General Electric's Board of Directors, although the variable portion of their pay is tied to the results of the GE Capital Interbanca Banking Group.

The total fees for Interbanca S.p.A.'s two independent directors amounts to €165,000.00 (including remuneration for Committee assignments within the Board of Directors) and the remuneration of the President of the Board of Directors amounted to €82,500.00 (including remuneration for Committee assignments within the Board of Directors).

It should be noted that remuneration for 2016, was calculated from January to November 2016.

For 2016, there are no fees for Board members who have been mandated by the new owner. This also applies for Board members of Interbanca S.p.A.'s subsidiaries as at 31st December 2016 who, as employees of GE and, from 30th November 2016, employees of Banca IFIS S.p.A., have not drawn any remuneration.

The total 2016 remuneration for the Board of Statutory Auditors is equal to €222,500.00, of which €11,667.00 is for Auditors entering post from 1st December 2016. Regarding remuneration for the Auditors of subsidiaries of Interbanca S.p.A., as at 31st December 2016, there is a total amount for the three companies of €256,916.67, of which €17,500.00 for the Auditors entering in post from 1st December 2016.

All the above amounts, which do not include other expenses (VAT, Lawyers Provident Fund), are in line with what was approved by the relevant Shareholders' Meetings.

2. Part two: remuneration paid in 2016

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)

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 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
Remuneration at Banca IFIS S.p.A.				25	-		650							675	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				25	-	-	650	-	-	-	-	-	-	675	n.a.	-
Alessandro Csillaghy De Pacser	Deputy Chairman	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
Remuneration at Banca IFIS S.p.A.				25	-		500							525	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				25	-	-	500	-	-	-	-	-	-	525	n.a.	-
Giovanni Bossi	CEO	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
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				25	-	-	650	-	-	-	650	-	-	1.325	n.a.	-

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 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	25	26	9								60		
	President Risk Management & Internal Control Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						68					68		
	President Nominations Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						4					4		
	Member of Supervisory Body	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	13										13		
Remuneration at Banca IFIS S.p.A.				38	26	9	-	-	72	-	-	-	-	146	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				38	26	9	-	-	72	-	-	-	-	146	n.a.	-
Francesca Maderna	Board Director	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	25	25	9								59		
	Member of Risk Management & Internal Control Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						42					42		
	President Remuneration Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						4					4		
Remuneration at Banca IFIS S.p.A.				25	25	9	-	-	46	-	-	-	-	104	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				25	25	9	-	-	46	-	-	-	-	104	n.a.	-
Antonella Malinconico	Board Director	from 22/3/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	19	19	8								46		
	Member of Risk Management & Internal Control Committee	from 22/3/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						35					35		
Remuneration at Banca IFIS S.p.A.				19	19	8	-	-	35	-	-	-	-	81	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				19	19	8	-	-	35	-	-	-	-	81	n.a.	-
Riccardo Preve	Board Director	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	25	24	14								64		
	Member of Nominations Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						4					4		
	Member of Remuneration Committee	from 22/3/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						4					4		
Remuneration at Banca IFIS S.p.A.				25	24	14	-	-	8	-	-	-	-	71	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				25	24	14	-	-	8	-	-	-	-	71	n.a.	-
Marina Salamon	Board Director	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/16											-		
Remuneration at Banca IFIS S.p.A.				25	23	1	-	-	-	-	-	-	-	49	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				25	23	1	-	-	-	-	-	-	-	49	n.a.	-
Daniele Santosuosso	Board Director	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	25	25									50		
	Member of Risk Management & Internal Control Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						42					42		
	Member of Nominations Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						4					4		
	Member of Remuneration Committee	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18						4					4		
	Member of Supervisory Body	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18	10										10		
Remuneration at Banca IFIS S.p.A.				35	25	-	-	-	49	-	-	-	-	109	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				35	25	-	-	-	49	-	-	-	-	109	n.a.	-

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					
Giacomo Bugna	Chairman of the Board of Statutory Auditors	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
Remuneration at Banca IFIS S.p.A.				99	21	8								127	n.a.	-
Remuneration from (direct and indirect) Subsidiaries of Banca IFIS S.p.A. (period 01/12/2016 to 31/12/18)				13		1								13	n.a.	-
Total				111	21	9	-	-	-	-	-	-	-	141	n.a.	-
Giovanna Ciriotto	Standing statutory auditor	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
Remuneration at Banca IFIS S.p.A.				66	19									84	n.a.	-
Remuneration from (direct and indirect) Subsidiaries of Banca IFIS S.p.A. (period 01/12/2016 to 31/12/18)				8									8	n.a.	-	
Total				74	19	-	-	-	-	-	-	-	-	92	n.a.	-
Piera Vitali	Standing statutory auditor	from 1/1/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
Remuneration at Banca IFIS S.p.A.				-										-	n.a.	-
Remuneration from (direct and indirect) Subsidiaries of Banca IFIS S.p.A.				8									8	n.a.	-	
Total				3										8	n.a.	-
Massimo Miani	Standing statutory auditor	from 22/3/2016 to 31/12/2016	Approval of the financial statements to 31/12/18													
Remuneration at Banca IFIS S.p.A.				54	14									68	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries				-									-	n.a.	-	
Total				54	14	-	-	-	-	-	-	-	-	68	n.a.	-
Andrea Martin	President of Supervisory Body	from 1/1/2016 to 21/03/2016	Approval of the financial statements to 31/12/18	25										25		
	Director	from 1/1/2016 to 22/03/2016	Approval of the financial statements to 31/12/15	6	6									12		
	Member of Risk Management & Internal Control Committee	from 1/1/2016 to 22/03/2016	Approval of the financial statements to 31/12/15							7				7		
	Member of Remuneration Committee	from 1/1/2016 to 22/03/2016	Approval of the financial statements to 31/12/15													
Remuneration at Banca IFIS S.p.A.				31	6	-	-	-		7	-	-	-	44	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries				-									-	n.a.	-	
Total				31	6	-	-	-		7	-	-	-	44	n.a.	-
Mauro Rovida	Standing statutory auditor until 21/03/2016	from 1/1/2016 to 21/03/2016	Approval of the financial statements to 31/12/15													
Remuneration at Banca IFIS S.p.A.				11	4									15	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries				-									-	n.a.	-	
Total				11	4	-	-	-	-	-	-	-	-	15	n.a.	-
Alberto Staccione	General Manager	from 1/1/2016 to 31/12/2016	n.a.													
Remuneration at Banca IFIS S.p.A.								308		26	185	17		536	n.a.	-
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				-	-	-	-	308	-	26	185	17	-	536	n.a.	-
Other executives with strategic responsibilities (five people at 31/12/2016)																
Remuneration at Banca IFIS S.p.A.								646		318		20		984	-	151
Remuneration from Banca IFIS S.p.A. subsidiaries														-	n.a.	-
Total				-	-	-	-	646	-	318	-	20	-	984	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 b, 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 Group.

TABLE 3A

TABLE 3A Incentive plans based on financial instruments other than stock options for members of the Board, for general managers and for the other executives with strategic responsibilities

(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)	(11)	(12)
Surname and First Name	Appointment	Plan	Number and type of financial	Vesting period	Number and type of financial	Fair value at allocation date	Vesting period	Date of allocation	Market price upon allocation	Number and type of financial	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	*4517	3	-	-	-	-	-	-	7.243	194.990,98	26,92
		2016 Plan Resolution of 22/03/2016									**	**	**
Remuneration from Banca IFIS S.p.A. subsidiaries		2014 Plan	-	-	-	-	-	-	-	-	-	-	-
		2015 Plan	-	-	-	-	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-	-	-	-	-
Total			15.181								13.938	324.982,30	
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	*1280	3	-	-	-	-	-	-	2.052	55.242,51	26,92
		2016 Plan Resolution of 22/03/2016									**	**	**
Remuneration from Banca IFIS S.p.A. subsidiaries		2014 Plan	-	-	-	-	-	-	-	-	-	-	-
		2015 Plan	-	-	-	-	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-	-	-	-	-
Total			4.301								3.949	92.075,00	

(*) The number of shares is determined by the market price on the date of assignment. Said number will be recalculated at the moment of payment.

(**) The data of assignable shares with reference to the incentive attributed regarding the year 2016 results will be available following the resolutions of the Ordinary Shareholders' Meeting convened on 21/04/2017

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

(A) Surname and First Name	(B) Appointment	(1) Plan	(2) Annual bonus			(3) Bonus of previous years			(4) Other bonuses
			(A)	(B)	(C)	(A)	(B)	(C)	
			Payable/paid	Deferred	Period of deferral	No longer payable	Payable/paid	Deferred again	
Bossi Giovanni	CEO								
Remuneration at Banca IFIS S.p.A.		2013-2014-2015 Plans	-	-	-	-	260.000	650.000	-
		2016 Plan Resolution of 22/03/2016	390.000	260.000	3	-	-	-	-
Remuneration from Banca IFIS S.p.A. subsidiaries		2015 Plan	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-
Total			390.000	260.000	3	-	260.000	650.000	-
Staccione Alberto	General Manager								
Remuneration at Banca IFIS S.p.A.		2013-2014-2015 Plans	-	-	-	-	73.658	184.145	-
		2016 Plan Resolution of 22/03/2016	111.023	74.016	3	-	-	-	-
Remuneration from Banca IFIS S.p.A. subsidiaries		2015 Plan	-	-	-	-	-	-	-
		2016 Plan	-	-	-	-	-	-	-
Total			111.023	74.016	3	-	73.658	184.145	-

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 Sebastien Egon (including shares held indirectly through La Scogliera S.p.A.)	President	Banca IFIS S.p.A.	26,974,036	52,811	0	27,026,847
Csillaghy Alessandro	Vice President	---	---	---	---	---
Bossi Giovanni	Chief Executive Officer	Banca IFIS S.p.A.	1,845,343	7,243	0	1,852,586
Benini Giuseppe	Director	---	---	---	---	---
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.	1,250,168	2,000	- 10,000	1,242,168
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	President - Board of Statutory Auditors	---	---	---	---	---
Ciriotta Giovanna	Standing statutory auditor	---	---	---	---	---
Rovida Mauro	Standing statutory auditor	---	---	---	---	---
Staccione Alberto	General Manager	Banca IFIS S.p.A.	141,897	2,052	0	143,949

** 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
5	Banca IFIS S.p.A.	---	---	---	---

Other tables

AGGREGATE QUANTITATIVE INFORMATION FOR BANCA IFIS S.p.A. BUSINESS LINE			
BUSINESS LINES	NUMBER	GROSS ANNUAL SALARY	GROSS VARIABLE ANNUAL SALARY
B.U. Credi Impresa Futuro + B.U. Internazionale	324	11.187.795,07	1.809.049,27
B.U. Pharmacies	11	660.098,46	51.201,66
B.U. NPL	120	3.328.958,46	502.738,65
B.U. PHARMA	11	588.738,84	76.941,65
B.U. Retail	21	471.072,18	39.774,90
BU Tax Credits	25	1.026.012,65	269.810,40
General Directorate - Control Functions	48	2.040.456,58	341.025,39
General Directorate - Staff and support structures	328	10.748.558,13	1.303.835,50
TOTAL	888	30.051.690,37	4.394.377,42

AGGREGATE QUANTITATIVE INFORMATION PER BUSINESS LINE IN SUBSIDIARY COMPANIES (INTERBANCA, IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)			
BUSINESS LINES	Number	GROSS ANNUAL SALARY	GROSS VARIABLE ANNUAL SALARY
General Directorate - Staff and support structures to 31/12/2016	242	11.328.690,45	1.042.969,11
General Directorate - Control Functions to 31/12/2016	28	1.798.716,08	347.350,21
IFIS Factoring Retail Banking/Factoring to 31/12/2016	35	1.738.985,60	242.097,34
B.U. Interbanca - Commercial Lending to 31/12/2016	14	976.292,71	152.654,11
B.U. Interbanca - Finance structured to 31/12/2016	9	630.547,00	325.549,21
B.U. Interbanca - Workout & Recovery to 31/12/2016	18	1.106.360,15	297.371,77
IFIS Leasing - Auto Leasing to 31/12/2016	100	4.315.596,00	630.732,00
IFIS Rental Services - Equipment Leasing Finance to 31/12/2016	29	1.148.654,91	242.700,25
TOTALS	475	23.043.842,90	3.281.424,00

AGGREGATE QUANTITATIVE INFORMATION DISTRIBUTED BETWEEN THE VARIOUS CATEGORIES OF "KEY PERSONNEL"					
SUBSIDIARY COMPANIES (INTERBANCA, IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)	No.	Payment at the start of employment	No.	Severance package	Severance payments (excluding Pension Fund reserves)
President of the Board of Directors	0	0	0	0	0
Vice President	0	0	0	0	0
Non-Executive Directors	0	0	0	0	0
CEO and General Manager	1	0	1	2.685.779,00	506.160,85
Material Risk Takers	5	0	5	4.388.853,86	56.919,58
Total	6	0	6	7.074.632,86	563.080,43

AGGREGATE QUANTITATIVE INFORMATION DISTRIBUTED BETWEEN THE VARIOUS CATEGORIES OF "KEY PERSONNEL"							
SUBSIDIARY COMPANIES (INTERBANCA, IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)	N.	Deferred from previous years and paid in this financial year in cash	N.	Deferred from previous years and paid in this financial year in shares	N.	Deferred from previous years and withdrawn	Existing non-attributed, deferred remuneration
President of the Board of Directors to 30/11/2016	1	-	-	-	-	-	-
Non-Executive Directors to 30/11/2016	2	-	-	-	-	-	-
GE Board of Directors to 30/11/2016	4	-	-	-	-	-	-
CEO and General Manager to 30/11/2016	1	74.157,00	1	-	-	-	249.880,00
President of the Board of Directors from 01/12/2016 (Banca IFIS Group)	1	-	-	-	-	-	-
CEO from 01/12/2016 (Banca IFIS Group)	1	-	-	-	-	-	-
Banca IFIS Parent Company Board of Directors from 01/12/2016	4	-	-	-	-	-	-
Material Risk Takers 30/11/2016 (excluding the General Manager)	18	32.394,00	4	98.681,45	-	-	139.876,00
Material Risk Takers 31/12/2016 (excluding the General Manager)	13	6.151,00	2	37.976,94	-	-	38.222,00
Material Risk Takers - Business Unit Heads to 31/12/2016	4	6.151,00	1	304,30	-	-	24.762,00

BANCA IFIS SPA	
Total remuneration in excess of € 1 million	N.
€1 million - 1.5 million	1
€1.5 - 2 million	
€2 - 2.5 million	
€2.5 - 3 million	
€3 - 3.5 million	
€3.5 - 4 million	
€4 - 4.5 million	

SUBSIDIARY COMPANIES (INTERBANCA, IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)	
Total remuneration in excess of € 1 million	N.
€1 million - 1.5 million	3
€1.5 - 2 million	
€2 - 2.5 million	
€2.5 - 3 million	
€3 - 3.5 million	1
€3.5 - 4 million	
€4 - 4.5 million	

AGGREGATE QUANTITATIVE INFORMATION REPRESENTING "KEY PERSONNEL" (ONLY EMPLOYEES) OF BANCA IFIS GROUP (SELF-EVALUATION CARRIED OUT FEBRUARY 2017)								
Banca IFIS Group	No.	FIXED	VARIABLE	% AVERAGE VARIABLE ON FIXED	Cash up front	Equity up front	Cash deferred	Equity deferred
KEY PERSONNEL	37	4.265.882,27	1.421.444,88	33,23%	1.276.639,58	-	144.805,30	-

AGGREGATE QUANTITATIVE INFORMATION DISTRIBUTED BETWEEN THE VARIOUS CATEGORIES OF "MOST IMPORTANT PERSONS OF THE SUBSIDIARY COMPANIES (INTERBANCA, IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)														
SUBSIDIARY COMPANIES (INTERBANCA, IFIS LEASING, IFIS FACTORING, IFIS RENTAL SERVICES)	No.	FIXED	VARIABLE	% INDIVIDUAL MAXIMUM VARIABLE	% VARIABLE ON FIXED	Variable pay 2016								
						Bonus Performance 2016				Retention 2016				
						Cash up front	Equity up front	Cash deferred	Equity deferred	Retention program value	Cash up front	Equity up front	Cash deferred July 2017	Equity deferred
President of the Board of Directors to 30/11/2016 (including governance committee roles)	1	82.500,00	0	0	0	0	0	0	0	0	0	0	0	0
Non-Executive Directors to 30/11/2016 (including governance committee roles)	2	165.000,00	0	0	0	0	0	0	0	0	0	0	0	0
GE Board of Directors to 30/11/2016	4	0	0	0	0	0	0	0	0	0	0	0	0	0
CEO or Director General	1	490.620,00	0	0	0	0	0	0	0	0	0	0	0	0
Material Risk Takers to 30/11/2016 (excluding Managing Director and Members of the Board of Directors)	18	2.705.454,06	647.167,20	81%	24%	165.523,99	n.a.	144.805,93	0	336.837,28	286.449,96	0	27.499,43	0
Material Risk Takers - Governance department heads to 30/11/2016	6	836.632,03	89.757,00	20%	11%	48.891,00	n.a.	0	0	40.866,00	26.414,00	0	0	0
President of the Board of Directors from 01/12/2016 (Banca IFIS Group)	1	0	0	0	0	0	0	0	0	0	0	0	0	0
CEO from 01/12/2016 (Banca IFIS Group)	1	0	0	0	0	0	0	0	0	0	0	0	0	0
Members of the Board of Directors employed by Parent Company Banca IFIS from 01/12/2016	4	0	0	0	0	0	0	0	0	0	0	0	0	0
Material Risk Takers to 31/12/2016 (excluding the General Manager and Members of the Board of Directors)	13	1.517.001,65	647.167,20	81%	43%	165.523,99	0	144.805,93	0	336.837,28	286.449,96	0	27.499,43	0
Material Risk Takers - Governance department heads to 31/12/2016	4	458.090,00	89.757,00	20%	20%	48.891,00	0	0,00	0	40.866,00	26.414,00	0	0	0
Material Risk Takers - Business Unit heads to 31/12/2016	4	568.216,35	336.656,70	77%	59%	52.470,39	0	100.996,13	0	183.190,88	147.254,96	0	27.499,43	0

APPENDIX E

VOTING LIST FOR ITEM 2) OF THE AGENDA:

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

Remuneration Report

BANCA IFIS

Share capital €

53.811.095,00

SHAREHOLDER	NOT VOTING	%	FOR	%	AGAINST	%	ABSTENTIONS	%
LA SCOGLIERA S.P.A.		0,0000%	26.966.847	50,1139%		0,0000%		0,0000%
ALBIZZATI TIZIANO VINCENZO		0,0000%	2.500	0,0046%		0,0000%		0,0000%
ALCHIMIA SPA		0,0000%	1.076.247	2,0000%		0,0000%		0,0000%
BOALO' PIETRO AMERIGO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
BOSSI GIOVANNI		0,0000%	1.838.646	3,4169%		0,0000%		0,0000%
CASELLI LAURA		0,0000%	1.000	0,0019%		0,0000%		0,0000%
CHIESA DANIELA		0,0000%	2.500	0,0046%		0,0000%		0,0000%
COZZA PIETRO		0,0000%	500	0,0009%		0,0000%		0,0000%
MADERNA FRANCESCA		0,0000%	1.070.422	1,9892%		0,0000%		0,0000%
MIOTTI FRANCO		0,0000%	1.000	0,0019%		0,0000%		0,0000%
PANDOLFO FABRIZIO		0,0000%	3.200	0,0059%		0,0000%		0,0000%
PORTALUPPI ANNAMARIA CRISTINA		0,0000%	1.250	0,0023%		0,0000%		0,0000%
PREVE COSTRUZIONI SPA		0,0000%	1.150.000	2,1371%		0,0000%		0,0000%
PREVE RICCARDO		0,0000%	92.168	0,1713%		0,0000%		0,0000%
RIZZARDI RAFFAELE		0,0000%	1.000	0,0019%		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%	59.591	0,1107%		0,0000%		0,0000%
3M CANADA COMPANY MASTER TRUST		0,0000%	6.520	0,0121%		0,0000%		0,0000%
3M ERIP ACADIAN GLOBAL		0,0000%	22.976	0,0427%		0,0000%		0,0000%
70030 PD GLOBALE AKTIER VII		0,0000%	31.941	0,0594%		0,0000%		0,0000%
ACADIAN INTERNATIONAL SMALL CAPFUND		0,0000%	13.728	0,0255%		0,0000%		0,0000%
ACADIAN NON-US SMALL-CAP LONG-SHORT EQUITY FUND LLC		0,0000%	681	0,0013%		0,0000%		0,0000%
ACCIDENT COMPENSATION CORPORATION		0,0000%	14.497	0,0269%		0,0000%		0,0000%
ACTIVE INTERNATIONAL SMALL CAP LENDING COMMON TRUST FUND		0,0000%	20.497	0,0381%		0,0000%		0,0000%
AGI PV WS RCM IND 8490 07 5210 SPK		0,0000%	8.285	0,0154%		0,0000%		0,0000%
ALASKA PERMANENT FUND CORPORATION		0,0000%	2.981	0,0055%		0,0000%		0,0000%
ALKEN FUND		0,0000%	601.900	1,1185%		0,0000%		0,0000%
ALKEN FUND		0,0000%	274.849	0,5108%		0,0000%		0,0000%
ALLIANZGI FONDS GANO 2		0,0000%	2.323	0,0043%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	2.400	0,0045%		0,0000%		0,0000%
ALLIANZGI-FONDS DSPT		0,0000%	2.900	0,0054%		0,0000%		0,0000%
ALTRIA CLIENT SERVICES MASTER RETIREM.T.		0,0000%	19.502	0,0362%		0,0000%		0,0000%
AMG TRILOGY INTERNATIONAL SMALLCAP FUND		0,0000%	17.503	0,0325%		0,0000%		0,0000%
ANZ WHOLESALE INTERNATIONAL SHARE NO. 3		0,0000%	2.600	0,0048%		0,0000%		0,0000%
AQR INTERNATIONAL SMALL CAP EQUITY FUND, L.P.		0,0000%	17.485	0,0325%		0,0000%		0,0000%
ARIZONA STATE RETIREMENT SYSTEM		0,0000%	7.802	0,0145%		0,0000%		0,0000%
ARKANSAS STATE HIGHWAY EMPLOYEES RETIREMENT SYSTEM		0,0000%	9.500	0,0177%		0,0000%		0,0000%
ARROWSTREET CAPITAL GLOBAL EQUITY - ALPHA EXTENSION FUND LIMITED		0,0000%	17.499	0,0325%		0,0000%		0,0000%
AXA ROSENBERG EQUITY ALPHA TRUST		0,0000%	2.400	0,0045%		0,0000%		0,0000%
AXA WORLD FUNDS		0,0000%	51.077	0,0949%		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%	6.992	0,0130%		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%	107	0,0002%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	9.339	0,0174%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	77.155	0,1434%		0,0000%		0,0000%
BLACKROCK INST TRUST CO NA INV FUNDSFOR EMPLOYEE BENEFIT TR		0,0000%	21.069	0,0392%		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%		0,0000%	4.319	0,0080%		0,0000%
BMO NESBITT BURNS SEG ACCT		0,0000%	7.000	0,0130%		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%	92.417	0,1717%		0,0000%		0,0000%
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		0,0000%	7.205	0,0134%		0,0000%		0,0000%
BOILERMAKER BLACKSMITH NATIONAL PENSION		0,0000%	5.344	0,0099%		0,0000%		0,0000%
BOSTON PATRIOT CONGRESS ST LLC C/O PANAGORA ASSET MANAGEMENT, INC.		0,0000%	100	0,0002%		0,0000%		0,0000%
BRICKLAYERS + TROWEL TRADES INTERNATIONAL PENSION FUND		0,0000%	300	0,0006%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	45.629	0,0848%		0,0000%		0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		0,0000%	2.934	0,0055%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	4.685	0,0087%		0,0000%		0,0000%
CALIFORNIA STATE TEACHERS RETIREMENT SYSTEM		0,0000%	23.993	0,0446%		0,0000%		0,0000%
CARPIMKO PM CAPI H		0,0000%	19.000	0,0353%		0,0000%		0,0000%

CASEY FAMILY PROGRAMS		0,0000%	11.070	0,0206%		0,0000%		0,0000%
CBOCS ATF CBGS-WGSS02 NEW		0,0000%	21.099	0,0392%		0,0000%		0,0000%
CE8F WILLIAM BLAIR ISCE		0,0000%	39.262	0,0730%		0,0000%		0,0000%
CF DV ACWI EX-U.S. IMI FUND		0,0000%	129	0,0002%		0,0000%		0,0000%
CG CAYMAN FUND LIMITED		0,0000%		0,0000%		0,0000%	4.771	0,0089%
CH0526 - UBS (CH) INSTITUTIONAL FUND - EQUITIES GLOBAL SMALL CAP PASSIVE II		0,0000%	1.140	0,0021%		0,0000%		0,0000%
CHEVRON MASTER PENSION TRUST		0,0000%	9.812	0,0182%		0,0000%		0,0000%
CHEVRON MASTER PENSION TRUST		0,0000%	2.346	0,0044%		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 NEW YORK DEFERRED COMPENSATION PLAN		0,0000%	39.705	0,0738%		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%	4.339	0,0081%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	3.419	0,0064%		0,0000%		0,0000%
CITY OF NEW YORK GROUP TRUST		0,0000%	71.197	0,1323%		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%
CLINTON EQUITY STRATEGIES MASTER FUND LTD		0,0000%		0,0000%		0,0000%	23.732	0,0411%
CLINTON LIGHTHOUSE EQUITY STRATEGIES FUND (OFFSHORE) LP CO CLINTON GROUP, INC.		0,0000%		0,0000%		0,0000%	739	0,0014%
CLINTON LIGHTHOUSE EQUITY STRATEGIES MASTER FUND LTD. C/O CLINTON GROUP, INC		0,0000%		0,0000%		0,0000%	2.906	0,0054%
COLLEGE RETIREMENT EQUITIES FUND		0,0000%	103.952	0,1932%		0,0000%		0,0000%
COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P		0,0000%	18.038	0,0335%		0,0000%		0,0000%
COLONIAL FIRST STATE INVESTMENTS LIMITED.		0,0000%	3.529	0,0066%		0,0000%		0,0000%
COLTRANE MASTER FUND L.P.		0,0000%	1.316	0,0024%		0,0000%		0,0000%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		0,0000%	122	0,0002%		0,0000%		0,0000%
COPPER ROCK INTERNATIONAL SMALL CAP FUND		0,0000%	316.372	0,5879%		0,0000%		0,0000%
COUNSEL GLOBAL SMALL CAP		0,0000%	32.184	0,0598%		0,0000%		0,0000%
COX ENTERPRISES INC MASTER TRUST		0,0000%	3.526	0,0066%		0,0000%		0,0000%
CPA COP PSERS ACADIAN ASSET MGMT		0,0000%	11.488	0,0213%		0,0000%		0,0000%
CPA COP PSERS BATTERYMARCH FIN MGT		0,0000%	7.645	0,0142%		0,0000%		0,0000%
CPA COP PSERS WASATCH ADVISORS		0,0000%	57.255	0,1064%		0,0000%		0,0000%
CTJ RE STANLIB GLOBAL EQ HOSKING		0,0000%	27.866	0,0518%		0,0000%		0,0000%
DELTA MASTER TRUST		0,0000%	60.525	0,1125%		0,0000%		0,0000%
DELTA PILOTS DISABILITY AND SURVIVORSHIP		0,0000%	6.246	0,0116%		0,0000%		0,0000%
DEUTSCHE X-TRACKERS MSCI EMU HEDGED EQUITY ETF		0,0000%	246	0,0005%		0,0000%		0,0000%
DIGNITY HEALTH		0,0000%	1.507	0,0028%		0,0000%		0,0000%
DIGNITY HEALTH RETIREMENT PLAN TRUST		0,0000%	1.389	0,0026%		0,0000%		0,0000%
DOMINION RESOURCES INC. MASTER TRUST		0,0000%	24.068	0,0447%		0,0000%		0,0000%
DONNELLEY FINANCIAL PENSION TRUST		0,0000%	1.082	0,0020%		0,0000%		0,0000%
DUKE ENERGY RETIREMENT SAVINGS PLAN		0,0000%	1.571	0,0029%		0,0000%		0,0000%
DUPONT AND RELATED COMP DEFINED CONTRIBUTION PLAN MASTER TR		0,0000%	4.200	0,0078%		0,0000%		0,0000%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS		0,0000%	13.245	0,0246%		0,0000%		0,0000%
ENSIGN PEAK CP LSV INTL SMALL		0,0000%	21.700	0,0403%		0,0000%		0,0000%
ENSIGN PEAK INTL SC LSV ASSET		0,0000%	87.510	0,1626%		0,0000%		0,0000%
ERGOS OFFSHORE I LTD CO HARNEYS CORPORATE SERVICES		0,0000%		0,0000%		0,0000%	50	0,0001%
EXELON CORPORATION DEF CONTRIBUTION RET PLANS MASTER TR		0,0000%	15.379	0,0286%		0,0000%		0,0000%
EXELON CORPORATION PENSION MASTER RETIREMENT TRUST		0,0000%	26.093	0,0485%		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%	715.049	1,3288%		0,0000%		0,0000%
FCP HSBC TECHNOLOGIE		0,0000%	46.008	0,0855%		0,0000%		0,0000%
FIDELITY SAL ST T SPARTAN TOTAL INT IN F		0,0000%	160	0,0003%		0,0000%		0,0000%
FIRE AND POLICE PENSION FUND SAN ANTONIO		0,0000%	2.145	0,0040%		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%	285	0,0005%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	104.832	0,1948%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	27.232	0,0506%		0,0000%		0,0000%
FLORIDA RETIREMENT SYSTEM .		0,0000%	36.990	0,0687%		0,0000%		0,0000%
GLOBEFLEX INTERNATIONAL PARTNERS LTD		0,0000%	4.300	0,0080%		0,0000%		0,0000%
GOVERNMENT INSTITUTIONS PENSION FUND		0,0000%	1.510	0,0028%		0,0000%		0,0000%
GOVERNMENT OF NORWAY		0,0000%	676.485	1,2571%		0,0000%		0,0000%
GOVERNMENT OF NORWAY		0,0000%	723.155	1,3439%		0,0000%		0,0000%
GOVERNMENT OF NORWAY		0,0000%	135.978	0,2527%		0,0000%		0,0000%
GOVERNMENT OF THE PROVINCE OF ALBERTA		0,0000%	12.900	0,0240%		0,0000%		0,0000%
GOVERNMENT SUPERANNUATION FUND		0,0000%	12.994	0,0241%		0,0000%		0,0000%
GW+K INTERNATIONAL SMALL CAP FUND, L.P.		0,0000%	17.645	0,0328%		0,0000%		0,0000%
HIGHMARK LIMITED HIGHMARK LONG SHORT EQUITY 2 CO PANAGORA ASSET MANAGEMENT INC		0,0000%		0,0000%		0,0000%	50	0,0001%
HOSKING GLOBAL FUND PLC		0,0000%	248.158	0,4612%		0,0000%		0,0000%
HOSKING PARTNERS COLLECTIVE INVESTMENT TRUST		0,0000%	22.414	0,0417%		0,0000%		0,0000%
HOSTPLUS POOLED SUPERANNUATION TRUST		0,0000%	32.259	0,0599%		0,0000%		0,0000%
HRW TESTAMENTARY TRUST NO. 10		0,0000%	9.229	0,0172%		0,0000%		0,0000%
HSBC GLOBAL INVESTMENT FUNDS		0,0000%	154.495	0,2871%		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%	4.207	0,0078%		0,0000%		0,0000%

INDIANA PUBLIC RETIREMENT SYSTEM	0,0000%	760	0,0014%	0,0000%	0,0000%
INTEL CORP RETIREMENT PLANS MASTER FUND	0,0000%	13.300	0,0247%	0,0000%	0,0000%
INTERNATIONAL LP I	0,0000%	538	0,0010%	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%
INTERNATIONAL PAPER CO COMMINGLED INVESTMENT GROUP TRUST	0,0000%	35.915	0,0667%	0,0000%	0,0000%
ISHARES CORE MSCI EAFE ETF	0,0000%	34.190	0,0635%	0,0000%	0,0000%
ISHARES CORE MSCI EAFE IMI INDEX ETF	0,0000%	1.358	0,0025%	0,0000%	0,0000%
ISHARES MSCI EAFE SMALL CAP ETF	0,0000%	79.855	0,1484%	0,0000%	0,0000%
ISHARES MSCI EUROPE SMALL-CAP ETF	0,0000%	1.710	0,0032%	0,0000%	0,0000%
ISHARES VII PLC	0,0000%	20.029	0,0372%	0,0000%	0,0000%
ISLAND CAPITAL INVESTMENTS II, LLC	0,0000%	2.509	0,0047%	0,0000%	0,0000%
JOHCM INTERNATIONAL SMALL CAP EQUITY FUND	0,0000%	73.683	0,1369%	0,0000%	0,0000%
KAISER PERMANENTE GROUP TRUST	0,0000%	12.258	0,0228%	0,0000%	0,0000%
KP INTERNATIONAL EQUITY FUND	0,0000%	1.358	0,0025%	0,0000%	0,0000%
LABORERS' AND RET BOARD EMPL ANNUITY & BENEFIT F OF CHICAGO	0,0000%	9.375	0,0174%	0,0000%	0,0000%
LATTICE GLOBAL SMALL CAP STRATEGY ETF	0,0000%	98	0,0002%	0,0000%	0,0000%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED	0,0000%	3.501	0,0065%	0,0000%	0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	0,0000%	490	0,0009%	0,0000%	0,0000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0,0000%	5.115	0,0095%	0,0000%	0,0000%
LSC PENSION TRUST	0,0000%	5.040	0,0094%	0,0000%	0,0000%
LSC PENSION TRUST	0,0000%	5.200	0,0097%	0,0000%	0,0000%
M+G INVESTMENT FUNDS (7)- M+G PAN EUROPEAN DIVIDEND FUND	0,0000%	112.500	0,2091%	0,0000%	0,0000%
MAINSTAY 130/30 INTERNATIONAL FUND	0,0000%	17.441	0,0324%	0,0000%	0,0000%
MAINSTAY ABSOLUTE RETURN MULTI-STRATEGY FUND	0,0000%	1.881	0,0035%	0,0000%	0,0000%
MAINSTAY VP FUNDS TRUST MAINSTAY VP MARKETFIELD PORTFOLIO	0,0000%	8.113	0,0151%	0,0000%	0,0000%
MAN NUMERIC EUROPEAN ALPHA RESTRICTED MAPLESCORP SERVICES LTD	0,0000%	5.450	0,0101%	0,0000%	0,0000%
MARRIOTT INT, INC. POOLED INV TR FOR PARTICIPANT DIRECTED ACC	0,0000%	8.491	0,0158%	0,0000%	0,0000%
MARYLAND STATE RETIREMENT & PENSION SYSTEM	0,0000%	1.578	0,0029%	0,0000%	0,0000%
MDPIM INTERNATIONAL EQUITY POOL	0,0000%	4.000	0,0074%	0,0000%	0,0000%
MERCER DIOCESE OF BROOKLYN GROWTH STRATEGY	0,0000%	1.018	0,0019%	0,0000%	0,0000%
MERCER DIOCESE OF BROOKLYN LAY PENSION INVESTMENT TRUST	0,0000%	540	0,0010%	0,0000%	0,0000%
MERCER INTERNATIONAL EQUITY FUND	0,0000%	3.315	0,0062%	0,0000%	0,0000%
METZLER INTERNATIONAL INV. PLC	0,0000%	190.000	0,3531%	0,0000%	0,0000%
MGI FUNDS PLC	0,0000%	15.659	0,0291%	0,0000%	0,0000%
MICROSOFT GLOBAL FINANCE	0,0000%	23.859	0,0443%	0,0000%	0,0000%
MILLPENCIL US LP	0,0000%	145	0,0003%	0,0000%	0,0000%
MM SELECT EQUITY ASSET FUND	0,0000%	293	0,0005%	0,0000%	0,0000%
MSCI EAFE SMALL CAP PROV INDEX SEC COMMON TR F	0,0000%	4.483	0,0083%	0,0000%	0,0000%
MULTI-STYLE, MULTI-MANAGER FUNDS PLC	0,0000%	23.952	0,0445%	0,0000%	0,0000%
MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	0,0000%	1.353	0,0025%	0,0000%	0,0000%
MUNICIPAL EMPLOYEES' RETIREMENT SYSTEM OF MICHIGAN	0,0000%	36.117	0,0671%	0,0000%	0,0000%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND, P.R.C	0,0000%	1.999	0,0037%	0,0000%	0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0,0000%	8.787	0,0163%	0,0000%	0,0000%
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0,0000%	46.087	0,0856%	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%
NEW YORK STATE COMMON RETIREMENT FUND	0,0000%	46.164	0,0858%	0,0000%	0,0000%
NEW ZEALAND SUPERANNUATION FUND	0,0000%	1.185	0,0022%	0,0000%	0,0000%
NKB 10513 GLOBAL DIVERSIFIED	0,0000%	14.498	0,0269%	0,0000%	0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD	0,0000%	1.000	0,0019%	0,0000%	0,0000%
NORTH DAKOTA STATE INVESTMENT BOARD	0,0000%	2.554	0,0047%	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%	255	0,0005%	0,0000%	0,0000%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0,0000%	4.938	0,0092%	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 ABS RETURN PD LP-EUNARMN	0,0000%	2.330	0,0043%	0,0000%	0,0000%
NUMERIC MULTI STRATEGY MARKET NEUTRAL LEVERED OFFSHORE FUND LIMITED	0,0000%	19	0,0000%	0,0000%	0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD	0,0000%	7	0,0000%	0,0000%	0,0000%
NUMERIC SOCIALLY AWARE MULTI STRATEGY FUND LTD	0,0000%	3	0,0000%	0,0000%	0,0000%
ODEY INVESTMENTS PLC	0,0000%	45.500	0,0846%	0,0000%	0,0000%
ODEY INVESTMENTS PLC	0,0000%	12.067	0,0224%	0,0000%	0,0000%
OIL INVESTMENT CORPORATION LTD.	0,0000%	4.220	0,0078%	0,0000%	0,0000%
ONEPATH GLOBAL SHARES - SMALL CAP INDEX	0,0000%	1.186	0,0022%	0,0000%	0,0000%
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	0,0000%	15.359	0,0285%	0,0000%	0,0000%
OWENS CORNING DEFINED BENEFIT MAS TR	0,0000%	5.999	0,0111%	0,0000%	0,0000%
PACIFIC SELECT FUND INTERNATIONAL SMALL-CAP PORTFOLIO	0,0000%	65.695	0,1221%	0,0000%	0,0000%
PANAGORA ASSET MANAGEMENT INC	0,0000%	251	0,0005%	0,0000%	0,0000%
PECO ENERGY COMPANY RETIREE MEDICAL TRUST	0,0000%	1.745	0,0032%	0,0000%	0,0000%
PENSION PLAN FOR THE EMPLOYEES OF CONCORDIA UNIVERSITY	0,0000%	4.469	0,0083%	0,0000%	0,0000%
PENSION RESERVES INVESTMENT TRUST FUND	0,0000%	1.160	0,0022%	0,0000%	0,0000%
PENSION RESERVES INVESTMENT TRUST FUND	0,0000%	6.800	0,0126%	0,0000%	0,0000%
PENSION RESERVES INVESTMENT TRUST FUND	0,0000%	5.510	0,0102%	0,0000%	0,0000%
PF INTERNATIONAL SMALL CAP FUND	0,0000%	3.400	0,0063%	0,0000%	0,0000%

PHC NT SMALL CAP		0,0000%	1.290	0,0024%		0,0000%		0,0000%
PINE ISLAND III, LLC		0,0000%	12.127	0,0225%		0,0000%		0,0000%
POLICEMEN'S ANNUITY AND BENEFIT FUND OF CHICAGO		0,0000%	14.919	0,0277%		0,0000%		0,0000%
PRODUCER-WRITERS GUILD OF AMERICA PENSION PLAN		0,0000%	378	0,0007%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		0,0000%	28.415	0,0528%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		0,0000%	1.070	0,0020%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPI		0,0000%	8.639	0,0161%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0,0000%	18.297	0,0340%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0,0000%	3.186	0,0059%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0,0000%	5.136	0,0095%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0,0000%	40.219	0,0747%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0,0000%	11.397	0,0212%		0,0000%		0,0000%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		0,0000%	27.439	0,0510%		0,0000%		0,0000%
QANTAS SUPERANNUATION PLAN		0,0000%	15.781	0,0293%		0,0000%		0,0000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		0,0000%	26.922	0,0500%		0,0000%		0,0000%
RENAISSANCE GLOBAL SMALL-CAP FUND		0,0000%	1.983	0,0037%		0,0000%		0,0000%
RETAIL EMPLOYEES SUPERANNUATION TRUST		0,0000%	117.079	0,2176%		0,0000%		0,0000%
ROB AND MELANI WALTON FOUNDATION		0,0000%	3.110	0,0058%		0,0000%		0,0000%
ROWF GT ACWI EX US		0,0000%	32.894	0,0611%		0,0000%		0,0000%
RUSSELL INVESTMENT COMPANY IV PLC		0,0000%	4.056	0,0075%		0,0000%		0,0000%
RUSSELL INVESTMENT COMPANY PLC		0,0000%	3.227	0,0060%		0,0000%		0,0000%
SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM		0,0000%	23.784	0,0442%		0,0000%		0,0000%
SBC MASTER PENSION TRUST		0,0000%	8.092	0,0150%		0,0000%		0,0000%
SBC MASTER PENSION TRUST SBC MASTER PENSION TRUST 208		0,0000%	22.193	0,0412%		0,0000%		0,0000%
SCHRODER INTERNATIONAL SELECTION FUND		0,0000%	109.032	0,2026%		0,0000%		0,0000%
SCHRODER INTERNATIONAL SELECTION FUND		0,0000%	8.344	0,0155%		0,0000%		0,0000%
SCHWAB INTERNATIONAL SMALL-CAP EQUITY ETF		0,0000%	11.690	0,0217%		0,0000%		0,0000%
SCS NAVIGATOR FUND		0,0000%	9.700	0,0180%		0,0000%		0,0000%
SEI GLOBAL MASTER FUND PLC		0,0000%	6.805	0,0126%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	8.899	0,0165%		0,0000%		0,0000%
SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND		0,0000%	8.656	0,0161%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE		0,0000%	1.364	0,0025%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	3.453	0,0064%		0,0000%		0,0000%
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS C.P. FUND		0,0000%	2.700	0,0050%		0,0000%		0,0000%
SOUTH CALIF UTD FOOD & COMM WK UN & FOOD EMPL JOINT PENS TR F		0,0000%	5.040	0,0094%		0,0000%		0,0000%
SPDR S&P INTERNATIONAL SMALL CAP ETF		0,0000%	9.492	0,0176%		0,0000%		0,0000%
SPDR S&P WORLD (EX-US) ETF		0,0000%	8.354	0,0155%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	16.520	0,0307%		0,0000%		0,0000%
SS BK AND TRUST COMPANY INV FUNDS FOR TAXEXEMPT RETIREMENT PL		0,0000%	105.307	0,1957%		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%	12.026	0,0223%		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%	1.934	0,0036%		0,0000%		0,0000%
STATE OF MONTANA BOARD OF INVESTMENTS		0,0000%	11.679	0,0217%		0,0000%		0,0000%
STATE OF NEW JERSEY COMMON PENSION FUND D		0,0000%	79.798	0,1483%		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%	18.753	0,0348%		0,0000%		0,0000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		0,0000%	11.173	0,0208%		0,0000%		0,0000%
STG PFDS V.D. GRAFISCHE		0,0000%	16.145	0,0300%		0,0000%		0,0000%
STICHTING PENSOENFONDS VOOR HUISARTSEN		0,0000%	1.903	0,0035%		0,0000%		0,0000%
STICHTING PHILIPS PENSOENFONDS		0,0000%	3.778	0,0070%		0,0000%		0,0000%
STICHTING SHELL PENSOENFONDS		0,0000%	21.984	0,0409%		0,0000%		0,0000%
STICHTING SHELL PENSOENFONDS		0,0000%	9.300	0,0173%		0,0000%		0,0000%
SUNSUPER SUPERANNUATION FUND		0,0000%	47.032	0,0874%		0,0000%		0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		0,0000%	95.370	0,1772%		0,0000%		0,0000%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		0,0000%	30.185	0,0561%		0,0000%		0,0000%
TEACHERS'S RETIREMENT SYSTEM OF OKLAHOMA		0,0000%	69.268	0,1287%		0,0000%		0,0000%
TEAMSTERS PENSION TRUST FUND OF PHILADELPHIA AND VICINITY		0,0000%		0,0000%		0,0000%	2.456	0,0046%
TENNESSEE CONSOLIDATED RETIREMENT SYSTEM		0,0000%	9.487	0,0176%		0,0000%		0,0000%
TEXAS MUNICIPAL RETIREMENT SYSTEM		0,0000%	61.792	0,1148%		0,0000%		0,0000%
TEXAS SCOTTISH RITE HOSPITAL FOR CRIPPLED CHILDREN		0,0000%	1.078	0,0020%		0,0000%		0,0000%
THE BARCLAYS BANK UK RETIREMENT FUND		0,0000%	38.524	0,0716%		0,0000%		0,0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P		0,0000%	42.372	0,0787%		0,0000%		0,0000%
THE BOEING COMPANY EMPLOYEE RETIREMENT P		0,0000%	3.975	0,0074%		0,0000%		0,0000%
THE CLEVELAND CLINIC FOUNDATION		0,0000%	2.008	0,0037%		0,0000%		0,0000%
THE EDUCATIONAL EMPLOYEES SUPPLEMENTARY RETIREMENT SYSTEM OF FAIRFAX COUNTY		0,0000%	5.586	0,0104%		0,0000%		0,0000%
THE GBC INTL GROWTH FUND		0,0000%	28.461	0,0529%		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%	797	0,0015%		0,0000%		0,0000%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		0,0000%	207	0,0004%		0,0000%		0,0000%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		0,0000%	32	0,0001%		0,0000%		0,0000%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		0,0000%	3	0,0000%		0,0000%		0,0000%
THE ROCKEFELLER FOUNDATION		0,0000%	10.385	0,0193%		0,0000%		0,0000%

