

ENEL S.p.A.

19 maggio 2022

Assemblea Ordinaria del 19 maggio 2022

AG. N. 2  
Racc. 3642

ESITO VOTAZIONE

Oggetto: **Relazione sulla politica di Remunerazione - seconda sezione**

**Hanno partecipato alla votazione:**

- n° 4.344 azionisti,  
portatori di n° 6.846.382.210 azioni ordinarie, tutte ammesse al voto,  
pari al 67,341376% del capitale sociale.

**Hanno votato:**

		% su Azioni Ordinarie Ammesse al voto
Favorevoli	6.671.515.853	97,445858
Contrari	151.996.320	2,220097
SubTotale	<u>6.823.512.173</u>	99,665954
Astenuti	8.033.922	0,117346
Non Votanti	14.836.115	0,216700
SubTotale	<u>22.870.037</u>	0,334046
<b>Totale</b>	<u>6.846.382.210</u>	100,000000



Ai sensi dell'art. 135-undecies del TUF **non sono computate** ai fini del calcolo della maggioranza e del capitale richiesto per l'approvazione della delibera numero 0 azioni pari al **0,000000%** delle azioni rappresentate in aula.



## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES ST. TREVISAN	0	0	0
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	382.079	382.079
**D	HANGAINVEST GMBH	0	45.320	45.320
**D	DELEN PRIVATE BANK NV	0	2.700.286	2.700.286
**D	UNIVERSAL INVEST SICAV	0	5.912.330	5.912.330
**D	ZURICH COMPANHIA SEGUROS SA	0	181.044	181.044
**D	WVINKA SONDERVERMGEN	0	371.599	371.599
**D	ACM MUT FONDS GENERAL	0	1.975.105	1.975.105
**D	KAIROS INTERNATIONAL SICAV - MADE IN ITALY	0	450.000	450.000
**D	KAIROS INTERNATIONAL SICAV - PATRIOT	0	15.000	15.000
**D	VERMEULEN REGGY	0	4.000	4.000
**D	KAIROS INTERNATIONAL SICAV - ACTIVESHG	0	518.000	518.000
***	BALTENSPERGER PETER BERNHARD	0	1.900	1.900
***	TROUBOUNIS GEORGE	0	3.800	3.800
**D	KAIROS INTERNATIONAL SICAV - ITALIA	0	2.100.000	2.100.000
**D	KAIROS INTERNATIONAL SICAV - KEY	0	490.000	490.000
**D	FAMILY INVESTMENTS AND SECURITIES HOLDINGS	0	20.000	20.000
**D	ACM VIE S A CM CIC RETRAITE	0	92.025	92.025
***	RUGGERO GIOVANNI MAMAN	0	10.000	10.000
**D	KAIROS INTERNATIONAL SICAV - EUROPA ESG	0	161.000	161.000
**D	ACM VIE SA SELK EURO	0	938.420	938.420
**D	ACM VIE SA FONDS GENERAL	0	9.177.733	9.177.733
***	STOLLE JOHN RICHARD	0	4.200	4.200
**D	ACM IARD SA	0	1.088.601	1.088.601
***	ARGIMON VITAS	0	350	350
**D	AMF AKTIEFOND GLOBAL	0	5.774.013	5.774.013
**D	AMF AKTIEFOND VARLDEN	0	4.399.598	4.399.598
**D	AMF BALANSFOND	0	1.062.153	1.062.153
**D	AMF AKTIEFOND EUROPA	0	2.887.237	2.887.237
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBAL ENHANCED KL	0	471.095	471.095
**D	AQR FUNDS - AQR INTERNATIONAL MULTI-STYLE FUND	0	112.740	112.740
**D	T. ROWE PRICE FUNDS SICAV	0	119.530	119.530
**D	FOVERUKA PENSION UNIVERSAL	0	200.375	200.375
**D	UBS ASSET MANAGEMENT LIFE LTD	0	2.298.877	2.298.877
**D	LVUI EQUITY WORLD EX EUROPE	0	40.000	40.000
**D	EQ ADVISORS TRUST - EQ/WELLINGTON ENERGY PORTFOLIO	0	96.598	96.598
**D	EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY PORTFOLIO	0	134.038	134.038
**D	TM FULCRUM DIVERSIFIED ABSOLUTE RETURN FUND	0	13.927	13.927
**D	DALLAS POLICE AND FIRE PENSION SYSTEM	0	153.892	153.892
**D	NORDEA INVESTMENT FUNDS S.A / NORDEA ASSET ALLOCATION FUND	0	232.723	232.723
**D	INVESTERINGSFORENINGEN NORDEA INVEST EUROPE ENHANCED KL	0	149.313	149.313
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	3.693.184	3.693.184
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID	0	435.970	435.970
**D	T. ROWE PRICE GLOBAL ALLOCATION FUND, INC.	0	58.345	58.345
**D	ABU DHABI PENSION FUND	0	553.646	553.646
**D	DEKA INVESTMENT GMBH RE TECKLENBURGER LAND-FONDS	0	31.800	31.800
**D	SCHRODER GLOBAL DIVERSIFIED INCOME FUND	0	7.795	7.795
**D	BLACKROCK FUNDS I ICNAV	0	286.020	286.020
**D	BRUNEI SHELL RETIREMENT BENEFIT FUND	0	8.814	8.814

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONE

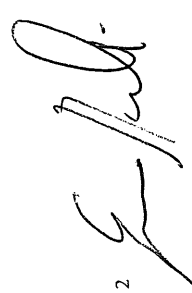
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	1.499.647	1.499.647
**D	SUEBIA-FONDS	0	237.532	237.532
**D	DEKA INVESTMENT GMBH RE A-BGLN-FONDS	0	30.552	30.552
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	47.064	47.064
**D	NORDEA 2 SICAV	0	2.208.618	2.208.618
**D	NATIONWIDE BAILLARD INTERNATIONAL EQUITIES FUND	0	200.000	200.000
**D	NORDEA SUSTAINABLE EQUITIES GLOBAL FUND	0	260.197	260.197
**D	FIDELITY INVESTMENT FUNDS-FIDELITY GLOBAL ENHANCED INCOME FUND	0	1.344.471	1.344.471
**D	ALLIANZGI-FONDS DSPT	0	241.707	241.707
**D	NORDEA GLOBAL ENHANCED FUND	0	783.373	783.373
**D	NORDEA GENERATIONSFOND 90-TAL	0	26.340	26.340
**D	TFL PENSION FUND	0	1.333.172	1.333.172
**D	PENSIONS KASSE SBB	0	280.599	280.599
**D	1290 FUNDS - 1290 SMARTBETA EQUITY FUND	0	46.107	46.107
**D	LIVFORSIRKINGSELSKAPET NORDEA LIV NORGE AS	0	33.391	33.391
**D	VERDIPAPIRFONDET EQUINOR AKSJER EUROPA	0	160.015	160.015
**D	ASR LEVENSVERZEKERING N.V.	0	365.208	365.208
**D	BLACKROCK INDEX SELECTION FUND	0	5.542.210	5.542.210
**D	CHINA LIFE INSURANCE COMPANY LIMITED	0	259.811	259.811
**D	VELLIV, PENSION & LIVSFORSIKRING A/S	0	33.130	33.130
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR GOVERNMENT PENSION INVESTMENT FUND 400045887	0	662.571	662.571
**D	THE BARCLAYS BANK UK RETIREMENT FUND	0	60.353	60.353
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	284.629	284.629
**D	MAIN II UNIVERSAL FONDS	0	604.031	604.031
**D	VANGUARD INTERNATIONAL VALUE FUND	0	11.046.888	11.046.888
**D	FLEXSHARES STOXX GLOBAL BROAD INFRASTRUCTURE INDEX FUND	0	6.987.090	6.987.090
**D	BUREAU OF LABOR FUNDS-LABOR INSURANCE FUND	0	100.666	100.666
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	153.016	153.016
**D	MAIN I - UNIVERSAL - FONDS	0	427.397	427.397
**D	LVUI EQUITY EUROPE	0	315.000	315.000
**D	HANDELSBANKEN GLOBAL INDEX CRITERIA	0	857.250	857.250
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	1.113.456	1.113.456
**D	MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	0	4.816.141	4.816.141
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	749.880	749.880
**D	THE LABOUR UNION CO-OPERATIVE RETIREMENT FUND	0	120.706	120.706
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MTBJ400045828	0	4.711.042	4.711.042
**D	HANDELSBANKEN HALLBAR ENERGI	0	16.508.495	16.508.495
**D	IBM PERSONAL PENSION PLAN TRUST	0	213.831	213.831
**D	TM FULCRUM DIVERSIFIED LIQUID ALTERNATIVES FUND	0	12.621	12.621
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	158.604	158.604
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	90.744	90.744
**D	NFS LIMITED	0	2.125.706	2.125.706
**D	MINISTRY OF ECONOMY AND FINANCE	0	309.743	309.743
**D	BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS	0	7.128	7.128
**D	STICHING PENSIOENFONDS PROVISUM	0	35.898	35.898
**D	VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	282.337	282.337
**D	ARAMCO US RETIREMENT INCOME PLAN TRUST	0	94.045	94.045
**D	AUSTRALIANSUPER	0	400.918	400.918
**D	INVIT GS INTERNATIONAL EQUITY INSIGHTS FUND	0	1.358.017	1.358.017

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FRANKLIN TEMPLETON INVESTMENT FUNDS	0	70.805	70.805
**D	FORD PENSION UNIVERSAL	0	28.246	28.246
**D	MANAGEMENT BOARD PUBLIC SERVICE PENSION FUND	0	562.801	562.801
**D	DEKA INVESTMENT GMBH RE DEKAFONDS-RA-HH	0	22.797	22.797
**D	DEKA VALUE PLUS	0	815.687	815.687
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	12.976.776	12.976.776
**D	INVESTINGFORENINGEN BANKINVEST , GLOBALE AKTIERINDEKS KL	0	96.735	96.735
**D	NATIONAL PENSION INSURANCE FUND	0	5.264	5.264
**D	ARK LIFE ASSURANCE COMPANY DESIGNATED ACTIVITY COMPANY	0	335.056	335.056
**D	VERMONT PENSION INVESTMENT COMMISSION	0	138.299	138.299
**D	FULCRUM UCITS SICAV	0	27.723	27.723
**D	EPS	0	134.641	134.641
**D	MORNINGSTAR GLOBAL LISTED INFRASTRUCTURE (HEDGED) FUND	0	374.285	374.285
**D	MAIN VI-UNIVERSAL-FONDS	0	17.165	17.165
**D	VANGUARD INTERNATIONAL CORE STOCK FUND	0	764.271	764.271
**D	DEKA INVESTMENT GMBH RE A-HECKER-FONDS-I	0	215.000	215.000
**D	MISSOURI EDUCATION PENSION TRUST	0	467.230	467.230
**D	STICHTING PENSIOENFONDS VOOR HUISARTSEN	0	955.394	955.394
**D	T. ROWE PRICE QM GLOBAL EQUITY FUND	0	9.142	9.142
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	4.859.728	4.859.728
**D	NORDEA I SICAV	0	4.687.071	4.687.071
**D	KOORMIN BANK ACTING AS TRUSTEE OF MIRAE ASSET KPIGTAA ABSOLUTE RETURN PRIVATELY PLACED MASTER INVESTMENT TRUST 2	0	10.883	10.883
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LTD	0	393.074	393.074
**D	IFW GLOBAL INDEXED EQUITIES FUND	0	17.194	17.194
**D	SCHRODER GLOBAL EQUITY COMPONENT FUND	0	45.592	45.592
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.? INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	71.176.479	71.176.479
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	1.150.068	1.150.068
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMIT - UNIT LINKED PENSION	0	143.296	143.296
**D	MORGAN STANLEY INVESTMENT FUNDS	0	111.849	111.849
**D	MINE SUPERANNUATION FUND	0	329.162	329.162
**D	HESTA	0	390.788	390.788
**D	RUSSELL DEVELOPED LARGE CAP EM GEOEXPOSURE INDEX FUND B (REMGEOB)	0	20.860	20.860
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	295.936	295.936
**D	ANZ WHOLESAL INTERNATIONAL SHARE NO.5 FUND	0	213.315	213.315
**D	VALENCIA INKA	0	199.630	199.630
**D	UBS FTSE RAFI DEVELOPED 1000 INDEX FUND	0	215.197	215.197
**D	BLACKROCK CDN WORLD INDEX FUND	0	369.162	369.162
**D	CDN MSCI EAFE MINIMUM VOLATILITY INDEX FUND	0	11.431	11.431
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH - HSBC DEUTSCHLAND RE F100 INKA	0	120.000	120.000
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB)	0	1.375.037	1.375.037
**D	GERANA SICAV-SIF, S.A.	0	269.556	269.556
**D	NORDEA SUSTAINABLE SELECTION GROWTH FUND	0	27.183	27.183
**D	ARGENTA DP	0	768.200	768.200
**D	NORDEA INSTITUTIONAL INVESTMENT FUND, SICAV- FIS	0	158.871	158.871
**D	MSCI EMU IMI INDEX FUND B (EMUMIB)	0	5.032	5.032
**D	BLACKROCK INTERNATIONAL INDEX V. I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	102.279	102.279
**D	DEGROEF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	0	53.330	53.330
**D	T. ROWE PRICE FUNDS OEIC - GLOBAL NATURAL RESOURCES EQUITY FUND	0	15.340	15.340
**D	NORDEA SUSTAINABLE SELECTION BALANCED FUND	0	26.786	26.786

Azionisti in delega: 4.059

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Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	438.565	438.565
**D	KYBURG INSTITUTIONAL FUND - AKTIEN WELT	0	1.440.037	1.440.037
**D	INVESTIRINGSFORENINGEN NORDEA INVEST - BAEREDYGTIGE AKTIER KL	0	293.845	293.845
**D	BBP INKA	0	54.418	54.418
**D	GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLTB)	0	190.687	190.687
**D	INTERNATIONAL ALPHA TILTS FUND B (INTLTLTB)	0	229.152	229.152
**D	NORDEA SUSTAINABLE SELECTION MODERATE FUND	0	17.361	17.361
**D	NORDEA DISCRETIONARY GLOBAL EQUITY FUND	0	605.730	605.730
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE FUND	0	6.228.486	6.228.486
**D	GLOBAL ALPHA TILTS FUND B (ACWITLTB)	0	42.030	42.030
**D	CDN ACWI ALPHA TILTS FUND	0	57.923	57.923
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	41.930.491	41.930.491
**D	PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY	0	169.920	169.920
**D	EQUINOR PENSION	0	440.000	440.000
**D	DEKA INVESTMENT GMBH RE A-PERSPEKTIVE	0	5.394	5.394
**D	DEKA INVESTMENT GMBH RE WAGUST-FONDS	0	20.000	20.000
**D	FIDELITY INVESTMENT FUNDS - EUROPEAN FUND	0	19.742.011	19.742.011
**D	T. ROWE PRICE INTERNATIONAL FUNDS INC T. ROWE PRICE INTERNATIONAL VALUE EQUITY FUND	0	19.604.079	19.604.079
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	1.941.337	1.941.337
**D	NEW YORK LIFE INSURANCE & ANNUITY CORPORATION	0	22.567	22.567
**D	NORDEA SUSTAINABLE SELECTION RETURN FUND	0	2.496	2.496
**D	PGIM STRATEGIC INVESTMENTS, INC.	0	6.252	6.252
**D	THRIFT SAVINGS PLAN	0	32.868.531	32.868.531
**D	DEKA INVESTMENT GMBH RE A-WOLFACH-FONDS	0	3.800	3.800
**D	BOMBARDIER TRANSPORTATION RETIREMENT PLAN TRUST	0	46.140	46.140
**D	WORLD ALPHA TILTS - ENHANCED FUND B	0	33.790	33.790
**D	FIDELITY EUROPEAN TRUST PLC	0	7.887.971	7.887.971
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	0	0	900.710
**D	DWS INVESTMENT GMBH RE DEAM-FONDS BBR 1	0	150.400	150.400
**D	BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	100.029	100.029
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	34.878	34.878
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	593.494	593.494
**D	SINGLE SELECT PLATFORM	0	315.477	315.477
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLAUSSUNG LUXEMBURG RE IFM-INVEST: VERMOEGENSMANAGEMENT AKTIEN	0	1.230.616	1.230.616
**D	VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL VALUE FUND	0	1.553.490	1.553.490
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL VALUE MANAGED VOLATILITY PORTFOLIO	0	342.000	342.000
**D	DWS INVESTMENT GMBH RE DWS-FONDS BEWE	0	94.135	94.135
**D	ALLIANZ GLOBAL INVESTORS GMBH RE ALLIANZGI-FONDS AOKRW-AR	0	84.730	84.730
**D	AOR FUNDS - AOR INTERNATIONAL DEFENSIVE STYLE FUND	0	630.130	630.130
**D	VERMONT PENSION INVESTMENT COMMITTEE	0	11.034.084	11.034.084
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE MEGATRENDS FUND	0	1.867.296	1.867.296
**D	FORSTA AP - FONDEN	0	182.671	182.671
**D	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	197.735	197.735
**D	EMBO-FONDS	0	1.442.317	1.442.317
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	1.411.506	1.411.506
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	70.709	70.709
**D	INVESTIRINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	349.119	349.119
**D	DEKA INTERNATIONAL S.A. RE DEKA-EUROLAND AKTIEN LOWRISK	0	4.598	4.598
**D	TRPH CORPORATION	0	0	0

Azionisti in delega. 4.059

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## LISTA ESITO DELLE VOTAZIONE

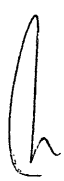
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEKA INTERNATIONAL S.A. RE DEKA-NACHHALTIGKEIT AKTIEN EUROPA	0	2.256.400	2.256.400
**D	VERDIPAPIFONDET NORDEA GLOBAL	0	295.680	295.680
**D	NORDEA STRATEGA 50	0	307.759	307.759
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	346.070	346.070
**D	NVLT INTERNATIONAL INDEX FUND	0	899.370	899.370
**D	NORDEA STRATEGA 70	0	409.662	409.662
**D	GOVERNMENT SUPERANNUATION FUND	0	409.272	409.272
**D	DT EQUITY	0	1.050.889	1.050.889
**D	INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL	0	21.239	21.239
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	100.873.702	100.873.702
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR NATIONAL PENSION FUND ASSOCIATION 400037061	0	415.730	415.730
**D	NORDEA EUROPEAN STARS FUND	0	3.719.150	3.719.150
**D	VERDIPAPIFONDET NORDEA PLAN KONSERVATIV NO	0	10.681	10.681
**D	NORDEA STRATEGA 10	0	42.472	42.472
**D	NORDEA STRATEGA 30	0	382.086	382.086
**D	NORDEA AKTIEALOKERING	0	333.732	333.732
**D	RAGS-FUNDMASTER	0	38.744	38.744
**D	HARTFORD ACCIDENT AND INDEMNITY COMPANY	0	23.687	23.687
**D	VERDIPAPIFONDET NORDEA AKSJER VERDEN	0	25.726	25.726
**D	BNP PARIBAS DEEP VALUE	0	257.484	257.484
**D	PUERTO RICO TELEPHONE COMPANY MASTER TRUST	0	31.615	31.615
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL	0	155.489	155.489
**D	INVESTERINGSFORENINGEN NORDEA INVEST EUROPEAN STARS KL	0	283.136	283.136
**D	ACTIAM DUURZAAM INDEX AANDELENFONDS EUROPA	0	834.531	834.531
**D	BNP PARIBAS RENDACTIS	0	225.063	225.063
**D	BNP PARIBAS ACTIONS RENDEMENT	0	205.858	205.858
**D	FCP SODIUM I	0	675.643	675.643
**D	VERDIPAPIFONDET NORDEA PLAN BALANSERT	0	31.396	31.396
**D	LESAPFRE EQUILIBRE RESPONSABLE AND SOLIDAIRE	0	89.335	89.335
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045794	0	6.362.039	6.362.039
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045829	0	8.961.541	8.961.541
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045795	0	7.576.428	7.576.428
**D	OB 2	0	245.289	245.289
**D	NATIO FONDS COLLINES INVESTISSEMENT N3	0	2.092.306	2.092.306
**D	UI-FONDS BAV RBI AKTIEN	0	1.161.115	1.161.115
**D	NORDEA EUROPEAN PASSIVE FUND	0	132.063	132.063
**D	NORDEA WORLD FUND	0	1.422.170	1.422.170
**D	VERDIPAPIFONDET NORDEA PLAN MODERAT	0	26.256	26.256
**D	BNP PARIBAS PHILEIS - MULTIPAR SOLIDAIRE EQUILIBRE SOCIALEMENT RESPONSABLE	0	2.711.929	2.711.929
**D	LORENTZ POCKET CROISSANC	0	20.968	20.968
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	177.547	177.547
**D	LITHIUM RENDEMENT	0	20.968	20.968
**D	BNP PARIBAS ACTIONS PATRIMOINE RESPONSABLE	0	1.243.993	1.243.993
**D	FUNDACAO CALOUSTE GULBENKIAN	0	354.417	354.417
**D	AGIPI MONDE DURABLE	0	130.071	130.071
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	251.636	251.636
**D	DEKA INVESTMENT GMBH RE S BROKER I FONDS	0	198.221	198.221
**D	BNP PARIBAS PHILEIS - MULTIPAR ACTIONS SOCIALEMENT RESPONSABLE	0	10.000	10.000
**D	NATIO FONDS COLLINES INVESTISSEMENT NI	0	1.511.088	1.511.088
**D	SICAV BNP EASY EURO STOXX 50	0	1.743.361	1.743.361
**D		0	991.845	991.845

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALM ACTIONS ZONE EURO ISR	0	7.600.000	7.600.000
**D	GENERALI VIE	0	2.292.340	2.292.340
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	34.858	34.858
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	0	994.500	994.500
**D	VERDIPAPIRFONDET NORDEA PLAN OFFENSIV	0	63.419	63.419
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	250.149	250.149
**D	FCP ALM ACTIONS EUROPE ISR	0	660.000	660.000
**D	FIDELITY INVESTMENT FUNDS - FIDELITY GLOBAL DIVIDEND FUND	0	6.098.000	6.098.000
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DEFENSIVE INDEX FUND	0	52.867	52.867
**D	VERDIPAPIRFONDET NORDEA PLAN VEKSTORIENTERT	0	19.514	19.514
**D	ROYAL BOROUGH OF KINGSTON UPON THAMES PENSION FUND	0	29.982	29.982
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	14.026	14.026
**D	LA FRANCAISE INFLECTION POINT ACTIONS EURO	0	248.188	248.188
**D	BOMBARDIER TRUST U.S. MASTER TRUST	0	133.150	133.150
**D	CALCIUM QUANT	0	406.529	406.529
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIOENSPAARFONDS DEFENSIVE	0	154.550	154.550
**D	SABV MASTERFONDS INKA	0	323.057	323.057
**D	HI-KABL-FONDS	0	2.222.800	2.222.800
**D	KAYNE ANDERSON NEXTGEN ENERGY AND INFRASTRUCTURE INC	0	836.500	836.500
**D	T. ROWE PRICE RETIREMENT HYBRID TRUST	0	1.513.352	1.513.352
**D	AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND	0	230.083	230.083
**D	T. ROWE PRICE INTERNATIONAL VALUE EQUITY TRUST	0	17.104.626	17.104.626
**D	FCP ALBA VALEUR	0	210.000	210.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF FUNDAMENTAL VALUE UI	0	57.140	57.140
**D	HI-PNWL-DIVIDENDE-PLUS-FONDS	0	556.635	556.635
**D	LIMACTIF	0	52.684	52.684
**D	DEAM FONDS ATZM	0	48.000	48.000
**D	ARCCO QUANT 1	0	534.169	534.169
**D	AXA INDICE EURO	0	428.178	428.178
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-OCO	0	52.081	52.081
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIOENSFONDS	0	366.800	366.800
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF MS-B HAUFPFONDS	0	19.497	19.497
**D	ARABELLE VEGA IM	0	40.000	40.000
**D	AXA EURO DIVIDEND S	0	45.461	45.461
**D	DBI-FONDS EBB	0	1.414	1.414
**D	ALLIANZGI-FONDS GANO	0	5.710	5.710
**D	STICHTING AHOLD DELHALZE PENSIOEN	0	614.508	614.508
**D	ALLIANZGI-FONDS PF2 SEGMENT PF2-AA2-E_EUA	0	117.407	117.407
**D	ACTIAM SUSTAINABLE INDEX FUND EQUITY EUROPE	0	300.126	300.126
**D	ALLIANZGI-FONDS AVP	0	6.838	6.838
**D	ZWITSERLEVEN BELEGINGSFONDSEN - ZWITSERLEVEN EUROPEES AANDELENFONDS	0	2.955.646	2.955.646
**D	ALLIANZGI-FONDS PF2 SEGMENT PF2-GM1-G_MA (MERITEN IM)	0	83.723	83.723
**D	FCP MANDARINE EQUITY INCOME	0	182.977	182.977
**D	ALLIANZGI-FONDS APNIESA SEGMENT APNIESA-NAPO	0	177.250	177.250
**D	ALLIANZGI-FONDS APNIESA SEGMENT APNIESA-GSIM-A	0	79.113	79.113
**D	SUWE-COFONDS	0	175.000	175.000
**D	LHCO-FONDS	0	100.000	100.000
**D	ALLIANZGI-FONDS REINVEST	0	4.750	4.750
**D	ALLIANZGI-FONDS PTV2 SEGMENT PTV2-GM1-G_MA	0	222.806	222.806
**D	ALLIANZGI-FONDS GANO 2	0	29.989	29.989

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALLIANZGI-FONDS DIN	0	15.000	15.000
**D	NW	0	75.000	75.000
**D	ALLIANZGI-FONDS SIV	0	8.977	8.977
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VE-UNIVERSAL-FONDS	0	1.542.565	1.542.565
**D	GENERALI GLOBAL - FONDO PENSIONE APERTO A CONTRIBUZIONE DEFINITA	0	358.634	358.634
**D	ALLIANZGI FONDS DPF DILLINGER PENSIONFUNDS	0	88.619	88.619
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF SPM 2006-UNIVERSAL-FONDS	0	75.711	75.711
**D	GENERALI ITALIA SPA	0	3.087.869	3.087.869
**D	RELIANCE TRUST INSTITUTIONAL RETIREMENT TRUST	0	58.414	58.414
**D	EUOP ASSISTANCE ITALIA SPA	0	13.502	13.502
**D	PEGASUS-UI-FONDS	0	281.817	281.817
**D	ALLIANZGI-FONDS SHI	0	12.000	12.000
**D	BANCOPOSTA GLOBAL EQUITY LTE	0	18.529	18.529
**D	THE NEW IRELAND FUND, INC.	0	93.004	93.004
**D	GENERTELLIFE SPA	0	1.214.354	1.214.354
**D	ZURICH INSURANCE PLC	0	614.629	614.629
**D	ZURICH INVESTMENTS LIFE S P A	0	702.435	702.435
**D	INVESTINGFORENINGEN NORDEA INVEST GLOBALE UDBYTTEKTIER KL	0	184.270	184.270
**D	DNCA INVEST EUROSE	0	520.000	520.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOITIF MASTERFONDS	0	203.754	203.754
**D	FRIENDS FIDUCIARY CORPORATION	0	9.507	9.507
**D	HI-172915-FONDS	0	49.412	49.412
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN VOLCONTROL	0	131.400	131.400
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A.	0	330.000	330.000
**D	ALLIANZGI FONDS AFE	0	121.634	121.634
**D	AZ FUND 1 AZ EQUITY GLOBAL INFRASTRUCTURE	0	1.380.000	1.380.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	73.705	73.705
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY	0	50.550	50.550
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF KOSB-UNIVERSAL-FONDS	0	46.444	46.444
**D	ALLIANZGI FONDS OB PENSION	0	160.000	160.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	33.300	33.300
**D	ALLIANZGI-FONDS PTV2 SEGMENT PTV2-AA2-E_EUA	0	298.831	298.831
**D	DNCA INVEST VALUE EUROPE	0	2.812.881	2.812.881
**D	DBI-STIFTUNGSFONDS WISSENSCHAFT	0	8.931	8.931
**D	THEAM QUANT-ABSOLUTE ALPHA	0	5.771	5.771
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COMMERZBANK FLEXIBLE ALLOCATION EUROLAND	0	319.299	319.299
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A.	0	56.000	56.000
**D	PZENA INTERNATIONAL VALUE FUND	0	69.597	69.597
**D	GENERALI SMART FUNDS	0	140.000	140.000
**D	HENDERSON HORIZON EUROLAND FUND	0	5.431.953	5.431.953
**D	COVENANT HEALTH INVESTMENT TRUST	0	237.031	237.031
**D	T. ROWE PRICE NEW ERA FUND, INC.	0	2.988.302	2.988.302
**D	THEAM QUANT - EQUITY US FACTOR DEFENSIVE	0	32.500	32.500
**D	PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST. LOUIS	0	211.889	211.889
**D	BANCOPOSTA AZIONARIO EURO	0	870.102	870.102
**D	CARILLON SCOUT INTERNATIONAL FUND	0	210.478	210.478
**D	TORTOISE ESSENTIAL ASSETS INCOME TERM FUND	0	1.099.196	1.099.196
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A.	0	420.000	420.000
**D	CALXABANK GLOBAL ALBUS FUND	0	245.000	245.000
**D	GID-FONDS AVACT	0	186.865	186.865

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	KAYNE ANDERSON RENEWABLE INFRASTRUCTURE FUND	0	481.300	481.300
**D	HEITMAN GLOBAL PRIMES INFRASTRUCTURE SEED INVESTORS LLC	0	4.057	4.057
**D	BNP PARIBAS FUNDS - ENVIRONMENTAL ABSOLUTE RETURN THEMATIC EQUITY (EARTH	0	1.186.241	1.186.241
**D	BNP PARIBAS FUNDS - EUROPE VALUE	0	1.467.736	1.467.736
**D	BNP PARIBAS EASY - MSCI EUROPE EX CW	0	659.492	659.492
**D	HUBER CAPITAL INVESTMENTS, LLC	0	1.624	1.624
**D	THEAM QUANT - EQUITY EUROZONE FACTOR DEFENSIVE	0	318.995	318.995
**D	CENTRE GLOBAL INFRASTRUCTURE FUND	0	65.225	65.225
**D	BLUE HORIZON BNE ETF	0	10.296	10.296
**D	GENERALI INVESTMENTS SICAV	0	536.972	536.972
**D	JANUS HENDERSON GLOBAL EQUITY INCOME FUND	0	1.249.472	1.249.472
**D	BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	0	166.599	166.599
**D	JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	0	48.628	48.628
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	0	35.952	35.952
**D	THEAM QUANT-EQUITY WORLD EMPLOYEE SCHEME	0	8.797	8.797
**D	BROOKFIELD GLOBAL RENEWABLES & SUSTAINABLE INFRASTRUCTURE FUND	0	157.715	157.715
**D	AZ FUND 1 AZ ALLOCATION GLOBAL CONSERVATIVE	0	80.000	80.000
**D	GID-FONDS ALAET	0	672.500	672.500
**D	AMERICAN HEART ASSOCIATION, INC.	0	13.885	13.885
**D	FAM SERIES UCITS ICAV	0	2.210.400	2.210.400
**D	FULCRUM DIVERSIFIED ABSOLUTE RETURN FUND	0	1.253	1.253
**D	DEKA INVESTMENT GMBH RE A-BAD HERSFELD-FONDS	0	39.050	39.050
**D	THE BANKERS INVESTMENT TRUST PLC	0	876.781	876.781
**D	POSTE INVESTO SOSTENIBILE	0	119.039	119.039
**D	AXA INSURANCE DAC	0	8.074	8.074
**D	LA FRANCAISE LUX - INFLECTION POINT CARBON IMPACT EURO	0	92.540	92.540
**D	KAYNE ANDERSON RENEWABLE ENERGY TRANSITION FUND, L.P.	0	29.800	29.800
**D	ECOFIN GLOBAL RENEWABLES INFRASTRUCTURE FUND	0	1.373.776	1.373.776
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	2.127	2.127
**D	ECOFIN SICAV-ECOFIN SUSTAINABLE LISTED INFRASTRUCTURE FUND	0	52.033	52.033
**D	ISHARES WHOLESALF SCREENED INTERNATIONAL EQUITY INDEX FUND	0	63.973	63.973
**D	SPM 2006-UNIVERSAL-FONDS	0	13.558	13.558
**D	ROCKEFELLER CLIMATE SOLUTIONS FUND	0	390.987	390.987
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	771.266	771.266
**D	PINEBRIDGE SELECT FUNDS VCC	0	43.162	43.162
**D	AMP WHOLESALF GLOBAL EQUITIES FUND	0	1.575.668	1.575.668
**D	FAM SERIES UCITS ICAV - GLOBAL LISTED INFRASTRUCTURE FAM FUND	0	1.109.946	1.109.946
**D	ZEPHYR - OPTIMISED PLUS 2	0	53.105	53.105
**D	CARILLON CLARIVEST INTERNATIONAL STOCK FUND	0	16.501	16.501
**D	GENERALI UNO FONDO DE PENSIONES	0	52.090	52.090
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	244.320	244.320
**D	GENERALI EMPLEO TRES FONDO DE PENSIONES	0	5.465	5.465
**D	THEAM QUANT- GLOBAL INCOME	0	14.175	14.175
**D	THEAM QUANT - MULTI ASSET DIVERSIFIED PROTECTED	0	8.089	8.089
**D	THEAM QUANT - CROSS ASSET HIGH FOCUS	0	4.113	4.113
**D	WHOLESALF GLOBAL EQUITY - VALUE FUND	0	169.070	169.070
**D	GENERALI EMPLEO PYME FONDO DE PENSIONES	0	6	6
**D	AMP LIFE INTERNATIONAL EQUITIES FUND	0	91.630	91.630
**D	THEAM QUANT - EQUITY WORLD EMPLOYEE SCHEME II	0	4.136	4.136
**D	AUSTRALIAN CATHOLIC SUPERANNUATION AND RETIREMENT FUND	0	103.438	103.438

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	CASTELLANA PENSIONES FP	0	1.129	1.129
**D	DNCA INVEST BEYOND CLIMATE	0	540.000	540.000
**D	RUSSELL INVESTMENTS GLOBAL LISTED INFRASTRUCTURE FUND	0	85.512	85.512
**D	BFI GLOBAL INVESTMENT FUND- WAVERICK GLOBAL FUND	0	7.116	7.116
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	423.227	423.227
**D	AMSELECT - SYCOMORE EURO EQUITY GROWTH	0	283.892	283.892
**D	G.A.-FUND-B - WORLD EQUITIES	0	43.917	43.917
**D	GENERALI CUATRO FONDO DE PENSIONES	0	52.824	52.824
**D	AZ FUND 1 AZ ALTERNATIVE GLOBAL MACRO OPPORTUNITIES	0	100.000	100.000
**D	DNCA INVEST EURO SMART CITIES	0	590.159	590.159
**D	AZ FUND 1 AZ ALLOCATION GLOBAL	0	28.000	28.000
**D	BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	0	142.590	142.590
**D	AZ FUND 1 AZ ALTERNATIVE LONG SHORT EUROPE	0	52.000	52.000
**D	AMP CAPITAL GLOBAL QUALITY FUND	0	18.748	18.748
**D	THEAM QUANT - EQUITY WORLD EMPLOYEE SCHEME III	0	2.466	2.466
**D	IPAC SPECIALIST INVESTMENT STRATEGIES - INTERNATIONAL SHARE STRATEGY NO.1	0	438.932	438.932
**D	AZ MULTI ASSET AZ MULTI ASSET AZ ALLOCATION FLEXIBLE EQUITY	0	45.000	45.000
**D	AZ FUND 1 AZ ALLOCATION TREND	0	9.000.000	9.000.000
**D	GENERALI MULTI PORTFOLIO SOLUTIONS SICAV	0	170.531	170.531
**D	FIDENTIIS TORDESILLAS SICAV	0	67.210	67.210
**D	GENERALI PREVISION EPSV	0	14.080	14.080
**D	BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST	0	7.957	7.957
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	149.299	149.299
**D	BS PREVISION EMPRESAS EPSV DE EMPLEO	0	2.533	2.533
**D	THEAM QUANT - EQUITY WORLD DEF1	0	12.665	12.665
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	33.396	33.396
**D	AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	0	130.000	130.000
**D	GENERALI ESPANA S A DE SEGUROS Y REASEGUROS	0	92.199	92.199
**D	AZ FUND 1 AZ EQUITY LONG TERM EQUITY OPPORTUNITIES	0	510.000	510.000
**D	AZ FUND 1 - AZ EQUITY WATER AND RENEWABLE RESOURCES	0	400.000	400.000
**D	BANSABADELL 36, F.P.	0	3.875	3.875
**D	ZURICH VIDA COMPANIA DE SEGUROS Y REASEGUROS SA	0	35.016	35.016
**D	LAGUN ARO EPSV DE EMPLEO	0	625.000	625.000
**D	SABADELL PLANIFICACION 25, FI	0	33.661	33.661
**D	CHEVIOT ASS MANAGEMENT L	0	747	747
**D	BANSABADELL 2000 FP	0	736	736
**D	INVERSABADELL 25, FI	0	125.422	125.422
**D	BROOKFIELD GLOBAL LISTED INFRASTRUCTURE FUND	0	155.864	155.864
**D	COMPANIA DE SERVICIOS DE BEBIDAS REFRESCANTES PENSIONES, F.P	0	1.712	1.712
**D	BANSABADELL 18 FP	0	3.020	3.020
**D	PIR EQUITY AXA ASSICURAZIONI	0	420.000	420.000
**D	FD INTERNATIONAL SHARE FUND 3	0	700.000	700.000
**D	FONECONOMISTES, FONS DE PENSIONES	0	1.351	1.351
**D	SABADELL PLANIFICACION 50, FI	0	11.151	11.151
**D	DELTA MASTER TRUST	0	46.780	46.780
**D	INVERSABADELL 10, FI	0	6.454	6.454
**D	SABADELL EUROACCION, FI	0	400.272	400.272
**D	INVERSABADELL 70, FI	0	22.671	22.671
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	0	1.020.000	1.020.000
**D	UBS GLOBAL EQUITY CLIMATE TRANSITION FUND	0	53.579	53.579

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FERROATLANTICA 92 FP	0	1.117	1.117
**D	BNP S BETA/LOT133/FRR10E	0	83.405	83.405
**D	INTECH INTERNATIONAL LARGE CAP CORE FUND LLC	0	4.660	4.660
**D	T. ROWE PRICE REAL ASSETS TRUST I	0	1.503.798	1.503.798
**D	T. ROWE PRICE REAL ASSETS FUND, INC.	0	1.541.007	1.541.007
**D	SOCIETA' CATTOLICA DI ASSICURAZIONE - SOCIETA' COOPERATIVA	0	904.333	904.333
**D	INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL	0	33.028	33.028
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO	0	426.428	426.428
**D	UNIVERSAL-INVESTMENT-GESSELLSCHAFT MBH ON BEHALF OF HMT WERTSICHERUNG 94 ESG	0	10.000	10.000
**D	DEKA INVESTMENT GMBH RE WI-DISCOUNT	0	799.000	799.000
**D	MACQUARIE INTERNATIONAL INFRASTRUCTURE SECURITIES FUND (UNHEDGED)	0	770.731	770.731
**D	ALTO AMERICA AZIONARIO	0	555.632	555.632
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	63.352	63.352
**D	BROOKFIELD REAL ASSETS SECURITIES FUND	0	33.450	33.450
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	0	60.000	60.000
**D	ECOFIN GLOBAL ENERGY TRANSITION FUND	0	209.260	209.260
**D	WILSHIRE MUTUAL FUNDS, INC. - WILSHIRE INTERNATIONAL EQUITY FUND	0	183.323	183.323
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	140.915	140.915
**D	BNP PARIBAS EASY ESG GROWTH EUROPE	0	6.845	6.845
**D	ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	0	34.613	34.613
**D	BNP PARIBAS EASY - ECFI GLOBAL ESG INFRASTRUCTURE	0	434.252	434.252
**D	VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER	0	914.908	914.908
**D	DEKA INVESTMENT GMBH RE A-LANDGRAF PHILIPP FONDS	0	70.000	70.000
**D	STELLAR INSURANCE, LTD.	0	38.008	38.008
**D	NORDEA GENERATIONSFOND SENIOR	0	46.152	46.152
**D	DEKA INVESTMENT GMBH RE LANDSBERG-FONDS	0	27.000	27.000
**D	DEKA INVESTMENT GMBH RE MV-FONDS	0	89.000	89.000
**D	BT INTERNATIONAL SHARES INDEX FUND	0	653.277	653.277
**D	WSP INTERNATIONAL EQUITIES TRUST	0	398.522	398.522
**D	TELSTRA SUPERANNUATION SCHEME	0	204.442	204.442
**D	DEKA INVESTMENT GMBH RE MKG MASTERFONDS	0	9.059	9.059
**D	JPMORGAN CHASE RETIREMENT PLAN	0	776.940	776.940
**D	QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	0	248.714	248.714
**D	ALLIANZ GLOBAL INVESTORS GMBH RE ALLIANZGI-FONDS VBDK	0	13.358	13.358
**D	DEKA VERMOEGENSMANAGEMENT GMBH RE KESSLER- GLOBAL VALUE-INVEST	0	50.350	50.350
**D	TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	0	235.175	235.175
**D	DEKA INVESTMENT GMBH RE NUILL-FONDS	0	44.500	44.500
**D	CARE SUPER	0	79.074	79.074
**D	DEKA INVESTMENT GMBH RE DEKA BIV-B	0	2.805	2.805
**D	DEKA INVESTMENT GMBH RE A-HAM-FONDS	0	43.062	43.062
**D	TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	792.105	792.105
**D	GENERAL MOTORS (VWL) PENSION PLAN	0	12.028	12.028
**D	ALLIANZ GLOBAL INVESTORS GMBH RE ALLIANZGI-FONDS LIPCO III	0	25.384	25.384
**D	DEKA INVESTMENT GMBH RE DEKA-SOI-FONDS	0	34.734	34.734
**D	SCHRODER GLOBAL ACTIVE ALLOCATION FUND	0	8.946	8.946
**D	DEKA INVESTMENT GMBH RE A-AMISIA-FONDS	0	90.000	90.000
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	86.969	86.969
**D	DEKA INVESTMENT GMBH RE HOLL17-MASTERFONDS	0	36.781	36.781
**D	UNIVERSAL-INVESTMENT-GESSELLSCHAFT MBH RE ZEIT-UNIVERSAL-FONDS	0	260.000	260.000
**D	FIDELITY GLOBAL EQUITIES FUND	0	440.000	440.000



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LISTA ESITO DELLE VOTAZIONE  
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEKA VERMOEGENSMANAGEMENT GMBH RE ES-DIVIDENDENSTRATEGIE	0	267.169	267.169
**D	DEKA INVESTMENT GMBH RE DEKA-NACHHALTIGKEIT DIVIDENDENSTRATEGIE	0	280.000	280.000
**D	DEKA INVESTMENT GMBH RE DEKA IHKLW	0	2.050	2.050
**D	JPMORGAN CHASE 401(K) SAVINGS PLAN	0	1.538.530	1.538.530
**D	DEKA INVESTMENT GMBH RE A-SDT-FONDS	0	5.800	5.800
**D	DEKA INVESTMENT GMBH RE A-KSK FULDA-FONDS	0	64.000	64.000
**D	DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN	0	38.592	38.592
**D	DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN	0	63.960	63.960
**D	BLACKROCK GLOBAL LISTED INFRASTRUCTURE FUND	0	32.750	32.750
**D	DEKA INVESTMENT GMBH RE A-NORDHAUSEN 2-FONDS	0	626.055	626.055
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	148.250	148.250
**D	DEKA INVESTMENT GMBH RE PALATIA FONDS	0	403.668	403.668
**D	DEKA INVESTMENT GMBH RE REX-FONDS	0	640.000	640.000
**D	DEKA INVESTMENT GMBH RE DEKA-DIVIDENDENSTRATEGIE EUROPA	0	59.755	59.755
**D	DEKA INVESTMENT GMBH RE DEKA - BREMEN 1	0	20.000	20.000
**D	DEKA INVESTMENT GMBH RE ARGO NAVIS MASTERFONDS	0	408.773	408.773
**D	THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS MASTER TRUST	0	225.000	225.000
**D	DEKA INVESTMENT GMBH RE DEKA-PRIVATVORSORGE AS	0	25.967	25.967
**D	ACCIDENT COMPENSATION CORPORATION	0	500.000	500.000
**D	DEKA INVESTMENT GMBH RE DEKA-EUROPASELECT	0	229.128	229.128
**D	DEKA INVESTMENT GMBH RE DEKA-STARKENBURGFONDS	0	42.800	42.800
**D	DEKA INVESTMENT GMBH RE HEGAU-BODENSEE FM 1	0	41.120	41.120
**D	DEKA INVESTMENT GMBH RE A-WENDALINUS-FONDS	0	74.767	74.767
**D	DEKA INVESTMENT GMBH RE CHA-MASTERFONDS	0	36.403	36.403
**D	THE PETROLEUM STUDIES AND RESEARCH CENTER ENDOWMENT TRUST	0	30.000	30.000
**D	DEKA INVESTMENT GMBH RE SAAR-FONDS	0	10.200	10.200
**D	DEKA INVESTMENT GMBH RE DEKA-INSTITUTIONELL DEFENSIVE EQUITY EUROPE	0	101.000	101.000
**D	DEKA INVESTMENT GMBH RE DEKA-NACHHALTIGKEIT DYNAMISCH	0	45.000	45.000
**D	DEKA INVESTMENT GMBH RE PRHL-1-FONDS	0	6.223	6.223
**D	DEKA INVESTMENT GMBH RE VER 03-FONDS	0	48.032	48.032
**D	DEKA INVESTMENT GMBH RE HD-PHILOSOPHENWEG	0	213.476	213.476
**D	DEKA INVESTMENT GMBH RE DEKA - NACHHALTIGKEIT KOMMUNAL	0	44.650	44.650
**D	DEKA INVESTMENT GMBH RE MAULERONN-STROMBERG-FONDS	0	7.000.000	7.000.000
**D	DEKA INVESTMENT GMBH RE DEKA-UMWELTINVEST	0	29.900	29.900
**D	DEKA INVESTMENT GMBH RE KOMMUNAL-TUT-BALANCED -FONDS	0	5.000	5.000
**D	DEKA INVESTMENT GMBH RE BODENSEE-FONDS	0	240.000	240.000
**D	DEKA INVESTMENT GMBH RE DEKASPEZIAL	0	747.500	747.500
**D	DEKA INVESTMENT GMBH RE A-KLB-MASTERFONDS	0	76.134	76.134
**D	DEKA INVESTMENT GMBH RE DFM ALPHA SE 2008	0	36.267	36.267
**D	DEKA INVESTMENT GMBH RE DEKA MSCI EUROPE LC UCITS ETF	0	14.800	14.800
**D	DEKA INVESTMENT GMBH RE MASTERFONDS DER SPARKASSE AN DER LIPPE	0	253.392	253.392
**D	DEKA INVESTMENT GMBH RE DONAU-FUNDMASTER	0	1.040.500	1.040.500
**D	DEKA INVESTMENT GMBH RE DEKA-BR 100	0	51.171	51.171
**D	DEKA INVESTMENT GMBH RE DEKA-BR 75	0	20.169	20.169
**D	DEKA INVESTMENT GMBH RE DEKA-BR 55	0	27.259	27.259
**D	DEKA INVESTMENT GMBH RE DEKA-BALANCE DYNAMISCH	0	78.381	78.381
**D	DEKA INVESTMENT GMBH RE DEKA STOXX EUROPE 50 UCITS ETF	0	20.550	20.550
**D	DEKA INVESTMENT GMBH RE AUM-FONDS	0	327.804	327.804
**D	DEKA INVESTMENT GMBH RE DEKA MSCI EUROPE UCITS ETF	0	83.429	83.429
**D	DEKA INVESTMENT GMBH RE A-VSA-FONDS	0	125.537	125.537
**D	DEKA INVESTMENT GMBH RE DEKA-BR 35	0		

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONI

## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	DEKA INVESTMENT GMBH RE DEKA MULTI ASSET TOTAL RETURN	0	1.496	1.496
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	0	17.452	17.452
**D	BH(LUX)SCA CUSTODIAN FOR FIDELITY FUNDS - GLOBAL FOCUS	0	1.300.000	1.300.000
**D	DEKA INVESTMENT GMBH RE PFEUENDE INVEST	0	5.360	5.360
**D	SGA INTERNATIONAL EQUITY CIT	0	15.302	15.302
**D	CUSTODY BANK OF JAPAN, LTD. RE: RTB DAIWA SEKAI INCOME STRATEGY EQUITY FUND	0	26.100	26.100
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	0	230.673	230.673
**D	SEI INSTITUTIONAL MANAGED TRUST - TAX- MANAGED INTL MANAGED VOLATILITY FUND	0	99.794	99.794
**D	SCHRODER GAIA	0	20.133	20.133
**D	NEUBERGER BERMAN INVESTMENT FUNDS PLC	0	794	794
**D	MONDRIAN ALL COUNTRIES WORLD EX-U.S. EQUITY COLLECTIVE INVESTMENT TRUST	0	1.472.655	1.472.655
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB BNP PARIBAS EUROPE EQUITY INCOME AND GROWTH MOTHER FUND	0	11.679	11.679
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX 50 EX BANKS (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	101.402	101.402
**D	101.402	0	4.120	4.120
**D	DEKA INVESTMENT GMBH RE BEROLINARENT DEKA	0	6.898.272	6.898.272
**D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	308.934	308.934
**D	CUSTODY BANK OF JAPAN, LTD. RE: MATB NEW RESOURCES MOTHER FUND	0	41.276	41.276
**D	CUSTODY BANK OF JAPAN, LTD. RE: MATB NEW RESOURCE TECHNOLOGY MOTHER FUND	0	0	12.354
**D	CUSTODY BANK OF JAPAN, LTD. RE: MATB NISSAY / PANAGORA GLOBAL EQUITY PASSIVE FUND (LIMITED FOR ELIGIBLE INSTITUTIONAL IN	0	0	0
**D	12.354	0	48.153	48.153
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB DAIWA OUSHU KOU-HAITOU KABU MOTHER FUND	0	158.479	158.479
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY FOREIGN EQUITY PASSIVE MOTHER FUND (ONLY FOR PENSION)	0	27.109	27.109
**D	MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND	0	4.351.754	4.351.754
**D	SCHWAB INTERNATIONAL INDEX FUND	0	28.035.836	28.035.836
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	692.596	692.596
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	17.212	17.212
**D	FIDELITY FUNDS - EUROPEAN DIVIDEND PLUS POOL	0	2.234.282	2.234.282
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	4.717.354	4.717.354
**D	FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	0	370	370
**D	LACM WORLD EQUITY - WEALTH BUILDER CIT	0	654.637	654.637
**D	ING DIRECT SICAV	0	712	712
**D	MS HORIZON FUNDS SICAV-MS HORIZONS MULTIACTIVOS GLOBAL CONSERVADOR FUND	0	100.000	100.000
**D	MASTER TRUST BANK OF JAPAN LTD. RE: TMA GLOBAL EQUITY MOTHER FUND	0	1.215.036	1.215.036
**D	FIDELITY FUNDS - SUSTAINABLE CLIMATE SOLUTIONS POOL	0	1.090	1.090
**D	NATIXIS INTERNATIONAL FUNDS (LUX) I	0	2.233.317	2.233.317
**D	CATHOLIC RESPONSIBLE INVESTMENTS INTERNATIONAL EQUITY FUND	0	48.309	48.309
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: TWAM GLOBAL RENEWABLE ENERGY INCOME EQUITY MF	0	15.000.000	15.000.000
**D	DEKA INVESTMENT GMBH RE DEKA-DIVIDENDENSTRATEGIE	0	2.482	2.482
**D	DEMOCRACY INTERNATIONAL FUND	0	3.702	3.702
**D	GLOBAL X S&P CATHOLIC VALUES DEVELOPED EX-U.S. ETF	0	88.793	88.793
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND (CURRENCY HEDGED)	0	23.690	23.690
**D	THORNBERG INTERNATIONAL EQUITY FUND II	0	665.643	665.643
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	1.460.243	1.460.243
**D	NN (L) SICAV	0	5.006	5.006
**D	FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	0	9.607	9.607
**D	LACM GLOBAL EQUITY FUND LP	0	383.125	383.125
**D	FIDELITY FUNDS - SUSTAINABLE CLIMATE SOLUTIONS POOL 2	0	513.298	513.298
**D	FIDELITY FUNDS - GLOBAL DIVIDEND PLUS POOL	0	3.525	3.525
**D	LEGAL & GENERAL GLOBAL DEVELOPED EQUITY INDEX FUND	0	929.990	929.990
**D	MASTER TRUST BANK OF JAPAN LTD. RE: FIDELITY GLOBAL FUND	0	0	0

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEVELOPED INTERNATIONAL EQUITY SELECT ETF	0	2.800	2.800
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: TWAM GLOBAL CLIMATE CHANGE EQUITY MF	0	144.770	144.770
**D	VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	0	300.109	300.109
**D	MONDRIAN INTERNATIONAL VALUE EQUITY FUND	0	3.173.446	3.173.446
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	0	191.203	191.203
**D	PINEBRIDGE DYNAMIC ASSET ALLOCATION FUND	0	22.391	22.391
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400021914	0	39.625	39.625
**D	FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED GLOBAL EQUITY UCITS ETF	0	14.022	14.022
**D	MONDRIAN GLOBAL LISTED INFRASTRUCTURE FUND	0	11.024	11.024
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400021913	0	148.550	148.550
**D	THE MASTER TRUST FOR DEFINED CONTRIBUTION PLANS OF AMERICAN AIRLINES, INC, US AIRW	0	2.159.167	2.159.167
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	831.559	831.559
**D	SANLAM UNIVERSAL FUNDS PLC	0	20.510	20.510
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	8.709.981	8.709.981
**D	MACQUARIE GLOBAL LISTED INFRASTRUCTURE CIT	0	48.736	48.736
**D	FIRST TRUST DYNAMIC EUROPE EQUITY INCOME FUND	0	313.981	313.981
**D	FIDELITY FUNDS - GLOBAL ENHANCED INCOME POOL	0	1.383.294	1.383.294
**D	FIDELITY FUNDS EUROPEAN DIVIDEND POOL	0	1.152.438	1.152.438
**D	VANGUARD INVESTMENTS II CCF - VANGUARD FTSE DEVELOPED WORLD II CCF	0	211.243	211.243
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7105	0	597.581	597.581
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD-VANGUARD FTSE DEV EUR EX UK CCF	0	841.446	841.446
**D	FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	0	417.104	417.104
**D	BROWN BROTHERS HARRIMAN (LUXEMBOURG) SCA CUSTODIAN FOR FIDELITY FUNDS - ITALY	0	101.086	101.086
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTEJ400097010	0	3.988.363	3.988.363
**D	FIDELITY FUNDS - ABSOLUTE RETURN GLOBAL EQUITY POOL	0	27.129	27.129
**D	FIDELITY FUNDS - GLOBAL DIVIDEND POOL	0	18.534.000	18.534.000
**D	MF/B PI ESG INSIGHTS WORLD EQUITY FUND	0	98.259	98.259
**D	KBI GLOBAL RESOURCES SOLUTIONS CIT	0	97.208	97.208
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX ESG-X (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	107.491	107.491
**D	AXA ROSENERG EUROBLOC	0	274.144	274.144
**D	BESTSELECT - AB EUROPEAN EQUITY	0	665.972	665.972
**D	CNP ACTIONS EUROPE FIDELITY	0	1.966.020	1.966.020
**D	CARDIF ASSURANCE VIE	0	1.556.908	1.556.908
**D	MIRA ACTIONS EUROPE 2	0	624.091	624.091
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045792	0	9.146.413	9.146.413
**D	FONDS BOEHRINGER ISR EQUILIBRE SOLIDAIRE	0	109.388	109.388
**D	DEKA INTERNATIONAL S. A. RE DEKA-EUROPAFRANT	0	178.208	178.208
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	197.033	197.033
**D	LF GREEN TECH EUROPE	0	195.618	195.618
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS	0	16.990	16.990
**D	GENERALI REVENUS	0	91.547	91.547
**D	PRCO-COFONDS I	0	17.500	17.500
**D	ALLIANZGI-FONDS PFD	0	6.630	6.630
**D	ALLIANZGI-FONDS PFI SEGMENT PFI-AA2-E_EUA	0	835.232	835.232
**D	DILL-COFONDS	0	46.813	46.813
**D	MASTERFONDS BANTHUS	0	229.741	229.741
**D	ALLIANZGI-SUBFONDS TOB - NEU-	0	21.932	21.932
**D	ALLIANZGI-FONDS PFALCO SEGMENT PFALCO COMINVEST	0	120.193	120.193
**D	MASTERFONDS HPTP	0	234.680	234.680
**D	EUROPE EX-UK ALPHA TILTS ESG SCREENED FUND B (EUTLTBTTL)	0	167.742	167.742

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	ALLIANZGI-FONDS WERT	0	7.200	7.200
***D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF PSVAG MASTERFONDS	0	220.218	220.218
***D	EBICO-FONDS	0	221.317	221.317
***D	WILAKH MASTER	0	131.559	131.559
***D	GID-FONDS GREY MULTIFLEX	0	3.407	3.407
***D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	148.825	148.825
***D	LXPOR 1 EURO STOXX 50 (DR) UCITS ETF	0	77.439	77.439
***D	MAINSTAY VP CBRE GLOBAL INFRASTRUCTURE PORTFOLIO	0	108.201	108.201
***D	BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	0	1.566.383	1.566.383
***D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	3.016.453	3.016.453
***D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	3.700.277	3.700.277
***D	NORDEA GLOBAL EQUITY ALLOCATION FUND	0	846.567	846.567
***D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG RE KSK IVV DIVIDENDEN	0	140.100	140.100
***D	DEKA INVESTMENT GMBH RE KAL-FONDS	0	4.000	4.000
***D	ROBIN 1-FONDS	0	266.581	266.581
***D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR DAIDO LIFE FOREIGN EQUITY MOTHER FUND	0	4.500	4.500
***D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	230.216	230.216
***D	EQUITOR INSURANCE AS	0	80.000	80.000
***D	BLACKROCK BALANCED CAPITAL PORTFOLIO OF BLACKROCK SERIES FUND, INC.	0	107.458	107.458
***D	BLACKROCK STRATEGIC INCOME OPPORTUNITIES PORTFOLIO OF BLACKROCK FUNDS V	0	1.056.039	1.056.039
***D	MSCI EQUITY INDEX FUND B - ITALY (MSITB)	0	3.541.994	3.541.994
***D	JNL INTERNATIONAL INDEX FUND	0	1.108.108	1.108.108
***D	DEKA INTERNATIONAL S.A. RE DEKA-EUROPARANT 90	0	3.485	3.485
***D	INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC	0	7.491	7.491
***D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	224.525	224.525
***D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	409.839	409.839
***D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	351.870	351.870
***D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG RE IFM-INVEST: AKTIEN EUROPA	0	369.000	369.000
***D	EQ ADVISORS TRUST - EQ/INTERNATIONAL EQUITY INDEX PORTFOLIO	0	1.444.016	1.444.016
***D	HANDELSBANKEN EUROPA INDEX CRITERIA	0	2.003.312	2.003.312
***D	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	0	295.179	295.179
***D	NORDEA GLOBAL PASSIVE FUND	0	406.424	406.424
***D	NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMITED RETIREMENT BENEFITS SCHEME	0	36.824	36.824
***D	NORDEA GLOBAL DIVIDEND FUND	0	2.620.437	2.620.437
***D	JNL/BLACKROCK GLOBAL ALLOCATION FUND	0	96.661	96.661
***D	DEKA INTERNATIONAL S.A. RE DEKA-EUROPAVALUE	0	28.000	28.000
***D	EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	649.214	649.214
***D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	969.269	969.269
***D	ACTIAM DUURZAAM INDEX AANDELENFONDS WERELD	0	186.700	186.700
***D	HORIZON EPARGNE ACTIONS	0	81.583	81.583
***D	INVESTINGSFORENINGEN NORDEA INVEST BASIS 2 KL	0	46.773	46.773
***D	INVESTINGSFORENINGEN NORDEA INVEST ENGHOS INTERNATIONAL AKTIER	0	280.763	280.763
***D	ZWITSERLEVEN INSTITUTIONELE BELEGGENGSMONEN - ZWITSERLEVEN DUURZAAM INDEX AANDELENFONDS EUROPA	0	151.492	151.492
***D	BNP PARIBAS VALUERS EURO ISR	0	1.120.455	1.120.455
***D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MTBJ400045832	0	2.719.858	2.719.858
***D	CAMGESTION CLUB PATRIMOINE	0	7.672	7.672
***D	FIDELITY EUROPE	0	3.998.654	3.998.654
***D	AXA AA DIVERSIFIE INDICIEL 1	0	500.295	500.295
***D	ACTIAM DUURZAAM EUROPEES AANDELENFONDS	0	17.398	17.398
***D	STATE OF WYOMING	0	373.337	373.337

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALM ACTIONS EURO	0	2.711.841	2.711.841
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIOENSPAARFONDS	0	1.696.700	1.696.700
**D	FCP IRCOM RETRAITE DIVERSIFIE 2	0	90.680	90.680
**D	GENERAL MOTORS PENSIOENFONDS OFF	0	6.733	6.733
**D	SAUR EPARGNE SOLIDAIRE ISR	0	125.690	125.690
**D	GID-FONDS CEAOT	0	1.101.700	1.101.700
**D	GID-FONDS CLAOI	0	368.174	368.174
**D	ALLIANZGI-FONDS DUNHILL	0	38.160	38.160
**D	ZURICH INSURANCE COMPANY LTD - BRANCH ITALIANA	0	69.325	69.325
**D	ALLIANZGI-FONDS RBB SEGMENT RBB AKTIEN	0	10.187	10.187
**D	ALLIANZGI-FONDS VSBW	0	102.247	102.247
**D	ALLIANZGI-FONDS RANW II SK	0	500.000	500.000
**D	ASSICURAZIONI GENERALI SPA	0	6.769	6.769
**D	EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCVB)	0	399.818	399.818
**D	D A S DIPESA AUTOMOBILISTICA SINISTRI SPA DI ASSICURAZIONE	0	15.065	15.065
**D	TUA ASSICURAZIONI SPA	0	3.761	3.761
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF FEHO-UNIVERSAL-FONDS	0	120.000	120.000
**D	ALLIANZGI-FONDS TOSCA	0	46.868	46.868
**D	GID-FONDS AVAOT 2	0	103.094	103.094
**D	ALLIANZGI-FONDS WAFI	0	15.278	15.278
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF ARSD-UNIVERSAL-FONDS	0	150.759	150.759
**D	GID-FONDS DLAEI	0	122.200	122.200
**D	NATIONWIDE RISK-BASED INTERNATIONAL EQUITY ETF	0	52.786	52.786
**D	ALLIANZGI-FONDS SVKK	0	4.101	4.101
**D	BANCOPOSTA RINASCIMENTO	0	445.731	445.731
**D	GENERALI EURO ACTIONS	0	218.104	218.104
**D	BOSTON PARTNERS GLOBAL EQUITY FUND	0	349.635	349.635
**D	NORDEA GENERATIONSFOND 80-TAL	0	190.012	190.012
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	0	197.973	197.973
**D	GENERALI AKTIVMIX ERTRAG	0	2.461	2.461
**D	BANCOPOSTA GLOBAL EQUITY HEDGED LTE	0	1.273	1.273
**D	EUROP ASSISTANCE SA	0	3.840	3.840
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT GLOBAL AKTIEN INFRASTRUKTUR	0	50.000	50.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS	0	8.716	8.716
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 95	0	53.955	53.955
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 90	0	152.529	152.529
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 90	0	76.802	76.802
**D	GENERALI INVESTMENTS EUROPE SPA SGR	0	9.112	9.112
**D	GID-FONDS GPRET MULTIFLEX II	0	97.377	97.377
**D	PRAXIS INTERNATIONAL INDEX FUND	0	8.354	8.354
**D	PHILADELPHIA GAS WORKS PENSION PLAN	0	87.174	87.174
**D	GENETEL SPA	0	40.981	40.981
**D	AXA EURO DIVIDEND D	0	227.855	227.855
**D	FONDAZIONE ROMA - GLOBAL EQUITY SATELITE II	0	1.676.500	1.676.500
**D	KAYNE ANDERSON RENEWABLE INFRASTRUCTURE PARTNERS . LP	0	3.688	3.688
**D	TEAM QUANT - BOND EUROPE CLIMATE CARBON OFFSET PLAN	0	1.704.289	1.704.289
**D	HENDERSON HORIZON PAN EUROPEAN EQUITY FUND	0	75.898	75.898
**D	ATCP-UI-FONDS	0	22.200	22.200
**D	AQUARIUS INTERNATIONAL FUND	0	720.000	720.000
**D	AZ FUND 1 AZ EQUITY EUROPE	0	600.000	600.000
**D	AZ FUND 1 AZ ALLOCATION GLOBAL INCOME	0		

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	BNP PARIBAS FUNDS - ENERGY TRANSITION	0	17.026.074	17.026.074
***D	DNCA INVEST-EURO DIVIDEND GROWER	0	1.104.403	1.104.403
***D	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	59.547	59.547
***D	UNISUPER	0	652.800	652.800
***D	AMP INTERNATIONAL EQUITY INDEX FUND	0	827.480	827.480
***D	BNP PARIBAS EASY - MSCI EUROPE SMALL CAPS SRI S-SERIES 5 CAPPED	0	1.700.000	1.700.000
***D	GENERALI DOS FONDO DE PENSIONES	0	71.403	71.403
***D	INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	0	14.428	14.428
***D	WHOLESALE INTERNATIONAL CORE EQUITIES (NZ HEDGED)	0	2.793	2.793
***D	BANCO SABADELL	0	180.359	180.359
***D	WHOLESALE INTERNATIONAL CORE EQUITIES	0	4.801	4.801
***D	STRATEGIC INTERNATIONAL EQUITY FUND	0	119.047	119.047
***D	INVERSADELL 50, FI	0	56.264	56.264
***D	AZ FUND 1 AZ ALLOCATION INTERNATIONAL	0	100.000	100.000
***D	BS PENTAPENSION EMPRESA	0	2.386	2.386
***D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH - HSBC DEUTSCHLAND RE IMB	0	74.000	74.000
***D	FONSOLBANK FF	0	11.393	11.393
***D	FCP Avenir Croissance PA	0	14.970	14.970
***D	NORDEA GENERATIONSFOND 50-TAL	0	459.718	459.718
***D	BROOKFIELD REAL ASSETS INCOME FUND INC	0	323.840	323.840
***D	NORDEA GENERATIONSFOND 60-TAL	0	839.922	839.922
***D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL	0	45.595	45.595
***D	DEKA INVESTMENT GMBH RE A-ASD FONDS	0	39.300	39.300
***D	NORDEA GENERATIONSFOND 70-TAL	0	363.207	363.207
***D	NORDEA AVTALSPELNSFOND MIDI	0	55.417	55.417
***D	DEKA INVESTMENT GMBH RE DEKA EURO ISTOXX EX FIN DIVIDEND+ UCITS ETF	0	1.459.862	1.459.862
***D	DEKA VERMEGENSMANAGEMENT GMBH RE PRIVATE BANKING STRUKTUR	0	50.000	50.000
***D	DEKA INVESTMENT GMBH RE SVRP-FONDS	0	4.497	4.497
***D	DEKA INVESTMENT GMBH RE PENSIONSFONDS MAINZI	0	9.890	9.890
***D	DEKA INVESTMENT GMBH RE MASTER 172	0	175.000	175.000
***D	TRINITY COLLEGE CAMBRIDGE	0	97.711	97.711
***D	BLACKROCK INTERNATIONAL ALPHA ILLIS FUND	0	151.943	151.943
***D	ISHARES WHOLESALÉ INTERNATIONAL EQUITY INDEX FUND	0	706.713	706.713
***D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	24.700	24.700
***D	DEKA INVESTMENT GMBH RE DEKA-BR 20	0	1.725	1.725
***D	FCB-PINEBRIDGE ESG QUANTITATIVE GLOBAL EQUITY FUND	0	37.450	37.450
***D	DEKA INVESTMENT GMBH RE SPARKASSE_SHG-FONDS	0	24.000	24.000
***D	BT WHOLESALÉ MULTI-MANAGER INTERNATIONAL SHARE FUND	0	111.744	111.744
***D	DEKA INVESTMENT GMBH RE ARIDEKA	0	4.500.000	4.500.000
***D	DEKA INVESTMENT GMBH RE DEKA-EUROLAND BALANCE	0	1.418.985	1.418.985
***D	DEKA INVESTMENT GMBH RE DEKA-BAV FONDS	0	171.932	171.932
***D	DEKA INVESTMENT GMBH RE A-DIM-WETZLAR-BALANCED- FONDS	0	25.200	25.200
***D	DEKA INVESTMENT GMBH RE DEKA EURO STOXX 50 UCITS ETF	0	2.492.223	2.492.223
***D	DEKA INVESTMENT GMBH RE A-DIM-WETZLAR-FONDS	0	26.096	26.096
***D	DEKA INVESTMENT GMBH RE DEKA-BR 85	0	265.978	265.978
***D	DEKA INVESTMENT GMBH RE MILDENTAL-FONDS	0	38.370	38.370
***D	MONDRIAN INTERNATIONAL EQUITY COLLECTIVE INVESTMENT TRUST	0	557.936	557.936
***D	CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II	0	49.750	49.750
***D	CUSTODY BANK OF JAPAN, LTD. RE: RTB SEKAI KOUHAITOU MOTHER FUND	0	53.300	53.300
***D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY RISK CONTROLLED BALANCE MOTHER FUND	0	231.823	231.823

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY STABILIZED INCOME MOTHER FUND	0	37.769	37.769
**D	THORNBURG INTERNATIONAL EQUITY FUND (Q.P.), LLC	0	78.214	78.214
**D	FIAM SELECT INTERNATIONAL EQUITY FUND, LLC	0	113.735	113.735
**D	MS HORIZON FUNDS SICAV-MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND	0	3.980	3.980
**D	SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND	0	926.077	926.077
**D	DWS GLOBAL MACRO FUND	0	214.943	214.943
**D	SEI INSTITUTIONAL INTERNATIONAL TRUST INTERNATIONAL EQUITY FUND	0	3.776.504	3.776.504
**D	THE EUROPEAN EQUITY FUND, INC	0	191.033	191.033
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7106	0	597.877	597.877
**D	SANLAM UNIVERSAL FUNDS PLC	0	225.030	225.030
**D	MONDRIAN GLOBAL EQUITY VALUE FUND	0	496.709	496.709
**D	DEKA INVESTMENT GMBH RE INTER-ESSEN-FONDS	0	34.015	34.015
**D	DUFF & PHELPS GLOBAL LISTED INFRASTRUCTURE CIT	0	35.731	35.731
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLDP WRLD EX UK CMN CNT FD	0	141.343	141.343
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMWN CNT FD	0	178.048	178.048
**D	NUVEEN GLOBAL INFRASTRUCTURE FUND	0	1.510.550	1.510.550
**D	THE MASTER TRUST BANK OF JAPAN, LTD.	0	465.636	465.636
**D	SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND	0	3.988.700	3.988.700
**D	DNCA VALUE EUROPE	0	1.584.932	1.584.932
**D	CM-AM EUROPE DIVIDENDES	0	312.545	312.545
**D	PYRENEES GLOBAL	0	10.421	10.421
**D	EUROSE	0	600.000	600.000
**D	CM-CIC SICAV	0	3.032.908	3.032.908
**D	CM-AM EURO EQUITIES	0	1.778.512	1.778.512
**D	CM-AM ALIZES TEMPERE	0	101.812	101.812
**D	CM-AM ALIZES DYNAMIQUE	0	133.925	133.925
**D	MC FUNDS	0	53.086	53.086
**D	CNP DNCA EUROPE VALUE	0	428.344	428.344
**D	OTIS MOYEN TERME SOLIDAIRE	0	21.501	21.501
**D	CONVERGENCE ACTIONS EUROPE	0	130.000	130.000
**D	FONCIL	0	26.094	26.094
**D	SCHUCO	0	3.480	3.480
**D	CONVERGENCE EQUILIBRE SOCIALEMENT RESPONSABLE	0	323.584	323.584
**D	PIPELINE SUD-EUROPEEN	0	5.067	5.067
**D	FERTILSOBEBO	0	10.340	10.340
**D	FEDEX	0	2.920	2.920
**D	AMORA MAILLE DIVERSIFIE	0	3.800	3.800
**D	STAUBLI 50-50 CREDIT MUTUEL	0	9.887	9.887
**D	ACM ACTIONS	0	16.926	16.926
**D	MAHLE BEHR FRANCE ROUFFACH	0	112	112
**D	C & A	0	1.002	1.002
**D	BALL PACKAGING EUROPE	0	1.167	1.167
**D	CHARLES RIVER LABORATORIES FRANCE	0	4.708	4.708
**D	CGI DYNAMIQUE	0	42.571	42.571
**D	THALES AVS FRANCE	0	6.530	6.530
**D	GERARD PERRIER INDUSTRIE	0	5.040	5.040
**D	STAUBLI 80-20 CREDIT MUTUEL	0	10.965	10.965
**D	CREDIT MUTUEL AM	0	4.432	4.432
**D	EUROP ASSISTANCE DIVERSIFIE	0	2.657	2.657
**D	ELIOR EPARGNE DIVERSIFIE	0	3.564	3.564

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Azionisti in delega: 4.059




## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEXMARK DYNAMIQUE	0	7.454	7.454
**D	PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	0	86.164	86.164
**D	WORLD TRADE ORGANIZATION PENSION PLAN	0	77.328	77.328
**D	SORVEN L. P.	0	150.000	150.000
**D	QUBERO CAPITAL FUNDS (LUX) - ACCESSIBLE CLEAN ENERGY	0	52.000	52.000
**D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	0	46.208	46.208
**D	SE XUE FUND	0	102.200	102.200
**D	PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	0	166.735	166.735
**D	PICTET-EUROLAND INDEX	0	229.800	229.800
**D	CAPACITY - FONDS INSTITUTIONNEL - ACTIONS ETRANGERES	0	289.984	289.984
**D	PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	0	284.559	284.559
**D	PICTET GLOBAL SELECTION FUND - GLOBAL UTILITIES EQUITY FUND	0	28.569.629	28.569.629
**D	PICTET GLOBAL SELECTION FUND - GLOBAL UTILITIES EQUITY CURRENCY HEDGE FUND	0	882.124	882.124
**D	IF IST - GLOBE INDEX	0	293.204	293.204
**D	PICTET CH - GLOBAL EQUITIES	0	87.395	87.395
**D	PICTET GLOBAL SELECTION FUND - GLOBAL HIGH YIELD UTILITIES EQUITY FUND	0	87.441	87.441
**D	PICTET GLOBAL SELECTION FUND - GLOBAL INCOME STOCK FUND	0	121.742	121.742
**D	SYN ACTIONS EUROPE (EX-CH) B-UBS	0	556.212	556.212
**D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	0	107.421	107.421
**D	PICTET-EUROPE INDEX	0	851.580	851.580
**D	SYN ACT EUROPE EX-CH-A-AMUNDI	0	551.560	551.560
**D	PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	0	236.186	236.186
**D	RAIFFEISEN INDEX FONDS EURO STOXX 50	0	145.375	145.375
**D	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES	0	209.704	209.704
**D	CAPACITY - FONDS INSTITUTIONNEL - ACTIONS ETRANGERES RENDEMENT ABSOLU	0	181.227	181.227
**D	AZIMUT TREND	0	1.100.000	1.100.000
**D	PROTEA UCITS II - ECO ADVISORS ESG ABSOLUTE RETURN	0	66.289	66.289
**D	AZIMUT STRATEGIC TREND	0	3.600	3.600
**D	SBC MASTER PENSION TRUST	0	215.376	215.376
**D	MY-AMD GLOBAL MULTI ASSET FUND	0	11.569	11.569
**D	AZIMUT TRADING	0	3.600	3.600
**D	THE NEW ZEALAND GUARDIAN TRUST COMPANY LIMITED	0	29.431	29.431
**D	AQR TAX ADVANTGD ABS NON FLIP	0	294.522	294.522
**D	SHL3EF - LM LIMITED	0	150.000	150.000
**D	WIF-EUROPE DISCOVERY FUND	0	219.156	219.156
**D	WIF-EUROPE OPPORTUNITIES FUND	0	196.438	196.438
**D	TURICUM - AKTIEN - UND IMMOBILIENWERTSCHRIFTEN	0	410.146	410.146
**D	EQ OFFSHORE MULTIMANAGER FUNDS TRUST - EQ OFFSHORE AGGRESSIVE MULTIMANAGER FUND	0	56.186	56.186
**D	ALLIANZ GLOBAL INVESTORS GMBH	0	4.570	4.570
**D	FULCRUM LIQUID REAL ASSETS FUND	0	11.465.360	11.465.360
**D	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	0	33.173	33.173
**D	DANSKE INVEST EUROPE HIGH DIVIDEND FUND	0	38.570	38.570
**D	DANSKE INVEST EUROPEAN EQUITY FUND	0	112.252	112.252
**D	JPMORGAN INSURANCE TRUST INCOME BUILDER PORTFOLIO	0	831.138	831.138
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	9.765	9.765
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	707.372	707.372
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	9.760	9.760
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	2.017	2.017
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	15.577	15.577
**D		0	644.603	644.603

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONE

## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JPMORGAN INSURANCE TRUST GLOBAL ALLOCATION PORTFOLIO	0	2.648	2.648
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL	0	173.108	173.108
**D	JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF	0	10.165	10.165
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	16.160	16.160
**D	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL	0	776.691	776.691
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	5.715	5.715
**D	EQ ADVISORS TRUST - EQ/MFS UTILITIES SERIES PORTFOLIO	0	852.477	852.477
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	64.361	64.361
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL	0	93.324	93.324
**D	JPMORGAN FUNDS	0	6.340.189	6.340.189
**D	AVIVA LIFE & PENSIONS IRELAND DAC	0	2.269.103	2.269.103
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA KL	0	375.141	375.141
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	1.478.203	1.478.203
**D	JPMORGAN INCOME BUILDER FUND	0	1.205.075	1.205.075
**D	JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND	0	42.205	42.205
**D	DANICA PENSION LIVSFORSIKRINGSAKTIESELSKAB	0	5.037.550	5.037.550
**D	JPMORGAN INVESTMENT FUNDS	0	8.262.402	8.262.402
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER	0	79.895	79.895
**D	JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	0	26.788	26.788
**D	ANIMA OBIETTIVO EUROPA	0	146.670	146.670
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS GLOBAL EQUITY INCOME FUND	0	1.048.603	1.048.603
**D	INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	0	332.381	332.381
**D	UNIVERSITETS SUPERANNUATION SCHEME	0	2.550.697	2.550.697
**D	AVIVA LIFE & PENSIONS UK LIMITED	0	7.004.298	7.004.298
**D	JPMORGAN SAR EUROPEAN FUND	0	700.540	700.540
**D	ANIMA PICPAC VALORE GLOBALE 2022	0	10.567	10.567
**D	COMMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	0	276.024	276.024
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	7.162.520	7.162.520
**D	JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	0	67.622	67.622
**D	INVESTERINGSFORENINGEN PROFIL INVEST AFDELING DANICA PENSJON NORGE - AKSJER	0	336.584	336.584
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL SUSTAINABLE FUTURE 2 KL	0	124.144	124.144
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL SUSTAINABLE FUTURE 3 KL	0	721.234	721.234
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS CONTINENTAL EUROPEAN EQUITY FUND	0	411.332	411.332
**D	JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	0	6.077	6.077
**D	INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	0	204.649	204.649
**D	AVIVA INVESTORS	0	89.134	89.134
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL SUSTAINABLE FUTURE KL	0	2.115.907	2.115.907
**D	ANIMA ALTO POTENZIALE ITALIA	0	2.500.000	2.500.000
**D	ANIMA CRESCITA ITALIA	0	1.841.392	1.841.392
**D	AFIR HOLDING & MANAGEMENT COMPANY S.C.O	0	270.893	270.893
**D	COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	3.725.328	3.725.328
**D	ANIMA OBIETTIVO ITALIA	0	240.000	240.000
**D	ANIMA ALTO POTENZIALE EUROPA	0	2.348.808	2.348.808
**D	ANIMA CRESCITA ITALIA NEW	0	113.321	113.321
**D	ANIMA ELTIF ITALIA 2026	0	20.000	20.000
**D	ANIMA SFORZESCO PLUS	0	272.370	272.370
**D	ANIMA VALORE GLOBALE	0	609.000	609.000
**D	ANIMA INIZIATIVA ITALIA	0	1.493.400	1.493.400
**D	ANIMA TARGET VISCONTEO 2024	0	48.138	48.138
**D	ANIMA PICPAC MAGELLANO 2022	0	7.117	7.117

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MFS UTILITIES FUND	0	12.730.005	12.730.005
**D	ANIMA AZIONARIO PAESI SVILUPPATI LTE	0	60.745	60.745
**D	JPMORGAN FUND ICVC - JPM GLOBAL MACRO FUND	0	498.509	498.509
**D	ANIMA VISCONTEO	0	3.185.171	3.185.171
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL	0	1.870.080	1.870.080
**D	ANIMA SFORZESCO	0	1.396.007	1.396.007
**D	ANIMA ITALIA	0	5.435.034	5.435.034
**D	ANIMA EUROPA	0	828.486	828.486
**D	ANIMA PICPAC MAGELLANO 2023	0	6.933	6.933
**D	ANIMA SELEZIONE EUROPA	0	1.764.461	1.764.461
**D	ANIMA VISCONTEO PLUS	0	552.879	552.879
**D	JPMORGAN GLOBAL CORE REAL ASSETS LIMITED	0	21.581	21.581
**D	GESTIELLE PRO ITALIA	0	182.015	182.015
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL SUSTAINABLE FUTURE - AKKUMULERENDE KL	0	354.482	354.482
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL	0	1.444.147	1.444.147
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL	0	255.023	255.023
**D	MAINSTREAM FUND SERVICES PTY LTD	0	59.805	59.805
**D	JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED EQUITY FUND	0	39.217	39.217
**D	JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY FUND	0	1.060.201	1.060.201
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	115.481	115.481
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL SUSTAINABLE FUTURE RESTRICTED - ACCUMULATING KL	0	99.191	99.191
**D	JPMORGAN ACTIVEBUILDERS INTERNATIONAL EQUITY ETF	0	3.362	3.362
**D	JPMORGAN EUROPEAN GROWTH & INCOME PLC	0	657.426	657.426
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL	0	523.040	523.040
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL	0	226.161	226.161
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL	0	275.479	275.479
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL	0	780.958	780.958
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA - AKKUMULERENDE KL	0	258.744	258.744
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS - AKKUMULERENDE KL	0	58.662	58.662
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION NORGE - ACCUMULATING KL	0	3.350	3.350
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA 2 KL	0	105.847	105.847
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION SVERIGE - ACCUMULATING KL	0	4.728	4.728
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION - DANMARK AKKUMULERENDE KL	0	56.923	56.923
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION EURO - ACCUMULATING KL	0	17.658	17.658
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA HOUT UDBYTT KL	0	635.813	635.813
**D	FIDELITY CONCORD STREET TRUST; FIDELITY SERIES INTERNATIONAL INDEX FUND	0	147.279	147.279
**D	FIDELITY SALEM STREET TRUST; FIDELITY GLOBAL EX U.S. INDEX FUND	0	2.882.456	2.882.456
**D	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	110.124	110.124
**D	FIDELITY SALEM STREET TRUST; FIDELITY SAI INTERNATIONAL VALUE INDEX FUND	0	13.609.012	13.609.012
**D	FIDELITY SALEM STREET TRUST; FIDELITY ZERO INTERNATIONAL INDEX FUND	0	882.061	882.061
**D	FIDELITY COMMON CONTRACTUAL FUND II - FIDELITY EUROPE EX-UK EQUITY FUND (INVESCO)	0	358.320	358.320
**D	FIDELITY SALEM STREET TRUST; FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	2.427.391	2.427.391
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	0	26.995	26.995
**D	JPMORGAN ETFs (IRELAND) ICAV - EUROZONE RESEARCH ENHAN INDEX EQ (ESG) UCITS ETF	0	17.480	17.480
**D	JPMORGAN ETFs (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF	0	821	821
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	0	26.372	26.372
**D	JPMORGAN ETFs (IRELAND) ICAV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	0	134.097	134.097
**D	JPMORGAN ETFs (IRELAND) ICAV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	0	56.135	56.135
**D	SICAV PIANA	0	72.500	72.500
**D	MILLEIS BANQUE 30-70	0	2.783	2.783

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## LISTA ESITO DELLE VOTAZIONE

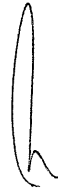
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EPSON FRANCE EURO ACTIONS	0	900	900
**D	CARGILL ACTIONS	0	6.000	6.000
**D	HENKEL DIVERSIFIE N 1	0	5.730	5.730
**D	CM-AM SOLIDAIRE TEMPERE ISR	0	178.500	178.500
**D	COFACE N 1	0	4.385	4.385
**D	CM-AM ALIZES EQUILLIBRE	0	199.051	199.051
**D	CM-AM PARTAGE	0	1.411	1.411
**D	S. ACTIVE ACTIONS ISR	0	652.206	652.206
**D	CARGILL MIXTE	0	2.140	2.140
**D	SCHMIDT GROUPE FUND	0	11.000	11.000
**D	CMI MEDIA	0	268	268
**D	OCF	0	15.281	15.281
**D	GROUPE ROCHE	0	70.400	70.400
**D	CRYOSTAR SAS	0	371	371
**D	S. ACTIVE DIVERSIFIE ISR	0	52.298	52.298
**D	ORANO ISR SOLIDAIRE	0	32.766	32.766
**D	CONTINENTAL	0	6.680	6.680
**D	DANSKE BANK PULJER	0	1.529.317	1.529.317
**D	TWA UMBRELLA FD-TWA ACWI EX-JAPAN PORTF.	0	50.000	50.000
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	472.727	472.727
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	67.301	67.301
**D	HANG SENG INSURANCE COMPANY LIMITED	0	68.035	68.035
**D	TWA UMBRELLA FUND - GLOBAL EQUITY PORTFOLIO	0	28.000	28.000
**D	PHOENIX GBAR FUND	0	15.353	15.353
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	281.298	281.298
**D	BEST INVESTMENT CORPORATION	0	5.997.077	5.997.077
**D	JPM MULTI INCOME FUND	0	408.015	408.015
**D	HSBC INSTITUTIONAL TRUST SERVICE (ASIA) LIMITED	0	98.365	98.365
**D	ALLIANZ CHOICE BEST STYLES EUROPE	0	349.460	349.460
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	27.147	27.147
**D	SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND	0	99.210	99.210
**D	HSBC POOLED INVESTMENT FUND -HSBC POOLED EUROPEAN EQUITY FUND	0	312.159	312.159
**D	JPMORGAN MULTI BALANCED FUND	0	25.128	25.128
**D	ALLIANZ SELECTION EUROPEAN EQUITY DIVIDEND	0	33.206	33.206
**D	BONJOUR EUROPE DIVIDEND EQUITY FUND	0	4.402	4.402
**D	BEST INVESTMENT CORPORATION	0	102.615	102.615
**D	HSBC LIFE (INTERNATIONAL) LIMITED	0	286.717	286.717
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	0	56.408	56.408
**D	HSBC MANAGED BALANCED FUND	0	3.351	3.351
**D	PETUBUHAN KESELAMATAN SOSIAL	0	142.420	142.420
**D	HSBC MANAGED GROWTH FUND	0	5.573	5.573
**D	CIVIL SERVICE EMPLOYEES PENSION FUND	0	102.379	102.379
**D	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	116.044	116.044
**D	AIA GLOBAL MULTI-FACTOR EQUITY FUND	0	63.415	63.415
**D	TAIPEI FUBON COMMERCIAL BANK LTD	0	350.000	350.000
**D	TAIPEI FUBON COMMERCIAL BANK LTD	0	13.135	13.135
**D	HSBC ETFs PUBLIC LIMITED COMPANY	0	326.491	326.491
**D	THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	0	2.115.562	2.115.562
**D	M&G (LUX) INVESTMENT FUNDS 2 FCP - M&G (LUX) EUROPE EX UK INDEX FUND	0	1.986.040	1.986.040
**D	HSBC INDEX TRACKER INVESTMENT FUNDS ICVC	0	353.960	353.960

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PHOENIX UNIT TRUST MANAGERS LIMITED	0	12.731.136	12.731.136
**D	TRUE POTENTIAL INVESTMENTS LLP	0	507.042	507.042
**D	LEBGS SECURITIES LIMITED	0	245.090	245.090
**D	REASSURE LIMITED	0	2.546.049	2.546.049
**D	JPMORGAN EUROPE STRATEGIC DIVIDEND FUND	0	41.269	41.269
**D	HENDERSON GLOBAL INVESTORS LIMITED	0	1.665.146	1.665.146
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	2.060.394	2.060.394
**D	ROYAL LONDON EUROPEAN GROWTH TRUST	0	751.510	751.510
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	1.592.705	1.592.705
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	0	1.643.929	1.643.929
**D	HSBC GLOBAL INVESTMENT FUNDS	0	312.558	312.558
**D	HSBC GLOBAL FUNDS ICAY	0	345.513	345.513
**D	EPWORTH INVESTMENT FUNDS FOR CHARITIES	0	47.320	47.320
**D	STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	0	17.992	17.992
**D	HSBC ETFs PLC - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	4.056	4.056
**D	CHIYU BANKING CORPORATION LIMITED	0	189.466	189.466
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	905.032	905.032
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	258.716	258.716
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	109.013	109.013
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	511.069	511.069
**D	SOCIETY OF JESUS TRUST OF 1929 FOR ROMAN CATHOLIC PURPOSES	0	84.404	84.404
**D	HSBC ETFs PLC	0	335.462	335.462
**D	AXA INVESTMENT MANAGERS UK LIMITED	0	536.042	536.042
**D	PRUDENTIAL PENSIONS LIMITED	0	111.641	111.641
**D	HSBC EUROPEAN INDEX FUND	0	3.397.741	3.397.741
**D	HSBC INSTITUTIONAL TRUST SERVICES IRELAND LIMITED RE	0	984.952	984.952
**D	THE ROYAL LONDON MUTUAL INSURANCE SOCIETY LIMITED	0	55.310	55.310
**D	ROYAL LONDON EQUITY FUNDS ICVC	0	6.621.612	6.621.612
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	609.633	609.633
**D	SWISSCANTO FONDSLEITUNG AG	0	3.661.527	3.661.527
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	850.000	850.000
**D	ALLIANZ CGI SUBFONDS EQUITIES	0	108.514	108.514
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	4.948.507	4.948.507
**D	ALLIANZ VGI 1 FONDS AGI EQUITIES	0	169.050	169.050
**D	ALLIANZ PV-WS RCM SYSPRO VALUE EUROPE	0	291.632	291.632
**D	ALLIANZ VKA FONDS AGI INSURANCE DEDICATED LARGE CAPS	0	547.392	547.392
**D	UNIVERSAL INVESTMENT GMBH	0	1.410.443	1.410.443
**D	SJOITUSRAHASTO AKTIA SECURA	0	100.000	100.000
**D	SJOITUSRAHASTO AKTIA EUROPA	0	500.000	500.000
**D	SONDERVERM?GEN GA AKTIENFONDS	0	523.119	523.119
**D	VERDIPAPIFONDET FONDSFINANS GLOBAL ENERGI	0	66.000	66.000
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH (INKA)	0	223.365	223.365
**D	ABERDEEN STANDARD CAPITAL OFFSHORE STRATEGY FUND LTD	0	505.379	505.379
**D	FONDS OBJECTIF CLIMAT ACTIONS 2	0	1.013.636	1.013.636
**D	ABERDEEN STANDARD SICAV I	0	1.032.715	1.032.715
**D	DIVERSIFIED PORTFOLIOS FUND LTD	0	8.750	8.750
**D	SYCOMORE FUND SICAV -SYCOMORE GLOBAL EDUCATION	0	352.761	352.761
**D	FDNC ACTIONS EUROPE	0	65.327	65.327
**D	MASSERIA INVESTISSEMENTS	0	12.840	12.840
**D	SYCOMORE L/S OPPORTUNITIES	0	598.700	598.700

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ABERDEEN STANDARD CAPITAL INTERNATIONAL LIMITED	0	741.472	741.472
**D	GENERALI INVESTMENTS SICAV - SRI EUROPEAN EQUITY	0	404.984	404.984
**D	RHFS GROWTH AND INCOME FUNDS LIMITED	0	11.147	11.147
**D	SYCOMORE SELECTION RESPONSABLE	0	1.446.121	1.446.121
**D	SYCOMORE FUND SICAV - SYCOMORE NEXT GENERATION	0	250.000	250.000
**D	CFE ALLOCATION PATRIMOINE	0	32.978	32.978
**D	SYCOMORE INCLUSIVE JOBS	0	384.460	384.460
**D	DEKA INVESTMENT GMBH RE DEKA MSCI WORLD UCITS ETF	0	191.638	191.638
**D	ORANO ACTIONS ZONE EURO	0	89.455	89.455
**D	DNCA BEYOND ENGAGE	0	285.000	285.000
**D	PREVOYANCE NE FUND PREVOYANCE NE GLOBAL ASSETS CREDIT SUISSE FUNDS AG	0	3.008	3.008
**D	KOLUMBAN BALANCED CREDIT SUISSE FUNDS AG UBS ASSET MANAGEMENT SCHWEIZ AG	0	582.974	582.974
**D	CSWFL CREDIT SUISSE ROCKEFELLER OCEAN ENGAGEMENT FUND	0	1.128.000	1.128.000
**D	STICHTING SHELL PENSIOENFONDS	0	830.511	830.511
**D	ROBECO CAPITAL GROWTH FUNDS	0	5.638.129	5.638.129
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	833.080	833.080
**D	STICHTING JURIDISCH EIGENAAR ASR DUURZAAM WERELDWIJD AANDELEN FONDS	0	180.790	180.790
**D	BT EUROPEAN SHARE FUND	0	172.058	172.058
**D	ANZ WHOLESAL INTERNATIONAL SHARE NO. 3 FUND	0	330.000	330.000
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	1.111.603	1.111.603
**D	PARALOS GEOCONSULTING OU	0	52	52
**D	PIRSINO LORENZO	0	487	487
**D	KAPOOR RAKESH	0	18.780	18.780
**D	DPAM B	0	3.740.381	3.740.381
**D	I. I	0	380.000	380.000
**D	DPAM DBI RDT B	0	457.829	457.829
**D	DPAM EQUITIES L	0	60.000	60.000
**D	CONVICTION PATRIMOINE	0	29.600	29.600
**D	DPAM GLOBAL STRATEGY	0	4.546.470	4.546.470
**D	CGMEV, LLC	0	43.382	43.382
**D	BANQUE PICTET AND CIE SA	0	34.707	34.707
**D	DL INTERNATIONAL RESEARCH OPEN MOTHER FUND	0	762.138	762.138
**D	FOREIGN SECURITIES TR NO 1	0	495.131	495.131
**D	INTERNATIONAL GROWTH AND INCOME FUND	0	11.476.812	11.476.812
**D	CAPITAL GROUP GLOBAL EQUITY FUND (AU)	0	189.989	189.989
**D	CAPITAL GROUP GLOBAL EQUITY COMMON TRUST (US)	0	203.022	203.022
**D	HSCB GLOBAL RESOURCES AND ENERGY MOTHER FUND	0	117.719	117.719
**D	CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	0	5.589.176	5.589.176
**D	CAPCO TRUST JERSEY LIMITED AS TRUSTEE OF THE TAMBOUR FOUNDATION	0	20.408	20.408
**D	KUWAIT FUND FOR ARAB ECONOMIC DEVELOPMENT	0	88.724	88.724
**D	CAPITAL GROUP INTERNATIONAL EQUITY COMMON TRUST (US)	0	1.295.422	1.295.422
**D	CAPITAL INTERNATIONAL FUND	0	6.929.416	6.929.416
**D	FOREIGN STOCK INDEX MOTHER FUND	0	309.134	309.134
**D	EUROPACIFIC GROWTH FUND	0	15.033.271	15.033.271
**D	NEW WORLD FUND, INC.	0	4.715.386	4.715.386
**D	MUTUAL GLOBAL FUND CI NEW PERSPECTIVE GLOBAL EQUITY FUND	0	51.212	51.212
**D	AMERICAN BALANCED FUND	0	58.400.000	58.400.000
**D	STATE FARM INSURANCE CO EMPLOYEE RETIREMENT TRUST	0	756.954	756.954
**D	CAPITAL WORLD GROWTH AND INCOME FUND	0	27.563.242	27.563.242
**D	AMERICAN FUNDS GLOBAL BALANCED FUND	0	4.488.415	4.488.415

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CAPITAL INCOME BUILDER	0	75.335.261	75.335.261
**D	THE INCOME FUND OF AMERICA	0	24.114.000	24.114.000
**D	GLOBAL HIGH DIVIDEND EQUITY MOTHER FUND	0	634.700	634.700
**D	PENSION INTERNATIONAL EQUITY TACTICAL SMART BETA MOTHER FUND	0	8.453	8.453
**D	SHINKO GLOBAL EQUITY INDEX MOTHER FUND	0	2.088	2.088
**D	DAIWA PAN EUROPEAN HIGH DIVIDEND YIELD STOCK MOTHER FUND	0	18.490	18.490
**D	JPMORGAN ACCESS GROWTH FUND	0	8.456	8.456
**D	JPMORGAN ACCESS BALANCED FUND	0	6.673	6.673
**D	NEW PERSPECTIVE FUND	0	39.797.212	39.797.212
**D	SWISS NATIONAL BANK	0	29.628.064	29.628.064
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA MEDICI (E.N.P.A.M)	0	475.000	475.000
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI	0	31.979.518	31.979.518
**D	SKF ACTIONS INTER EXPANSION	0	13.461	13.461
**D	BUILDING SOLUTIONS DIVERSIFIE	0	4.534	4.534
**D	FCP INTER ACTIO	0	826	826
**D	FCPE GR SCHINDLER AUD	0	1.923	1.923
**D	FCPE ITW DE FRANCE	0	3.650	3.650
**D	FCPE ESTERRA	0	368	368
**D	FCPE NUFARM EXPANSION SOLIDAIRE	0	306	306
**D	FCPE SAFRAN ETHIQUE SOLIDAIRE	0	50.873	50.873
**D	HGA TRANSITION CLIMAT	0	68.702	68.702
**D	EPSENS OFFENSIF ISR	0	199.859	199.859
**D	HENKEL DIVERSIFIE INTER EXPANSION	0	2.169	2.169
**D	FCPE MAN ENERGY SOLU FRANCE SAS	0	1.709	1.709
**D	FCPE THALES ALENIA SPACE 3	0	1.774	1.774
**D	FCPE SAIPEM ACTIONS	0	7.013	7.013
**D	FCPE GROUPE APAVE NORD OUEST	0	562	562
**D	FCPE GIVAUDAN	0	12.254	12.254
**D	FCPE RATIER FIGEAC	0	3.949	3.949
**D	FCPE COMPTAG IMMOBILIER SERVICES	0	3.432	3.432
**D	FCPE GEMALTO DYNAMIQUE SOLIDAI	0	17.748	17.748
**D	FCPE GROUPE SECURITAS	0	3.145	3.145
**D	HUMANIS RETRAITE ACTIONS EMPLOI SANTE	0	444.448	444.448
**D	FCPE EPARGNE SOLIDAIRE DYNAMIQ THALES	0	155.202	155.202
**D	FCPE OMYA DIVERSIFIE	0	1.350	1.350
**D	FCPE CLAIREFONTAINE EXACOMPTA	0	213	213
**D	FCPE NESTLE FRANCE ACTIONS	0	49.549	49.549
**D	FCP CAP SERENITE	0	1.009	1.009
**D	FCPE III CIMENTS CALCIA DIVERSIFIE	0	2.395	2.395
**D	FCP CAP EQUILIBRE	0	1.325	1.325
**D	ZOLPAN INVESTISSEMENTS 5 ANS	0	501	501
**D	FCPE CRCAM PROVENCE COTE D AZUR	0	3.128	3.128
**D	FCPE MATRA	0	14.829	14.829
**D	FCPE DPI N 2	0	4.100	4.100
**D	FCPE S E P DIVERSIFIE ACTIONS	0	4.198	4.198
**D	MHGA LOW CARBON ISR	0	53.126	53.126
**D	FCPE RELAYS H DIVERSIFIE	0	1.435	1.435
**D	FCPE HORIZON EPARGNE MIXTE	0	10.953	10.953
**D	FCP HGA ACTIONS SOLIDAIRE EMPLOI SANTE	0	510.410	510.410
**D	FCPE CROWN EMBALLAGE FRANCE SAS	0	6.252	6.252

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Azionisti in delega: 4.059




## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FCP HGA ACTIONS ISR	0	571.260	571.260
**D	FCPE THALES ALENIA SPACE 1	0	1.014	1.014
**D	HANWHA KBIZ MULTI ASSET 2	0	50.570	50.570
**D	GIIC FINECO SGIIC SAU	0	548.181	548.181
**D	KUTXABANK GESTION SGIIC, S.A.	0	2.868.006	2.868.006
**D	KUTXABANK PENSIONES, S.A., SGFP	0	633.278	633.278
**D	VIDACAIXA, S.A.	0	5.629.821	5.629.821
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	7.479.604	7.479.604
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	123.590	123.590
**D	CAJAMAR 6 FONDO DE PENSIONES	0	3.502	3.502
**D	DWS INVESTMENTGMBH ON BEHALF OF DEAM FONDS ZATI	0	6.013	6.013
**D	WILSHIRE SOLUTIONSFUNDS TRUST	0	62.560	62.560
**D	MORGAN STANLEY PATHWAY FUNDS	0	1.847.326	1.847.326
**D	BRIDGE BUILDER INTERNATIONAL EQUITY	0	376.701	376.701
**D	BANCO BILBAO VIZCAYA ARGENTARIA SA	0	4.838.102	4.838.102
**D	EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT	0	15.643	15.643
**D	STICHTING DE NATIONALE ALGEMEEN PENSIOENFONDS	0	74.467	74.467
**D	MAN NUMERIC LONG TERM ALPHA LP MAPLES CORPORATE SERVICES LIMITED	0	6.200	6.200
**D	ECCLESIASTICAL INSURANCE OFFICE PLC STAFF RETIREMENT BENEFIT	0	245.000	245.000
**D	THE NPU MUTUAL OEIC	0	66.862	66.862
**D	EDENTREE ASSET MANAGEMENT LTD	0	13.800	13.800
**D	PRO 1307 GENERAL PARTNERSHIP	0	137.235	137.235
**D	CAUSEWAY CONCENTRATED EQUITY FUND	0	28.847	28.847
**D	VIRTUS PARTNERS INC	0	8.220	8.220
**D	INTEGON NATIONAL INSURANCE COMPANY	0	6.288	6.288
**D	AUTORIDADE MONETARIA DE MACAU	0	396.134	396.134
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS BLOOMBERG	0	27.209	27.209
**D	KOORWIN BANK ACTING AS TRUSTEE OF HANA ALTERNATIVE ASSET CB RASTRUCTURE QUALIFIED INVESTORS PRIVATE PLACEMENT SPECIAL A	0	0	89.818
**D	INTEL RETIREE MEDICAL PLAN TRUST	0	49.044	49.044
**D	PREV SOCIAL EMPL GRUPO ENDESA FP	0	1.457.813	1.457.813
**D	ALASKA PERMANENT FUND CORPORATION	0	184.424	184.424
**D	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	83.043	83.043
**D	WILLIS TOWERS WATSON GROUP TRUST	0	91.683	91.683
**D	KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III	0	27.929	27.929
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI	0	152.647	152.647
**D	KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER	0	104.985	104.985
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING	0	109.863	109.863
**D	KAPITALFORENINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	0	1.501.817	1.501.817
**D	KAPITALFORENINGEN MP INVEST GLOBALE AKTIER IV	0	16.346	16.346
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	330.000	330.000
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST BALANCED RISK ALLOCATION	0	3.472	3.472
**D	MURRAY INTERNATIONAL TRUST PLC	0	4.000.000	4.000.000
**D	LSV NON US EQUITY LLC	0	71.300	71.300
**D	TACS NON US EQUITY CORE MARKET CONTINUOUS LLC	0	1	1
**D	THE NATURE CONSERVANCY	0	25.228	25.228
**D	GREAT WEST INTERNATIONAL VALUE FUND	0	276.700	276.700
**D	STANDARD BANK OF SOUTH AFRICA LTD	0	1.187.588	1.187.588
**D	BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	0	367.424	367.424
**D	INVESTERINGSFORENINGEN INVESTIN GLOBALE AKTIER AC INDEKS	0	1.274	1.274

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	0	71.088	71.088
**D	QUILLTER CHEVIOT LTD	0	345.589	345.589
**D	VIRGINIA TECH FOUNDATION INC	0	40.472	40.472
**D	ADVANCED SERIES TRUST AST T ROWE PRICE DIVERSIFIED REAL	0	20.231	20.231
**D	ADVANCED SERIES TRUST AST T ROWE PRICE GROWTH OPPORTUNIT	0	508.554	508.554
**D	AST PRUDENTIAL FLEXIBLE MULTI STRATEGY PORTFOLIO	0	6.749	6.749
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS INTERNATIONAL TAX MANAGED EQUITY FUND	0	951.219	951.219
**D	BNYM MELLON FE NSL INTERNATIONAL EQUITY FUND	0	414.789	414.789
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS INTERNATIONAL EQUITY IN GOLDMAN SACHS AND CO	0	617.329	617.329
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS INTERNATIONAL GOLDMAN SACHS AND CO	0	3.163.066	3.163.066
**D	GOLDMAN SACHS VARIABLE INSURANCE TRUST GOLDMAN SACHS INTERNATIONAL EQUITY GOLDMAN SACHS AND CO	0	127.853	127.853
**D	SYMMETRY PANORAMIC GLOBAL EQUITY FUND	0	18.637	18.637
**D	SYMMETRY PANORAMIC INTERNATIONAL EQUITY FUND	0	23.034	23.034
**D	UNISYS MASTER TRUST	0	850.675	850.675
**D	LEGAL AND GENERAL UCITS ETF PLC	0	275.499	275.499
**D	THE ZEDRA FIDUCIARY INVESTMENT FUND LIMITED	0	113.307	113.307
**D	MACQUARIE MANAGEMENT HOLDINGS INC	0	7.165	7.165
**D	DIVERSIFIED TRUST COMPANY INTERNATIONAL EQUITY	0	9.083	9.083
**D	DIVERSIFIED TRUST COMPANY INTERNATIONAL EQUITY COMMON FUND	0	272.401	272.401
**D	NATIONAL BANK FINANCIAL INC	0	13.959.360	13.959.360
**D	GOVERNMENT OF BERMUDA	0	254.627	254.627
**D	KAPITALFORENINGEN EMD INVEST VERDENSINDEKS	0	262.572	262.572
**D	STICHTING DEPOSITARY ABG DEVELOPED MARKETS EQUITY POOL	0	22.157.106	22.157.106
**D	VANGUARD FTSE ALL WORLD EX US INDEX FUND	0	15.057.420	15.057.420
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	16.580.989	16.580.989
**D	KUMULAN WANG PERSAFAAN DIPERBADANKAN	0	18.481	18.481
**D	XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	0	29.759	29.759
**D	MULTI ADVISOR FUNDS GLOBAL SUSTAINABLE INFRASTRUCTURE FUND	0	217.124	217.124
**D	WESPAATH FUNDS TRUST	0	1.039.501	1.039.501
**D	RIVER PARTNERS GLOBAL EQUITY LLC	0	1.969	1.969
**D	ALAMOSA LLC	0	18.396	18.396
**D	MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDORMENT TRUST	0	75.742	75.742
**D	TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	6.075	6.075
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	0	1.055.484	1.055.484
**D	FORDHAM UNIVERSITY	0	54.313	54.313
**D	CONSOLIDATED EDISON RETIREMENT PLAN	0	331.252	331.252
**D	HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	54.016	54.016
**D	ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	68.205	68.205
**D	BRUNSWICK UNIT 2 QUALIFIED NUCLEAR	0	125.615	125.615
**D	THE MANUFACTURERS LIFE INSURANCE COMPANY	0	112.528	112.528
**D	IO 500 INTERNATIONAL ETF	0	194.348	194.348
**D	THE BANK OF N T BUTTERFIELD AND SON LTD	0	24.420	24.420
**D	THIRTY PERCY FOUNDATION	0	18.000	18.000
**D	CERVURITE INTERNATIONAL LLC	0	199.601	199.601
**D	MARANIC II LLC	0	15.832	15.832
**D	MERCK AND CO INC MASTER RETIREMENT TRUST	0	172.077	172.077
**D	UNIVERSAL SHIPOWNERS MARINE INSURANCE ASSOCIATION LIMITED	0	16.488	16.488
**D	BANK OF AMERICA FBO FE BANK OF AMERICA N A	0	107.802	107.802
**D	STICHTING PENSIOENFONDS NOTARIAAT	0	36.274	36.274
**D	DEUTSCHE DCG EQ	0	43.342	43.342

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONE

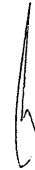
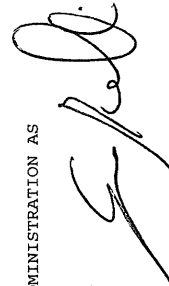
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BNY MELLON INVESTMENT FUNDS VI BNY MELLON BALANCED OPPORTUNITY FUND	0	78.782	78.782
**D	NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	0	4.045.552	4.045.552
**D	MARGETTS FUND MANAGEMENT LTD	0	242.969	242.969
**D	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	144.852	144.852
**D	CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING EMPLOYERS	0	249.269	249.269
**D	MAN GLG EUROPEAN ALPHA INCOME FUND	0	27.500	27.500
**D	CITIV FUND LP	0	7.710	7.710
**D	AMITY BALANCED FUND FOR CHARITIES FUND	0	40.000	40.000
**D	HIGHER INCOME FUND	0	800.000	800.000
**D	AMITY INTERNATIONAL FUND	0	1.020.000	1.020.000
**D	AMITY EUROPEAN FUND	0	500.000	500.000
**D	CAUSEWAY GLOBAL VALUE UCITS FUND	0	134.147	134.147
**D	THE BANK OF NEW YORK MELLON INTERNATIONAL	0	5.423	5.423
**D	ROCKWELL AUTOMATION MASTER TRUST	0	305.312	305.312
**D	GEORGETOWN UNIVERSITY THE	0	210.450	210.450
**D	MOTHER CABRINI HEALTH FOUNDATION INC	0	112.747	112.747
**D	INVESCO MARKETS II PLC	0	397.285	397.285
**D	MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	0	267.720	267.720
**D	GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO	0	84.440	84.440
**D	ARROWSTREET COLLECTIVE INVESTMENT TRUST	0	4.228.617	4.228.617
**D	OIL INVESTMENT CORP LTD	0	786.242	786.242
**D	ROTHSCHILD MARTIN MAUREL	0	436.236	436.236
**D	TEXAS UTILITIES QUAL NDT PARTNERSHIP	0	21.411	21.411
**D	SHELL CANADA 2007 PENSION PLAN	0	67.325	67.325
**D	BLACKROCK BALANCED CAPITAL FUND INC	0	417.730	417.730
**D	1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	0	0	8.388
**D	VEBA OF THE NONREP EE OF S CA ED CO	0	16.896	16.896
**D	FOREST PRESERVE DISTRICT EMPLOYEES ANNUITY AND BENEFIT FUND	0	55.786	55.786
**D	DIVERSIFIED TRUST COMPANY INTERNATIONAL EQUITY COMMON TRUST FUND	0	574.381	574.381
**D	SHARON D LUND RESIDUAL TRUST	0	4.379	4.379
**D	MICHELE LUND REV TRUST	0	5.831	5.831
**D	MARSHFIELD CLINIC SALARY REDUCTION PLAN	0	87.710	87.710
**D	ROMAN CATHOLIC BISHOP OF SPRINGFIELD A	0	9.253	9.253
**D	BLACKROCK INFRASTRUCTURE SUSTAINABLE OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	73.661	73.661
**D	PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD	0	28.650	28.650
**D	NON US EQUITY MANAGERS PORTFOLIO 4 OFFSHORE MASTER LP	0	381.795	381.795
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	0	1.310.947	1.310.947
**D	GENTLENESS LLC	0	53.834	53.834
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	5.399.791	5.399.791
**D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	625.002	625.002
**D	BLACKROCK FUND MANAGERS LTD	0	8.360.207	8.360.207
**D	1895 FONDS FGR	0	2.461.749	2.461.749
**D	DESERT MUTUAL EMPLOYEE PENSION PLAN TRUST	0	372.921	372.921
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS FUTURE REAL ESTATE AND INFRASTRUCTURE EQUITY ETF	0	35.784	35.784
**D	MAN NUMERIC EXPLORER MAPLES CORPORATE SERVICES LIMITED	0	5.500	5.500
**D	STICHTING DEPOSITARY APG DEVELOPED EQUITIES RI INDEX POOL	0	214.319	214.319
**D	KAPITALFORENINGEN INVESTIN PRO VELLIV WORLD EQUITY INDEX CO NYKREDIT PORTEFOLJE ADMINISTRATION AS	0	997.481	997.481
**D	IMCO GLOBAL PUBLIC EQUITY LP ACCT 17	0	53.076	53.076
**D	HERITAGE AND STABILISATION FUND	0	600.000	600.000

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Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	VIRTUS ALLIANZGI GLOBAL DYNAMIC ALLOCATION FUND	0	1.180	1.180
**D	VIRTUS NFI INTERNATIONAL VALUE FUND	0	283.584	283.584
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS FUTURE PLANET EQUITY ETF	0	1.283.496	1.283.496
**D	SAN FRANCISCO CITY AND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	470.220	470.220
**D	THE COMMONWEALTH FUND	0	7.004	7.004
**D	HORIZON HEALTHCARE SERVICES INC	0	178.613	178.613
**D	THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW	0	68.350	68.350
**D	BANK CONSORTIUM TRUST CO LTD	0	329.598	329.598
**D	BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	0	53.604	53.604
**D	IVY PROSHARES MSCI ACWI INDEX FUND	0	3.133	3.133
**D	ALCOA FOUNDATION	0	47.914	47.914
**D	SHELL NEDERLAND PENSIOENFONDS STICHTING	0	11.162	11.162
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEUBELI INDUSTRIEEN MEUBILLERINGSBEDRIJ	0	355.566	355.566
**D	ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO	0	138.941	138.941
**D	ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO	0	524.351	524.351
**D	ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO	0	696.557	696.557
**D	ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO	0	126.108	126.108
**D	QUILLTER CHEVIOT EUROPE LTD	0	11.461	11.461
**D	MACQUARIE GLOBAL INFRASTRUCTURE TOTAL RETURN FUND INC	0	1.628.457	1.628.457
**D	MACOMB COUNTY EMPLOYEES RETIREMENT SYSTEM	0	64.812	64.812
**D	MACOMB COUNTY INTERMEDIATE RETIREES MEDICAL BENEFITS TRUST	0	8.858	8.858
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST	0	22.430	22.430
**D	BNY MELLON GLOBAL INFRASTRUCTURE INCOME FUND	0	315.003	315.003
**D	ARIZONA STATE RETIREMENT SYSTEM	0	422.218	422.218
**D	ARIZONA STATE RETIREMENT SYSTEM	0	1.686.479	1.686.479
**D	FOREST FOUNDATION	0	1.052	1.052
**D	SEQUOIA FUND PARA GLBL	0	279	279
**D	STEWARDSHIP PARA GLB	0	4.804	4.804
**D	BWB TRUST NUMBER ONE	0	995	995
**D	1975 IRREV TRUST OF C D WEYERHAEUSER	0	8.805	8.805
**D	1973 IRREVOCABLE TRUST OF CD WEYERHAEUSER	0	4.076	4.076
**D	RICHARD KING MELLON FDN	0	340.483	340.483
**D	RICHARD KING MELLON FOUNDATION	0	86.827	86.827
**D	R K MELLON INTERNATIONAL FUND	0	258.796	258.796
**D	SANTA BARBARA COUNTY EMPLOYEES RETIREMENT SYSTEM	0	130.342	130.342
**D	COMMONWEALTH OF PENNSYLVANIA TREASURY	0	53.243	53.243
**D	DNP SELECT INCOME FUND INC	0	5.332.200	5.332.200
**D	3M EMPLOYEE RETIREMENT INCOME PLAN TRUST	0	173.032	173.032
**D	AZL MSCI GLOBAL EQUITY INDEX FUND	0	65.848	65.848
**D	ENC BANK NA	0	8.618	8.618
**D	CAUSEWAY GLOBAL VALUE EQUITY CIT	0	248.353	248.353
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	54.836	54.836
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	86.812	86.812
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH	0	49.084	49.084
**D	WELLS FARGO AND COMPANY CASH BALANCE PLAN	0	473.315	473.315
**D	IQ CANDRIAM ESG INTERNATIONAL EQUITY ETF	0	129.948	129.948
**D	INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	209.517	209.517
**D	INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL	0	273.824	273.824
**D	THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	0	224.007	224.007
**D	CITI RETIREMENT SAVINGS PLAN	0	105.664	105.664

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CANDLES PROVIDENT TRUST LTD	0	18.176	18.176
**D	CONOCOPHILLIPS MASTER TRUST	0	80.132	80.132
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	53.165	53.165
**D	EMPLOYEES RETIREMENT SYSTEM OF TEXAS	0	1.804.515	1.804.515
**D	CBIS GLOBAL FUNDS PUBLIC LTD CO	0	340.000	340.000
**D	STATE OF WISCONSIN INVESTMENT BOARD	0	3	3
**D	AIB GROUP IRISH PENSION SCHEME	0	229.386	229.386
**D	KOORMIN BANK CO LTD	0	64.496	64.496
**D	THE BANK OF KOREA	0	961.952	961.952
**D	BANK OF KOREA	0	591.568	591.568
**D	IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	650.576	650.576
**D	EATON VANCE MANAGEMENT	0	661	661
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	43.638	43.638
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT	0	41.014	41.014
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT PLANS MASTER TRUST	0	2.150	2.150
**D	DUFF AND PHELPS GLOBAL UTILITY INCOME FUND INC	0	2.253.274	2.253.274
**D	FLORIDA RETIREMENT SYSTEM	0	4.105.820	4.105.820
**D	FLORIDA RETIREMENT SYSTEM TRUST FUND	0	3.412.643	3.412.643
**D	INVESCO FTSE INTERNATIONAL LOW BETA EQUAL WEIGHT ETF	0	1.079	1.079
**D	BNY MELLON GLOBAL FUNDS PLC	0	2.220.687	2.220.687
**D	CAUSEWAY INTERNATIONAL OPPORTUNITIES FUND	0	907.822	907.822
**D	PENSIONANMARK PENSIONSFORSIKRINGSAKTIESELSKAB	0	3.700.000	3.700.000
**D	INVESCO EUROPEAN EQUITY FUND UK	0	7.320.079	7.320.079
**D	INVESCO EUROPEAN EQUITY INCOME FUND UK	0	2.551.323	2.551.323
**D	INVESCO EUROPEAN FOCUS FUND UK	0	81.114	81.114
**D	INVESCO EUROPEAN HIGH INCOME FUND UK	0	66.774	66.774
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	41.213	41.213
**D	INVESCO GLOBAL TARGETED RETURNS FUND UK	0	58.912	58.912
**D	BLACKROCK GLOBAL FUNDS	0	62.262.265	62.262.265
**D	WILMINGTON INTERNATIONAL FUND	0	175.319	175.319
**D	KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I	0	810.797	810.797
**D	NON US EQUITY MANAGERS PORTFOLIO 1 ERISA	0	254.715	254.715
**D	ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO	0	1.806.848	1.806.848
**D	INVESCO MARKETS III PLC	0	11.499	11.499
**D	INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF	0	67.137	67.137
**D	INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF	0	1.008.720	1.008.720
**D	MAN GLG EUROPEAN EQUITY ALTERNATIVE	0	126.301	126.301
**D	FIRST TRUST GLOBAL WIND ENERGY ETF	0	888.703	888.703
**D	FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE IND	0	529.524	529.524
**D	THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO	0	17.242	17.242
**D	THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT	0	27.957	27.957
**D	GLOBAL PORTFOLIO	0	103.800	103.800
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	0	232.085	232.085
**D	ADVANCED SERIES TRUST AST BLACKROCK GLOBAL STRATEGIES POR	0	120.426	120.426
**D	GREAT WEST INTERNATIONAL INDEX FUND	0	731.259	731.259
**D	VIRTUS TOTAL RETURN FUND INC	0	925.250	925.250
**D	ABERDEEN DIVERSIFIED INCOME AND GROWTH TRUST PLC	0	3.373	3.373
**D	VIRGINIA RETIREMENT SYSTEM	0	35.743	35.743
**D	PUBLIC EMPLOYEES PENSION PLAN	0	1.146.454	1.146.454
**D	MUNICIPAL EMPLOYEES PENSION PLAN	0	355.750	355.750

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CAUSEWAY INTERNATIONAL VALUE FUND	0	26.614.669	26.614.669
**D	CAUSEWAY GLOBAL VALUE FUND	0	152.444	152.444
**D	ELECTRICITY SUPPLY PENSION SCHEME	0	4.426	4.426
**D	NON US EQUITY MANAGERS PORTFOLIO 1 SERIES	0	111.580	111.580
**D	FIREFIGHTERS RETIREMENT SYSTEM	0	204.516	204.516
**D	VARDIPAPIRONDEN SPARINVEST INDEX	0	27.435	27.435
**D	PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	0	556.909	556.909
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	0	10.031.001	10.031.001
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	590.171	590.171
**D	INVESCO RAFI STRATEGIC DEVELOPED EX US ETF	0	227.691	227.691
**D	KUWAIT INVESTMENT AUTHORITY	0	21.244.340	21.244.340
**D	LINK FUND SOLUTIONS LTD	0	3.423	3.423
**D	LF MACQUARIE GLOBAL INFRASTRUCTURE SECURITIES FUND	0	173.637	173.637
**D	OVERSEAS FUND	0	4.295.435	4.295.435
**D	PRINCIPAL FUNDS INC OVERSEAS FUND	0	227.757	227.757
**D	PRINCIPAL GLOBAL INVESTORS FUNDS	0	251.415	251.415
**D	GLOBAL MULTI STRATEGY FUND	0	51.600	51.600
**D	STANLIB FUNDS LIMITED	0	174.363	174.363
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	0	178.241	178.241
**D	MAPPRE MSV LIFE PLC	0	803.359	803.359
**D	PPI NR 30	0	3.926	3.926
**D	ABB PENSION FUND	0	14.095	14.095
**D	INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	1.003	1.003
**D	IA CLARINGTON GLOBAL VALUE FUND	0	19.803	19.803
**D	INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0	151.845	151.845
**D	NEW ALTERNATIVES FUND INC	0	3.000.000	3.000.000
**D	ALLSTATE INSURANCE COMPANY	0	98.895	98.895
**D	IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	128.073	128.073
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	0	527.419	527.419
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	0	9.791	9.791
**D	AXA MPS FINANCIAL DESIGNATED ACTIVITY CO	0	2.350.000	2.350.000
**D	XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	19.239	19.239
**D	OSF HEALTHCARE SYSTEM	0	990.678	990.678
**D	SISTERS OF THE THIRD ORDER ST FRANCIS EMPLOYEE PENSION PLAN	0	436.590	436.590
**D	VOYA INFRASTRUCTURE INDUSTRIALS AND MATERIALS FUND	0	218.066	218.066
**D	VOYA INTERNATIONAL INDEX PORTFOLIO	0	1.153.260	1.153.260
**D	VOYA BALANCED PORTFOLIO	0	31.340	31.340
**D	THE AMERICAN UNIVERSITY IN CAIRO	0	6.668	6.668
**D	THE CALIFORNIA ENDOWMENT	0	156.173	156.173
**D	FIRE AND POLICE EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	85.983	85.983
**D	CITY OF MEMPHIS RETIREMENT SYSTEM	0	52.974	52.974
**D	TUCSON SUPPLEMENTAL RETIREMENT SYSTEM	0	307.253	307.253
**D	SHERIFFS PENSION AND RELIEF FUND	0	182.624	182.624
**D	ARIZONA PSFRS TRUST	0	806.366	806.366
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT	0	1.181.807	1.181.807
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS PKN 2	0	2.204.234	2.204.234
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS AVD 2	0	20.632	20.632
**D	SEMPRA ENERGY PENSION MASTER TRUST	0	116.448	116.448
**D	TEACHERS RETIREMENT SYSTEM OF LOUISIANA	0	2	2
**D	PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO	0	1.291.607	1.291.607

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MACQUARIE LABOR SELECT INTERNATIONAL EQUITY PORTFOLIO	0	663.875	663.875
**D	DELAWARE GLOBAL LISTED REAL ASSETS FUND	0	201.780	201.780
**D	INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE	0	53.535	53.535
**D	KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKKREDIT PORTEFOELJE ADMINISTRATION AS	0	194.943	194.943
**D	BLACKROCK LIFE LTD	0	5.098.286	5.098.286
**D	BLACKROCK ADVANTAGE INTERNATIONAL FUND	0	973.437	973.437
**D	PRINCIPAL FUNDS INC DIVERSIFIED REAL ASSET FUND	0	1.891.666	1.891.666
**D	CAUSEWAY INTERNATIONAL VALUE EQUITY CIT	0	7.743.649	7.743.649
**D	XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	434.036	434.036
**D	INVESCO PUREBETA FTSE DEVELOPED EX NORTH AMERICA ETF	0	42.862	42.862
**D	THE BANK OF AMERICA PENSION PLAN FOR LEGACY COMPANIES	0	1.661.674	1.661.674
**D	NATWEST PENSION TRUSTEE LTD	0	2.160.687	2.160.687
**D	FARMERS GROUP INC 401 K SAVINGS PLAN	0	795.098	795.098
**D	XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	2.254.399	2.254.399
**D	PANAGORA GROUP TRUST	0	8.280	8.280
**D	XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	0	3.091	3.091
**D	SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	188.961	188.961
**D	TEXTRON INC MASTER TRUST	0	481.457	481.457
**D	DELAWARE STRATEGIC ALLOCATION FUND	0	70.990	70.990
**D	TRUSTEES OF ST PATRICKS CATHEDRAL INC	0	69.310	69.310
**D	FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	0	19.617.657	19.617.657
**D	BELLSOUTH CORP RFA VERA TRUST	0	95.118	95.118
**D	WHEATON STOCK FUND	0	142.527	142.527
**D	EUROPEAN CENTRAL BANK	0	345.768	345.768
**D	BNY MELLON STOCK FUNDS BNY MELLON INTERNATIONAL CORE EQUI	0	1.502.894	1.502.894
**D	BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	240.006	240.006
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	39.407	39.407
**D	NEW HAMPSHIRE RETIREMENT SYSTEM	0	1.753.276	1.753.276
**D	SHELL PENSION TRUST	0	159.872	159.872
**D	UPSTREAMCO PENSION TRUST	0	192.091	192.091
**D	EASTSPRING INVESTMENTS	0	8.094	8.094
**D	NATIONAL TREASURY MANAGEMENT AGCY	0	348.573	348.573
**D	STANDARD LIFE INVESTMENTS GLOBAL	0	161.954	161.954
**D	POLICE AND FIRE RETIREMENT SYSTEM OF THE CITY OF DETROIT	0	40.530	40.530
**D	PUBLIC SERVICE ENTERPRISE GROUP INC MASTER DEFINED BENEFIT RETIREMENT TRUST	0	1.158.772	1.158.772
**D	MAN FUNDS PLC MAN GIG EUROPEAN INCOME OPPORTUNITIES	0	198.608	198.608
**D	EUROPEAN CENTRAL BANK	0	453.375	453.375
**D	MAN FUNDS PLC MAN NUMERIC RI EUROPEAN EQUITY	0	60.500	60.500
**D	GOLDMAN SACHS INSTITUTIONAL FUNDS PUBLIC LIMITED COMPANY	0	349.181	349.181
**D	VIRTUS DUFF AND PHELPS GLOBAL INFRASTRUCTURE FUND	0	219.030	219.030
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	3.417	3.417
**D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	0	11.749.211	11.749.211
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	103.750	103.750
**D	FLORIDA GLOBAL EQUITY FUND LLC	0	57.280	57.280
**D	DIOCESE OF VENICE PENSION PLAN AND TRUST	0	8.395	8.395
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	3.876.017	3.876.017
**D	VERSUS CAPITAL REAL ASSETS FUND LLC	0	185.478	185.478
**D	STICHTING BEWAARDER ACHMEA BELEGGENGSPOLS	0	244.609	244.609
**D	INVESCO FUNDS	0	12.029.685	12.029.685
**D	NSP MONTICELLO MINNESOTA RETAIL	0	55.873	55.873

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LISTA ESITO DELLE VOTAZIONE  
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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	34.794	34.794
**D	NSP MINNESOTA PRAIRIE II	0	32.451	32.451
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF BPT	0	11.943	11.943
**D	VANGUARD INTL HIGH DIV YLD INDEX FD	0	2.894.775	2.894.775
**D	GOLDMAN SACHS GLOBAL INFRASTRUCTURE FUND	0	323.420	323.420
**D	HIGHLAND INVESTMENT FUND LLC	0	26.089	26.089
**D	EGE CORPORATION RETIREMENT MASTER TRUST	0	275.640	275.640
**D	PG AND E POSTRETIREMENT MEDICAL PLAN TRUST MANAGEMENT AND NON IREES	0	5.132	5.132
**D	MAN FUNDS PLC MAN NUMERIC RI GLOBAL EQUITY	0	27.900	27.900
**D	DEAM FONDS ZDV	0	99.097	99.097
**D	DWS INVESTMENT GMBH ON BEHALF OF DEAM FONDS SPEZIAL 20	0	85.000	85.000
**D	DWS INVESTMENT GMBH ON BEHALF OF DEAM FONDS SPEZIAL 2	0	1.145.434	1.145.434
**D	DWS INVESTMENT GMBH ON BEHALF OF DEAM FONDS SPEZIAL 18	0	270.529	270.529
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	2.686.605	2.686.605
**D	COLUMBIA SUSTAINABLE INTERNATIONAL EQUITY INCOME ETF	0	8.167	8.167
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS PAL 1	0	124.727	124.727
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS RPK 1	0	73.421	73.421
**D	AURION GLOBAL EQUITY FUND	0	25.927	25.927
**D	AZL INTERNATIONAL INDEX FUND	0	793.054	793.054
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	47.239	47.239
**D	MUNICIPAL POLICE EMPLOYEES RETIREMENT SYSTEM	0	139.347	139.347
**D	XTRACKERS MSCI ALL WORLD EX US HIGH DIVIDEND YIELD EQUITY E	0	41.302	41.302
**D	XTRACKERS MSCI EAFE HIGH DIVIDEND YIELD EQUITY ETF	0	2.802.300	2.802.300
**D	BNY MELLON INTERNATIONAL FUND	0	2.801.450	2.801.450
**D	UNITED CHURCH FUNDS INC	0	74.100	74.100
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	949.212	949.212
**D	NTUC INCOME INSURANCE CO OPERATIVE LIMITED	0	20.919	20.919
**D	LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST	0	141.374	141.374
**D	ALABAMA TRUST FUND	0	263.010	263.010
**D	ARCHDIOCESE OF PHILADELPHIA LAY EMPLOYEES RETIREMENT PLAN	0	71.422	71.422
**D	EMPLOYEES RETIREMENT SYSTEM OF BALTIMORE COUNTY	0	41.220	41.220
**D	HAWAIIAN ELECTRIC INDUSTRIES INC MASTER PENSION TRUST	0	112.579	112.579
**D	HAWAIIAN ELECTRIC INDUSTRIES INC MASTER VEBB TRUST	0	11.549	11.549
**D	NATIONAL ELEVATOR INDUSTRY PENSION PLAN	0	171.300	171.300
**D	SISTERS OF CHARITY OF LEAVENWORTH HEALTH SYSTEM MASTER TRUST	0	134.575	134.575
**D	ILMARINEN MUTUAL PENSION INSURANCE CO	0	8.171.000	8.171.000
**D	KOOKMIN BANK ACTING AS TRUSTEE OF SAMSUNG EUROPEAN ESG SECURITIES MASTER INVESTMENT TRUST EQUITY	0	112.060	112.060
**D	PMPT INKA FONDS	0	458.369	458.369
**D	INVESCO GLOBAL TARGETED INCOME FUND UK	0	2.394	2.394
**D	INKA PBEAKK	0	844.104	844.104
**D	COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	0	1.074.545	1.074.545
**D	ENSIGN PEAK ADVISORS INC	0	1.513.700	1.513.700
**D	IVY APOLLO MULTI ASSET INCOME FUND	0	113.911	113.911
**D	LOUISIANA STATE EMPLOYEES RETIREMENT SYSTEM	0	1.976	1.976
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	4.545.922	4.545.922
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	71.377	71.377
**D	TEXAS EDUCATION AGCY	0	1.892.850	1.892.850
**D	RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST	0	8.341	8.341
**D	BLACKROCK LIFE LIMITED	0	109.817	109.817
**D	POOL REINSURANCE CO LTD	0	53.161	53.161



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## LISTA ESITO DELLE VOTAZIONE

## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	POOL REINSURANCE CO LTD	0	75.452	75.452
**D	ADVANCED SERIES TRUST AST INTERNATIONAL VALUE PORTFOLIO	0	84.500	84.500
**D	AST T ROWE PRICE NATURAL RESOURCES PORTFOLIO	0	532.117	532.117
**D	ADVANCED SERIES TRUST AST T ROWE PRICE ASSET ALLOCATION	0	112.398	112.398
**D	AST INTERNATIONAL VALUE PORTFOLIO	0	277.675	277.675
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	52.606	52.606
**D	BLACKROCK ENERGY AND RESOURCES INCOME TRUST PLC	0	527.223	527.223
**D	TEXAS EDUCATION AGENCY	0	311.419	311.419
**D	METROPOLITAN EMPLOYEE BENEFIT SYSTEM	0	261.611	261.611
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	1.076.735	1.076.735
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	7.450.443	7.450.443
**D	EMPLOYEES RETIREMENT SYSTEM OF THE STATE OF HAWAII	0	13.500	13.500
**D	UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN TRUST	0	182.919	182.919
**D	BELL ATLANTIC MASTER TRUST	0	27.123	27.123
**D	SMITHFIELD FOODS MASTER TRUST	0	9.080	9.080
**D	MAN FUNDS VI PLC	0	50.889	50.889
**D	THE HKSAR GOVERNMENT SCHOLARSHIP FUND	0	3.878	3.878
**D	STICHTING RABOBANK PENSIOENFONDS	0	781.013	781.013
**D	SAN DIEGO GAS AND ELEC CO NUCLEAR FACILITIES QUAL DEC TRUST	0	89.011	89.011
**D	DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	0	364.065	364.065
**D	QUALITY EDUCATION FUND	0	13.922	13.922
**D	ADVANCE PLANNING LIMITED	0	26.447	26.447
**D	DIGNITY PRE ARRANGEMENT LIMITED	0	41.561	41.561
**D	INDIANA PUBLIC RETIREMENT SYSTEM	0	175.104	175.104
**D	KENTUCKY RETIREMENT SYSTEMS	0	719.295	719.295
**D	KENTUCKY RETIREMENT SYSTEMS INSURANCE TRUST FUND	0	331.737	331.737
**D	ROBECO PORTFOLIO TRUST ROBECO BOSTON PARTNERS GLOBAL EQUITY	0	76.928	76.928
**D	SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	177.000	177.000
**D	UNIVERSAL INVESTMENT GESELLSCHAFTMBH ON BEHALF OF AEKSAAR MASTERFONDS	0	65.000	65.000
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	65.269	65.269
**D	ARKANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	811.863	811.863
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	0	1.153.240	1.153.240
**D	HSBC EUROPEAN FUND	0	61.316	61.316
**D	HSBC INTERNATIONAL EQUITY INDEX FUND	0	137.120	137.120
**D	UPS GROUP TRUST	0	63.259	63.259
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR	0	74.232	74.232
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET	0	68.032	68.032
**D	DWS INVESTMENT GMBH	0	56.915	56.915
**D	NN PARAPLUFONDS I NV	0	1.314.603	1.314.603
**D	ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	0	343.728	343.728
**D	PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	0	31.281	31.281
**D	ENERGY INSURANCE MUTUAL LIMITED	0	48.282	48.282
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	394.066	394.066
**D	IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	34.756	34.756
**D	SEATTLE CITY EMPLOYEES RETIREMENT SYSTEM	0	85.757	85.757
**D	FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE UCITS ETF	0	1.181	1.181
**D	ARCA FONDI SGR SPA - FONDO ARCA AZIONI ITALIA	0	3.858.000	3.858.000
**D	AMUNDI AUSTRIA	0	712.278	712.278
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	2.015.697	2.015.697
**D	AMUNDI SGR SPA / AMUNDI SVILUPPO ITALIA	0	7.132.000	7.132.000

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## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ECOFIN ENERGY TRANSITION UCITS	0	179.557	179.557
**D	ECOFIN GLOB RENEWABLES INFRA	0	124.146	124.146
**D	ECOFIN SUSTAINABLE LISTED INFR	0	5.666	5.666
**D	AMUNDI SGR SPA	0	2.157.973	2.157.973
**D	NESTLE FRANCE EQUILIBRE	0	37.506	37.506
**D	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	29.699	29.699
**D	AMUNDI SGR SPA / AZIONARIO VALORE EUROPA A DISTRIBUZIONE	0	841.770	841.770
**D	ASI - PROGETTO AZIONE SOST. II	0	1.293.547	1.293.547
**D	AMUNDI SGR SPA / OBBLIGAZIONARIO FTU` A DIS TRIBUZIONE	0	10.214	10.214
**D	AMUNDI SGR SPA / OBBLIGAZIONARIO FTU` A DIS TRIBUZIONE	0	246.336	246.336
**D	ASTRAZENECA FONDS N2 DYNAMIQUE	0	13.344	13.344
**D	ASI - PROGETTO AZIONE SOST IV	0	4.260	4.260
**D	ASI - PROGETTO CEDOLA 01 2024	0	14.373	14.373
**D	GSK ACTIONS	0	15.033	15.033
**D	VOLKSWAGEN	0	9.812	9.812
**D	SG DIVERSIFIE ISR PART 405	0	104.481	104.481
**D	ASI - PROGETTO CEDOLA 09 2023	0	11.602	11.602
**D	SG ACTIONS INTERNATIONALES ISR	0	230.000	230.000
**D	HALEVY A2	0	202.909	202.909
**D	PASTEUR ISR	0	239.223	239.223
**D	SEYOND	0	97.702	97.702
**D	AVIVA ACTIONS CROISSANCE	0	5.079	5.079
**D	SOECAP PROTECTED EQUITIES	0	293.136	293.136
**D	HALEVY A1	0	203.369	203.369
**D	AVIVA EUROPE	0	26.134	26.134
**D	UF 6 A	0	297.633	297.633
**D	ASI - PROGETTO CEDOLA 10 2023	0	11.303	11.303
**D	IRCEC CASSETTE DIVERSIFIE	0	167.291	167.291
**D	MAAF ASSURANCES SA CHABAN DE	0	927.636	927.636
**D	AVIVA ACTIONS EURO ISR	0	529.839	529.839
**D	ASI - PROGETTO CEDOLA 12 2023	0	9.558	9.558
**D	SILVER INVESCO EURO EQUITY	0	532.509	532.509
**D	PROTEC BTP	0	12.760	12.760
**D	ASI - PROGETTO SVILUPPO ORIENT	0	78.137	78.137
**D	ARAGO	0	69.391	69.391
**D	AVIVA PATRIMOINE	0	90.994	90.994
**D	LE FINISTERE ASSURANCE	0	923	923
**D	AIM EQUITY EUROPE CANTONS	0	1.117.347	1.117.347
**D	ASI - PROGETTO AZIONE SOST	0	7.143	7.143
**D	GFA CARAIBES	0	9.542	9.542
**D	AIM EQUITY EUROPE PG	0	288.006	288.006
**D	ALLIANZ IARD MULTI-ASSETS CORE	0	426.904	426.904
**D	EQUITE SA	0	57.752	57.752
**D	AFER ACTIONS MONDE	0	374.315	374.315
**D	DIVERSIFIE ACTIONS 50-65 DU CR	0	23.874	23.874
**D	ALLIANZ VIE	0	84.930	84.930
**D	AVIVA DIVERSIFIE	0	13.462	13.462
**D	ASI - PROGETTO AZIONE	0	4.750	4.750
**D	AVIVA INVESTORS CONVICTION	0	964.153	964.153
**D	PSSF - PROGETTO CEDOLA 01 2023	0	17.349	17.349

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AVIVA INVESTORS ACTIONS EUR	0	372.968	372.968
**D	PSSF - PROGETTO CEDOLA 02 2023	0	16.640	16.640
**D	AM S.F. - DIVERSIFIED TARGET I	0	11.916	11.916
**D	PSSF - PROGETTO CEDOLA 03 2023	0	12.233	12.233
**D	AM SF-EUR EQU OPTIMAL VOLAT	0	125.355	125.355
**D	ASI - PROGETTO CEDOLA 06 2022	0	11.673	11.673
**D	CS-INVESCO PAN EUROPEAN HIGH I	0	288.436	288.436
**D	ASI - PROGETTO CEDOLA 07 2022	0	11.671	11.671
**D	ASI - PROGETTO CEDOLA 09 2022	0	25.740	25.740
**D	ASI - PROGETTO CEDOLA 10 2022	0	14.271	14.271
**D	AFER PATRIMOINE	0	28.567	28.567
**D	ASI - PROGETTO CEDOLA 12 2022	0	25.297	25.297
**D	ASI - PROGETTO CEDOLA 04 2024	0	9.174	9.174
**D	PSSF-PROGETTO AZIONE SOSTENIBI	0	7.204	7.204
**D	AMUNDI TOTAL RETURN	0	31.646	31.646
**D	AFER ACTIONS EURO ISR	0	4.744.745	4.744.745
**D	AVIVA PERFORMANCE	0	22.959	22.959
**D	ASI - PROGET. SVIL.ORIENTE (II	0	33.182	33.182
**D	AVIVA INVESTORS SELECTION	0	39.948	39.948
**D	ASI - PROGETTO CEDOLA 04 2023	0	14.213	14.213
**D	AVIVA INVESTORS VALEURS	0	96.253	96.253
**D	ASI - PROGETTO CEDOLA 05 2023	0	12.258	12.258
**D	AVIVA INVEST VALORISATION	0	517.727	517.727
**D	ASI - PROGETTO CEDOLA 06 2023	0	10.396	10.396
**D	SG ACTIONS EURO	0	195.143	195.143
**D	SG ACTIONS EUROPE LARGCAP	0	36.278	36.278
**D	AFS ICAV GLOBAL MULTI ASSET	0	6.924	6.924
**D	LYXOR FTSE MIB UCITS ETF	0	9.523.771	9.523.771
**D	LYXOR MSCI EUROPE UCITS ETF	0	710.979	710.979
**D	LYXOR EURO STOXX 50 (DR) UCITS	0	8.761.471	8.761.471
**D	LSI ECOFIN TA	0	347.833	347.833
**D	ASI - PROGETTO CEDOLA 07 2023	0	6.973	6.973
**D	EMG EUROPE NUMERIC INVESTORS	0	171.000	171.000
**D	LIF-LYXOR MSCI EMU ESG	0	802.542	802.542
**D	LYX IND FD-LYXOR CORE EURO STO	0	903.382	903.382
**D	ETOILE ACTIONS RENDEMENT	0	551.446	551.446
**D	LYX IND FD-LYXOR CORE STOXX	0	4.054.120	4.054.120
**D	ETOILE ENERGIE EUROPE	0	172.409	172.409
**D	MULTI UNITS LUX-LYXOR CORE MSC	0	549.977	549.977
**D	ETOILE ROTATION SECTORIELLE	0	56.584	56.584
**D	MUL- LYX FTSE IT ALL CAP PIR 2	0	147.532	147.532
**D	ETOILE ACTIONS INTERNATIONALES	0	572.154	572.154
**D	AB SICAV I - LOW VOLATILITY EQ	0	4.701.555	4.701.555
**D	AB CAP FUND, INC. - AB INTERNAT	0	1.246.013	1.246.013
**D	LYXINDEX FUND - LYXOR MSCI EMU	0	1.253.091	1.253.091
**D	LYXOR CORE MSCI WORLD (DR) UCI	0	267.398	267.398
**D	LYXOR MSCI EUROPE ESG LEADERS	0	2.300.222	2.300.222
**D	SG DNCA ACTIONS EUROPE CLIM	0	102.000	102.000
**D	SG MIROVA ACTIONS MONDE CLIMAT	0	8.961	8.961
**D	AMIF - EMU EQUITY	0	113.995	113.995

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SEI GLOBAL MASTER FUND PLC THE	0	99.985	99.985
**D	AB SICAV III - DYNAMIC ALL MAR	0	20.610	20.610
**D	AMIF - EUROPEAN EQUITY	0	152.381	152.381
**D	KOKUSAI EQUITY INDEX FUND	0	265.834	265.834
**D	AIF-MULTI-ASSET TEODORICO	0	57.797	57.797
**D	AIF- TACTICAL PORTFOLIO INCOME	0	108.386	108.386
**D	NORTHERN LIGHTS FUND TRUST IV	0	53.829	53.829
**D	ASI - PROGETTO SV.GLOBALE II	0	449.255	449.255
**D	AB SICAV I - ALL MARKET INCOME	0	154.296	154.296
**D	MUL-LYXOR MSCI WORLD CLIMATE	0	23.973	23.973
**D	AB SICAV I - EUROZONE EQUITY P	0	2.707.059	2.707.059
**D	MUL-LYX NET ZERO 2050 SP	0	39.381	39.381
**D	AB SICAV I - EUROPEAN EQUITY P	0	1.804.591	1.804.591
**D	ASI - PROGETTO AZIONE CITTA FU	0	106.969	106.969
**D	ASI - PROGETTO AZIONE INFRAS S	0	1.001.158	1.001.158
**D	ASI PROG AZ INFRAST.SOSTEN. II	0	1.228.730	1.228.730
**D	PGIM ETF TRUST-PGIM QUANT SOLU	0	13.332	13.332
**D	DESTINATIONS EQUITY INCOME FUN	0	313.919	313.919
**D	AB SICAV I - LOW VOLATILITY T	0	101.837	101.837
**D	BRIDGE BUILDER INTERNATIONAL E	0	25.991.303	25.991.303
**D	ASI - PROGETTO SVILUPPO GLOBAL	0	594.556	594.556
**D	INSPIRE INTERNATIONAL ESG ETF	0	90.952	90.952
**D	AB SICAV I - EUROPE (EX UK) EQ	0	9.448	9.448
**D	BLK MAGI FUND A SERIES TRUST	0	1.270	1.270
**D	AB SICAV I - SUSTAINABLE ALL M	0	45.607	45.607
**D	SEGALL BRYANT HAMILL INTERNA	0	42	42
**D	KRANESHARES GLOBAL CARBON	0	12.002	12.002
**D	EUROPAC INTERNATIONAL DIVIDEND	0	170.000	170.000
**D	BLACKROCK GLOBAL ALLOCATION FU	0	633.970	633.970
**D	BLACKROCK ADVANTAGE GLOBAL FUN	0	160.084	160.084
**D	BLACKROCK GLOBAL ALLOCATION FO	0	4.652	4.652
**D	BLACKROCK GLOBAL ALLOCATION VI	0	184.195	184.195
**D	AB FCP I-GLOBAL VALUE PORTFOLI	0	1.825.470	1.825.470
**D	CUSTODY BANK OF JAPAN, LTD. RE	0	281.380	281.380
**D	AB FCP I - DYNAMIC DIVERSIFIED	0	10.760	10.760
**D	NUVEEN GLOBAL INVESTORS FUND	0	192.730	192.730
**D	AB CAYMAN MASTER TRUST - GLOBA	0	108.888	108.888
**D	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	205.005	205.005
**D	MLC INVESTMENTS, MLC LIMITED	0	3.192.112	3.192.112
**D	PRIME SUPER	0	50.875	50.875
**D	LGIASUPER	0	455.054	455.054
**D	UBS ASSET MANAGEMENT (AUSTRALIA) LTD	0	401.082	401.082
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	3.470.650	3.470.650
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	1.919.265	1.919.265
**D	MIGROS BANK (LUX) FONDS 30	0	16.398	16.398
**D	MIGROS BANK (LUX) FONDS 40 (EUR)	0	25.110	25.110
**D	MIGROS BANK (LUX) FONDS 50	0	23.009	23.009
**D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	20.880	20.880
**D	UBS FUND MANAGEMENT (LUXEMBOURG) SA	0	1.345.707	1.345.707
**D	UBS (LUX) SICAV I	0	34.978	34.978

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	0	22.087	22.087
**D	UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	0	86.594	86.594
**D	UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	0	35.974	35.974
**D	UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	0	65.512	65.512
**D	STRATEGY SICAV	0	67.711	67.711
**D	UBS (LUX) INSTITUTIONAL SICAV EQUITIES GLOBAL (EX USA) PASSIVE	0	75.492	75.492
**D	EFC S.R.L.	0	667.500	667.500
**D	FONDATION BOTNAR	0	465.364	465.364
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	136.082	136.082
**D	CREDIT SUISSE FUNDS AG	0	50.049	50.049
**D	SUNTERA RE BRIDGE 2 TRUST	0	5.100	5.100
**D	EQUIPSUPER	0	170.668	170.668
**D	MTAA SUPERANNUATION FUND	0	840.420	840.420
**D	ALLIANZ SUISSE LEBENSVERSICHERUNGS-	0	152.670	152.670
**D	PLATFORM SECURITIES LLP	0	3.800.255	3.800.255
**D	SPAR NORD BANK	0	2.566.000	2.566.000
**D	ALLIANZ SUISSE LEBENS-	0	1.289.305	1.289.305
**D	BANTLEON SELECT SICAV - BANTLEON SELECT INFRASTRUCTURE	0	343.855	343.855
**D	BANTLEON SELECT SICAV - BANTLEON CHANGING WORLD	0	149.680	149.680
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	2.050.874	2.050.874
**D	NORGES BANK	0	21	21
**D	GOVERNMENT OF NORWAY	0	177.755.807	177.755.807
**D	ASSET MANAGEMENT EXCHANGE UCITS CCF	0	312.140	312.140
**D	LEGAL AND GENERAL CCF	0	259.529	259.529
**D	GIC PRIVATE LIMITED	0	1.880.392	1.880.392
**D	BANK OF BOTSWANA.	0	56.827	56.827
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	1.622.435	1.622.435
**D	GENERAL ORGANISATION FOR SOCIAL INSURANCE	0	1.914.495	1.914.495
**D	GENERAL ORGANISATION FOR SOCIAL INSURANCE	0	3.630.385	3.630.385
**D	INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	0	261.838	261.838
**D	INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	0	69.007	69.007
**D	INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	0	120.379	120.379
**D	WHEELS COMMON INVESTMENT FUND.	0	23.965	23.965
**D	THE CBF CHURCH OF ENGLAND INVESTMENT FUND	0	948.103	948.103
**D	ANDRA AP-FONDEN	0	1.023.799	1.023.799
**D	LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	0	31.820	31.820
**D	ABERDEEN STANDARD ACS I	0	331.661	331.661
**D	CIVIL AVIATION AUTHORITY PENSION SCHEME	0	14.834	14.834
**D	PERMANENT FUND INVESTMENTS LLC	0	107.129	107.129
**D	THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	0	27.773	27.773
**D	SHELBY COUNTY OPEB TRUST	0	29.006	29.006
**D	NTGI - QM COMMON DAILY ALL COUNTRY WORLD EX-US EQUITY INDEX	0	403.163	403.163
**D	NTGI-QM COMMON DAILY EAFE INDEX FUND - LENDING	0	401.326	401.326
**D	BAE SYSTEMS PENSION FUNDS COMMON INVESTMENT FUND	0	3.370.192	3.370.192
**D	DANAHER CORPORATION RETIREMENT PLAN MASTER TRUST	0	592.504	592.504
**D	CSAA INSURANCE EXCHANGE	0	35.533	35.533
**D	CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	1.002.346	1.002.346
**D	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	0	47.871	47.871
**D	FRESNO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION.	0	182.585	182.585
**D	1199 SEIU HEALTH CARE EMPLOYEES PENSION FUND	0	1.906.647	1.906.647

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Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	1199 SEIU GREATER NEW YORK PENSION FUND	0	267.243	267.243
**D	1199 SEIU HOME CARE EMPLOYEES PENSION FUND	0	71.074	71.074
**D	IBM DIVERSIFIED GLOBAL EQUITY FUND	0	130.216	130.216
**D	NEW IRELAND ASSURANCE COMPANY PLC.	0	4.949.540	4.949.540
**D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY	0	1.362.958	1.362.958
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	48.232	48.232
**D	INSURANCE COMMISSION OF WESTERN AUSTRALIA	0	1.186.698	1.186.698
**D	STICHTING HEINEKEN PENSIOENFONDS	0	117.873	117.873
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	225.443	225.443
**D	STICHTING PENSIOENFONDS VAN DE METALEKTRO (PME)	0	2.740.294	2.740.294
**D	TREDJE AP-FONDEN	0	5.826.199	5.826.199
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	7.598.962	7.598.962
**D	DOW RETIREMENT GROUP TRUST	0	574.724	574.724
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F.	0	961.342	961.342
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI	0	106.025	106.025
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI	0	83.907	83.907
**D	MREF INVESTMENT COMPANY NO. 2 PTY LTD.	0	901.026	901.026
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	4.487.311	4.487.311
**D	COMMONWEALTH GLOBAL INFRASTRUCTURE SECURITIES FUND 1.	0	3.839.543	3.839.543
**D	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	0	58.126	58.126
**D	UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	0	42.874	42.874
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/19/13	0	89.148	89.148
**D	JCW 1987 ARTICLE II DESC TRUST FEO ILM	0	3.451	3.451
**D	OS INVESTORS INTERNATIONAL EQUITY DBI CIT	0	14.492	14.492
**D	S. ROBSON WALTON 2010 TRUST	0	82.075	82.075
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	41.400	41.400
**D	BLACKROCK RUSSELL 1000 VALUE INDEX FUND	0	2.229	2.229
**D	LAZARD/WILMINGTON INTL EQUITY PORT	0	882.614	882.614
**D	STEWART L. WALTON FAMILY TRUST UAD 3/19/13	0	114.503	114.503
**D	XPO LOGISTICS RETIREMENT MASTER TRUST	0	68.978	68.978
**D	THE AVI CHAI FOUNDATION	0	12.260	12.260
**D	ALUMBRA INNOVATIONS FOUNDATION	0	20.613	20.613
**D	ALICE A PROIETTI FAMILY TRUST UAD 09/27/13	0	14.146	14.146
**D	TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH	0	13.109	13.109
**D	BELLSOUTH CORPORATION TRUST UNDER EXECUTIVE BENEFIT PLAN(S)	0	2.923	2.923
**D	BELLSOUTH TELECOMMUNICATIONS INC. TRUST UNDER EXECUTIVE BENE	0	205.834	205.834
**D	BELLSOUTH CORPORATE TRUST UNDER EXECUTIVE BENEFIT PLAN(S)	0	22.291	22.291
**D	MASTER TRUST FOR CERTAIN TAX-QUALIFIED BECTEL RETIREMENT PLANS	0	156.050	156.050
**D	MASTER TRUST FOR CERTAIN TAX-QUALIFIED BECTEL RETIREMENT PLANS	0	109.517	109.517
**D	OAKLAND COUNTY VEDA	0	109.517	109.517
**D	OAKLAND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	48.503	48.503
**D	IMPACTASSETS INC	0	71.291	71.291
**D	PFIZER INC. MASTER TRUST	0	1.666.825	1.666.825
**D	NTGI-QM COMMON DAILY ALL COUNTRY WORLD EX-US INVESTABLE MARKET INDEX FUND - NON LENDING	0	285.724	285.724
**D	PRESBYTERIAN CHURCH (USA) FOUNDATION	0	222.048	222.048
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	25.542	25.542
**D	NEMOURS FOUNDATION	0	8.487	8.487
**D	MICHIGAN CATHOLIC CONFERENCE	0	86.417	86.417
**D	CATERPILLAR INVESTMENT TRUST.	0	677.313	677.313
**D	EMPLOYEES' RETIREMENT PLAN OF THE DIOCESE OF ARLINGTON	0	11.480	11.480
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST	0	104.406	104.406

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ESSENTIA HEALTH	0	24.229	24.229
**D	JOSHUA GREEN CORPORATION	0	27.660	27.660
**D	GULF INTERNATIONAL BANK (UK) LIMITED	0	10.370	10.370
**D	HALLIBURTON COMPANY EMPLOYEE BENEFIT MASTER TRUST	0	786.278	786.278
**D	NTGI-QM COMMON DAILY EAFE INDEX FUND - NON LENDING	0	1.240.483	1.240.483
**D	THE MEDICAL AND DENTAL DEPENCE UNION OF SCOTLAND	0	48.586	48.586
**D	THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	0	561.893	561.893
**D	KBI GLOBAL INVESTMENT FUND	0	98.639	98.639
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	7.809.786	7.809.786
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	67.579	67.579
**D	BEAT DRUGS FUND ASSOCIATION	0	10.589	10.589
**D	FCM INTERNATIONAL LLC	0	22.820	22.820
**D	CAUSEWAY MULTI-FUND LLC- INTERNATIONAL VALUE INSTITUTIONAL SE	0	1.927.271	1.927.271
**D	CBRE CLARION REAL ASSET LONG/SHORT FUNDLP	0	5.510	5.510
**D	MALACHITE 35 TRUST	0	13.743	13.743
**D	ZOMA CAPITAL PORTFOLIO LLC	0	43.257	43.257
**D	AVALON PORTFOLIO II LLC	0	5.001	5.001
**D	801 INVESTMENTS LLC	0	60.534	60.534
**D	MS FUND LP	0	206.086	206.086
**D	SILVER GROWTH FUND LP	0	16.237	16.237
**D	MFC INTERNATIONAL FUND LLC	0	17.371	17.371
**D	VIRGINIA C. WARS REVOCABLE TRUST DATED AUGUST 6 1991	0	2.917	2.917
**D	GLOBAL BOND FUND WAYCROSSE INC	0	397.687	397.687
**D	WAM INVESTMENTS LLC	0	8.670	8.670
**D	V-SQUARE QUANTITATIVE MANAGEMENT LLC	0	870	870
**D	STM GLOBAL BALANCED TRUST	0	3.716	3.716
**D	THYSSEN GLOBAL INVESTMENTS CORP	0	6.551	6.551
**D	LONGVIEW INTERNATIONAL VALUE EQUITY COLLECTIVE FUND LONGVIEW INTERNATIONAL VALUE EQUITY COLLECTIVE FUND	0	169.140	169.140
**D	ATIVO INTERNATIONAL EQUITY FUND LP	0	68.170	68.170
**D	MONDELIAN INTERNATIONAL EQUITY ESG FUND L.P	0	458.319	458.319
**D	SLW PORTFOLIO LLC	0	19.592	19.592
**D	BERNSTEIN TAX-MANAGED GLOBAL STYLE BLEND SERIES	0	120.310	120.310
**D	STATES OF GUERNSEY ACTING BY AND THROUGH THE POLICY AND RESO	0	7.551	7.551
**D	SENTINEL INTERNATIONAL TRUST	0	79.545	79.545
**D	SENTINEL INTERNATIONAL FUND	0	14.465	14.465
**D	MONDRIAN INTERNATIONAL EQUITY FOCUSED FUND L.P..	0	112.244	112.244
**D	MONDRIAN GLOBAL EQUITY ESG FUND LP	0	9.433	9.433
**D	NELKE PARTNERSHIP C/O NORTHERN TRUST COMPANY MANAGER	0	12.132	12.132
**D	PRO-GEN INVESTMENTS LLC	0	14.591	14.591
**D	CINDY SPRINGS LLC	0	284.536	284.536
**D	RDM LIQUID LLC	0	146.024	146.024
**D	P3-EQ LLC	0	9.888	9.888
**D	OMEGA FFIP LIMITED PARTNERSHIP..	0	33.136	33.136
**D	INTERNATIONAL EQUITY FUND LLC	0	123.043	123.043
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND LP	0	778.566	778.566
**D	MACKENZIE GLOBAL ENVIRONMENTAL EQUITY MASTER FUND (CAYMAN) L	0	67.500	67.500
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	37.673	37.673
**D	HASLAM FAMILY INVESTMENT PARTNERSHIP C/O HF CAPITAL	0	3.696	3.696
**D	MF INTERNATIONAL FUND LLC	0	15.300	15.300
**D	LTW INVESTMENTS LLC	0	410.133	410.133

Azionisti in delega: 4.059

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LISTA ESITO DELLE VOTAZIONE

Oggetto: **Relazione sulla politica di Remunerazione - seconda sezione**

**FAVOREVOLI**

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEHMAN-STAMM FAMILY PARTNERS LLC LEHMAN-STAMM FAMILY PARTNERS LLC	0	2.670	2.670
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	688.651	688.651
**D	RYDER COURT GLOBAL OPPORTUNITIES FUND (DST)	0	175.524	175.524
**D	GEORGE SWITHIN RODDIS BRADBURY	0	4.206	4.206
**D	FIDDLER PARTNERS LLC	0	3.119	3.119
**D	EVA VALLEY MAI L.F.C.	0	53.499	53.499
**D	FUNDO DE PENSOES.	0	77.212	77.212
**D	FOURTH AVENUE INVESTMENT COMPANY	0	44.768	44.768
**D	DAVID HAROLD PRINDLE BRADBURY	0	4.824	4.824
**D	DELFINCO LP	0	47.720	47.720
**D	DYNASTY INVEST LTD	0	18.422	18.422
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND C/O KESWICK MANAGEMENT	0	31.110	31.110
**D	DFI LP EQUITY (PASSIVE	0	11.494	11.494
**D	CARNELIAN INVESTMENT MANAGEMENT LLC	0	159.857	159.857
**D	CARROLL AVENUE PARTNERS LLC	0	3.325	3.325
**D	BETTER BE GOOD LLC.	0	8.700	8.700
**D	CHCP GLOBAL SECURITIES LP	0	3.484	3.484
**D	OHANA HOLDINGS LLC	0	121.888	121.888
**D	PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO	0	53.099	53.099
**D	K INVESTMENTS SH LIMITED.	0	729.181	729.181
**D	LEGAL & GENERAL DEVELOPED MULTI-FACTOR SL FUND LLC	0	9.397	9.397
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	591.187	591.187
**D	GOVERNMENT OF GUAM RETIREMENT FUND	0	362.687	362.687
**D	PZENA GLOBAL VALUE FUND 2 DST.	0	270.197	270.197
**D	PZENA INTERNATIONAL EX-US FOCUSED VALUE FUND DST A SERIES O	0	193.507	193.507
**D	PZENA VALUE TRUST	0	20.724	20.724
**D	NTCC COLLECTIVE FUNDS FOR GRANTOR TRUST	0	134.996	134.996
**D	SANFORD C. BERNSTEIN & CO DBT INTERNATIONAL VALUE	0	179.043	179.043
**D	BERNSTEIN GLOBAL STYLE BLEND SERIES	0	32.599	32.599
**D	UNITED NATIONS JOINT STAFF PENSION FUND	0	6.000.000	6.000.000
**D	INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	0	293.829	293.829
**D	MONDRIAN GLOBAL EQUITY FUND L.P.	0	415.303	415.303
**D	MONDRIAN INTERNATIONAL EQUITY FUND L.P.	0	15.018.448	15.018.448
**D	MONDRIAN ALL COUNTRIES WORLD EX-US EQUITY FUND LP.	0	4.116.338	4.116.338
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	1.646.690	1.646.690
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	525.411	525.411
**D	INDO ALT INVEST - TWINS GROWTH	0	25.000	25.000
**D	AMUNDI SIF GLOBAL ETHICAL EQUITIES	0	6.677	6.677
**D	CORDIUS WORLD EQUITIES QUALITY	0	49.269	49.269
**D	INDOSUEZ EUROPE VALUE	0	483.242	483.242
**D	CHEVRON UK PENSION PLAN	0	43.158	43.158
**D	SEYOND EUROPE MINVOL	0	522.584	522.584
**D	MINEWORERS' PENSION SCHEME	0	2.974.768	2.974.768
**D	VF (LUX) - VALIANT EUROPE EQUITIES	0	26.375	26.375
**D	LOF TARGETNETZERO GLOBAL EQUITY	0	5.938	5.938
**D	AURIX ALLIANCEBERNSTEIN GLOBAL EQUITIES	0	23.340	23.340
**D	FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL VALUE FUND	0	833.600	833.600
**D	FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	0	270.885	270.885
**D	LO FUNDS - ALL ROADS	0	397.001	397.001
**D	FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	0	437.597	437.597

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SEYOND EUROPE MARKET NEUTRAL	0	3.182	3.182
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	0	10.267.448	10.267.448
**D	LOF TARGETNEZERO EUROPE EQUITY	0	55.092	55.092
**D	FIDELITY INVESTMENT TRUST: FIDELITY INFRASTRUCTURE FUND	0	280.000	280.000
**D	IMGF - SUSTAINABLE EUROPE	0	1.293.479	1.293.479
**D	LUXCELLENCE-HELVETIA EUROP EQUITY	0	150.000	150.000
**D	LO FUNDS - ALL ROADS CONSERVATIVE	0	25.569	25.569
**D	CMA IMPACT INC.	0	883.360	883.360
**D	DNB FUND - RENEWABLE ENERGY	0	3.792.613	3.792.613
**D	PRIVILEGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY	0	246.615	246.615
**D	G FUND - TOTAL RETURN ALL CAP EUROPE	0	489.255	489.255
**D	HAGFORS LIMITED THE R&H TRUST COMPANY LTD	0	67.709	67.709
**D	LO FUNDS - ALL ROADS GROWTH	0	159.187	159.187
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	3.017.843	3.017.843
**D	AMUNDI MSCI EUROPE ESG LEADERS SELECT	0	137.498	137.498
**D	AMUNDI EURO STOXX 50	0	6.148.894	6.148.894
**D	AMUNDI MSCI EUROPE	0	2.460.722	2.460.722
**D	AMUNDI MSCI WORLD ESG LEADERS SELECT	0	4.264.000	4.264.000
**D	AMUNDI MSCI WORLD	0	409.008	409.008
**D	MERCER DIVERSIFIED ALTERNATIVES FUND	0	5.851	5.851
**D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED PAB	0	5.839	5.839
**D	LORD MAYOR'S CHARITABLE FOUNDATION	0	2.593.196	2.593.196
**D	AMUNDI FUNDS GLOBAL EQUITY TARGET INCOME	0	3.647	3.647
**D	MORRISON & CO HIGH CONVICTION INFRASTRUCTURE FUND	0	233.105	233.105
**D	AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	0	2.408.362	2.408.362
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	5.492	5.492
**D	AMUNDI MSCI EUROPE EX UK	0	73.497	73.497
**D	AMUNDI MSCI EMU ESG UNIVERSAL SELECT	0	52.544	52.544
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	600.787	600.787
**D	AMUNDI FUNDS EQUITY EURO RISK PARITY	0	89.098	89.098
**D	QIC INTERNATIONAL EQUITIES FUND	0	88.032	88.032
**D	AMUNDI FUNDS MULTI ASSET CONSERVATIVE	0	123.792	123.792
**D	CPR INVEST-EUROPE SPECIAL SITUATIONS	0	76.224	76.224
**D	PZENA GLOBAL FOCUSED VALUE FUND	0	22.769	22.769
**D	ENERGY INVESTMENT FUND	0	18.733	18.733
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	0	44.737	44.737
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	0	115.157	115.157
**D	QIC LISTED EQUITIES FUND	0	1.331	1.331
**D	AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA	0	8.270	8.270
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	2.662.847	2.662.847
**D	AMUNDI FUNDS EUROPEAN EQUITY TARGET INCO	0	196.104	196.104
**D	CPR INVEST - FUTUR CITIES	0	6.587	6.587
**D	AMUNDI MSCI EUROPE ESG UNIVERSAL SELECT	0	918	918
**D	AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	0	36.070	36.070
**D	UNIVERSITY OF WASHINGTON	0	68.592	68.592
**D	AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	201.009	201.009
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY	0	17.889	17.889
**D	AMUNDI FUNDS DYNAMIC MULTI FACTORS GLOBAL EQUITY - EUROPE	0	35.101	35.101
**D	THE LAURIE M. TISCH FOUNDATION INC	0	110.505	110.505
**D	AMUNDI PRIME EUROZONE	0		

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HRW TESTAMENTARY TRUST NO 1.	0	70.769	70.769
**D	AMUNDI MSCI EMU ESG LEADERS SELECT	0	8.835.274	8.835.274
**D	HRW TESTAMENTARY TRUST NO 3.	0	48.759	48.759
**D	AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB	0	33.474	33.474
**D	HRW TESTAMENTARY TRUST NO 6.	0	10.029	10.029
**D	AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	0	130.102	130.102
**D	HRW TESTAMENTARY TRUST NO 4.	0	32.492	32.492
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	0	77.043	77.043
**D	W. K. KELLOGG FOUNDATION TRUST	0	22.437	22.437
**D	AMUNDI FDS GLOB MULTI-ASSET CONSERVATIVE	0	674.354	674.354
**D	HRW TESTAMENTARY TRUST NO. 11.	0	53.127	53.127
**D	AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	0	71.884	71.884
**D	HRW TRUST NO 1 UAD 01/17/03.	0	69.551	69.551
**D	AMUNDI FUNDS REAL ASSETS TARGET INCOME	0	350.000	350.000
**D	HRW TESTAMENTARY TRUST NO. 10.	0	51.879	51.879
**D	AMUNDI INDEX MSCI EUROPE	0	2.235.621	2.235.621
**D	HRW TRUST NO 2 UAD 01/17/03.	0	46.269	46.269
**D	AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	0	290.020	290.020
**D	JOHN T WALTON FAMILY TRUST.	0	776.120	776.120
**D	AMUNDI FUNDS GLOBAL MULTI-ASSET	0	176.010	176.010
**D	ZOMA FOUNDATION	0	96.154	96.154
**D	AMUNDI INDEX MSCI WORLD	0	10	10
**D	CANDRIAM I MULTI ASSET INCOME AND GROWTH	0	86.108	86.108
**D	HRW TRUST NO 3 UAD 01/17/03.	0	39.490	39.490
**D	CANDRIAM I MULTI ASSET INCOME	0	142.471	142.471
**D	HRW TESTAMENTARY TRUST NO. 12.	0	65.493	65.493
**D	CLEOME INDEX - EUROPE EQUITIES	0	814.259	814.259
**D	HRW TESTAMENTARY TRUST NO 5.	0	32.649	32.649
**D	CLEOME INDEX - WORLD EQUITIES	0	22.412	22.412
**D	HRW TRUST NO 4 UAD 01/17/03..	0	33.778	33.778
**D	CLEOME INDEX - EMU EQUITIES	0	333.602	333.602
**D	HRW TESTAMENTARY TRUST NO. 7.	0	54.593	54.593
**D	HRW TESTAMENTARY TRUST NO 2.	0	32.139	32.139
**D	MIROVA FUNDS - MIROVA GLOBAL CLIMATE AMBITION EQUITY FUND	0	10.397	10.397
**D	MIROVA EUROPE CARBON NEUTRAL EQUITY FUND	0	55.105	55.105
**D	HRW TESTAMENTARY TRUST NO. 8.	0	26.066	26.066
**D	CENTRAL BANK OF IRELAND	0	56.425	56.425
**D	HRW TESTAMENTARY TRUST NO. 9.	0	46.017	46.017
**D	BBVA GLOBAL FUNDS-OLIVO FUND	0	43.000	43.000
**D	ARVEST FOUNDATION	0	1.551	1.551
**D	BBVA DURB INTL TABA DE INV	0	7.750	7.750
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND	0	72.203	72.203
**D	BBVA DURB INTL EUROPEAN EQUITY FUND	0	60.358	60.358
**D	ACTIVE M INTERNATIONAL EQUITY FUND	0	546.009	546.009
**D	EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	0	388.300	388.300
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	2.393.622	2.393.622
**D	EDR FUND II - INCOME 2024	0	74.955	74.955
**D	EDMOND DE ROTHSCHILD FUND INCOME EUROPE	0	363.430	363.430
**D	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0	4.826.425	4.826.425
**D	MAAF VIE ACTIF GENERAL	0	996.800	996.800

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LISTA ESITO DELLE VOTAZIONE  
 Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GGVIE PREFON RETRAITE A	0	632.260	632.260
**D	MMA IARD	0	977.396	977.396
**D	S. ROBSON WALTON 1999 CHILDRENS TRUST	0	22.740	22.740
**D	GMF ASSURANCES	0	661.388	661.388
**D	COVEA PROTECTION JURIDIQUE	0	87.820	87.820
**D	NORTHERN MULTI MANAGER GLOBAL LISTED INFRASTRUCTURE FUND	0	2.096.696	2.096.696
**D	BPCE IARD	0	64.684	64.684
**D	NTCC COLLECTIVE FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	1.515.180	1.515.180
**D	GMF VIE D	0	2.139.012	2.139.012
**D	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0	18.172.222	18.172.222
**D	MAAF SANTE	0	29.139	29.139
**D	LA SAUVEGARDE	0	36.792	36.792
**D	CRAMA LOIRE BRETAGNE ACTIONS	0	82.192	82.192
**D	PHILLIPS 66 RETIREMENT PLAN TRUST	0	258.610	258.610
**D	FIDELIA ASSISTANCE	0	11.992	11.992
**D	THE OENKE FUND	0	22.192	22.192
**D	LBP PREVYANCE GENERAL	0	160.000	160.000
**D	NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	0	390.212	390.212
**D	APSA-SRI ABSOL RETURN MULTI-ASSETS N1	0	6.997	6.997
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	40.020	40.020
**D	MANDAT ACTION HGAM	0	606.528	606.528
**D	GANNETT RETIREMENT PLAN	0	125.469	125.469
**D	APSA-SRI ABSOL RETURN MULTI-ASSETS N2	0	869	869
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST . .	0	104.749	104.749
**D	EKELON FITZPATRICK QUALIFIED FUND	0	37.719	37.719
**D	DOMINION ENERGY INC. DEFINED BENEFIT MASTER TRUST	0	540.043	540.043
**D	EMERSON ELECTRIC CO. RETIREMENT MASTER TRUST	0	481.693	481.693
**D	ROBECO CAVAMAC ACTIONS INT. EU	0	46.770	46.770
**D	ACORN 1998 TRUST.	0	7.401	7.401
**D	DIVERSIFICATION FUND ICVC	0	3.823	3.823
**D	GPMZA	0	61.764	61.764
**D	DELPHI	0	3.600	3.600
**D	NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.	0	74.826	74.826
**D	CYSTIC FIBROSIS FOUNDATION	0	211.482	211.482
**D	FCP GROUPAMA GRAND EST	0	35.348	35.348
**D	CONCORDE 96 (ACTION EURO)	0	72.502	72.502
**D	COMBUSTION ENGINEERING 524(G) ASBESTOS PI TRUST	0	20.891	20.891
**D	CATERPILLAR INC. MASTER RETIREMENT TRUST	0	890.551	890.551
**D	ROMACO SICAV	0	7.165	7.165
**D	CAVEC GROUPAMA DIVERSIFIE	0	390.275	390.275
**D	GROUPAMA CR ACTIONS MONDE	0	17.430	17.430
**D	THE MOTOROLA PENSION SCHEME.	0	112.820	112.820
**D	HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	0	106.550	106.550
**D	LA GRENOUILLERE	0	28.007	28.007
**D	EGERPAGNE 2 DIVERSIFIE	0	86.933	86.933
**D	JCW 1987 ARTICLE II DESC TRUST FEO AAP	0	2.829	2.829
**D	CELISADEL	0	13.773	13.773
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	173.851	173.851
**D	ARIA	0	11.468	11.468
**D	DOUCE FAMILLE	0	5.457	5.457



## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MG INVEST	0	6.737	6.737
**D	CNP ASS. NAM ACT. EUR.	0	221.586	221.586
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST...	0	1.468.358	1.468.358
**D	ALLOCATION INVEST EQUITY CORE	0	267.150	267.150
**D	JCW 1987 ARTICLE II DESC TRUST FBO JMW DTD 1/1/2012	0	3.524	3.524
**D	JCW 1987 ARTICLE II DESC TRUST FBOSLW	0	3.074	3.074
**D	OPFT	0	18.500	18.500
**D	JTW TRUST NO. 5 UAD 9/19/02.	0	20.482	20.482
**D	VILLIERS DIAPASON	0	191.014	191.014
**D	AA NATIXIS ACTIONS MIN VAR	0	677.644	677.644
**D	JTW TRUST NO. 2 UAD 9/19/02.	0	37.736	37.736
**D	RL PREVYANCE (ACTIONS EUROPE)	0	78.398	78.398
**D	APV	0	2.287	2.287
**D	JTW TRUST NO. 4 UAD 9/19/02.	0	43.665	43.665
**D	ECUREUL PROFIL 90 ACTIONS EUR	0	871.626	871.626
**D	JTW TRUST NO. 1 UAD 9/19/02.	0	25.713	25.713
**D	CALIFORNIA 09	0	7.601	7.601
**D	JTW TRUST NO. 3 UAD 9/19/02.	0	44.560	44.560
**D	ADVIT ACT EU	0	198.000	198.000
**D	FACABE	0	15.000	15.000
**D	RETIREMENT PENSION PLAN OF THE BOARD OF PUBLIC UTILITIES OF	0	158.420	158.420
**D	FDJA 86 FCP	0	4.413	4.413
**D	JOHCM INTERNATIONAL OPPORTUNITIES FUND.	0	13.437	13.437
**D	NEMAUSUS	0	6.528	6.528
**D	FCP AAE MG	0	57.513	57.513
**D	PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH	0	22.698	22.698
**D	BANASSAT INVEST	0	2.534	2.534
**D	DAUGHTERS OF CHARITY OF ST. VINCENT DE PAUL PROVINCE OF THE WEST	0	18.103	18.103
**D	CHANTEPIERRE	0	10.547	10.547
**D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	2.901.001	2.901.001
**D	CARP DIVERSIFIE ACTION EURO	0	130.708	130.708
**D	PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.	0	12.938	12.938
**D	BANNER HEALTH.	0	73.337	73.337
**D	SICAV JUNOT STRATEGIE	0	1.396	1.396
**D	ELITE INTER-PHARMACTIONS	0	27.843	27.843
**D	DUKE ENERGY CORPORATION MASTER RETIREMENT TRUST	0	221.191	221.191
**D	DANAE SICAV	0	9.986	9.986
**D	LOS ANGELES CITY EMPLOYEES RETIREMENT SYSTEM	0	1.846.661	1.846.661
**D	UNIVERS CNP 1	0	143.698	143.698
**D	SCOTS	0	6.625	6.625
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST...	0	465.300	465.300
**D	SFPG INVEST LI	0	3.523	3.523
**D	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0	657.730	657.730
**D	GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	0	93.587	93.587
**D	FCP TOUCAN	0	12.000	12.000
**D	WALLON	0	255.515	255.515
**D	GAN EUROSTRATEGIE	0	128.576	128.576
**D	AB CFAO	0	15.458	15.458
**D	GROUPAMA CR GENOVA 1	0	326.363	326.363
**D	IRIS	0	24.484	24.484

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## LISTA ESITO DELLE VOTAZIONE

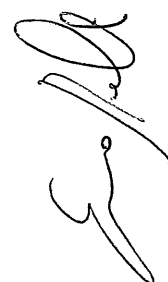
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MERCY INVESTMENT SERVICES INC	0	44.610	44.610
**D	BAPTIST FOUNDATION OF TEXAS DBA HIGHGROUND ADVISORS	0	421.133	421.133
**D	MICHELET TUNNEL	0	124.377	124.377
**D	UFF ALLOCATION DIVERSIFIEE	0	152.313	152.313
**D	FIFL	0	2.840	2.840
**D	GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	396.210	396.210
**D	FONDS EDUCATION ET DEVELOPEME	0	11.843	11.843
**D	GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	162.152	162.152
**D	THALASSA N76	0	3.417	3.417
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	375.358	375.358
**D	PORT ROYAL EQUILLIBRE	0	131.500	131.500
**D	SAINT LATUIN	0	3.405	3.405
**D	THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	0	241.740	241.740
**D	CHEVRON MASTER PENSION TRUST	0	558.570	558.570
**D	AFTEROL	0	20.680	20.680
**D	SAKKARAH 2 FCP	0	47.504	47.504
**D	WATER AND POWER EMPLOYEES` RETIREMENT PLAN	0	553.817	553.817
**D	NOYANGE	0	9.511	9.511
**D	ALLOCATION INVEST EQUITY SATELLITE	0	517.788	517.788
**D	ALFRED I. DUPONT CHARITABLE TRUST	0	112.867	112.867
**D	CLEARWATER INTERNATIONAL FUND	0	84.847	84.847
**D	GROUPAMA NORD EST ACTIONS	0	119.358	119.358
**D	ALLOCATION INVEST CLEVELAND	0	47.612	47.612
**D	FIVG GROUPE ISA	0	19.148	19.148
**D	STICHTING INSTITUUT GAK	0	24.247	24.247
**D	FAGUS	0	547.668	547.668
**D	GEORGIA FIREFIGHTER`S PENSION FUND	0	42.136	42.136
**D	FINAGEST	0	18.734	18.734
**D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	5.241.597	5.241.597
**D	GROUPAMA CR ACTIONS EURO	0	27.766	27.766
**D	JMC	0	5.500	5.500
**D	OHIO POLICE AND FIRE PENSION FUND	0	2.258.310	2.258.310
**D	ROTONDE	0	68.330	68.330
**D	THE PENSION BOARDS-UNITED CHURCH OF CHRIST INC.	0	36.432	36.432
**D	JAFAM	0	10.271	10.271
**D	OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM..	0	2.193.048	2.193.048
**D	TOPAZE	0	23.000	23.000
**D	MONCEAU EUROPE VALUE	0	559.687	559.687
**D	PERP PROG (ACTIONS EUROPE)	0	46.202	46.202
**D	THE REPRESENTATIVE CHURCH BODY	0	127.438	127.438
**D	SAN FRANCESELECT	0	82.487	82.487
**D	RODA POCHE VEGA IM	0	8.000	8.000
**D	FCP GROUPAMA PHARMA DIVERSIFIE	0	160.000	160.000
**D	MONCEAU ACTIONS EEE	0	277.880	277.880
**D	SHRINERS HOSPITALS FOR CHILDREN	0	758.666	758.666
**D	FCP NUT	0	8.575	8.575
**D	SAN MATEO COUNTY EMPLOYEES` RETIREMENT ASSOCIATION	0	1.196.631	1.196.631
**D	FC CARPIMKO (ACTIONS EURO)	0	216.800	216.800
**D	STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS	0	91.191	91.191
**D	SHELBY COUNTY TENNESSEE RETIREMENT SYSTEM	0	134.895	134.895

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	RSRC ACTIONS (ACTION EURO)	0	276.845	276.845
**D	BRITISH COAL STAFF SUPERANNUATION SCHEME	0	1.508.518	1.508.518
**D	CONTI GESTION	0	125.000	125.000
**D	JMW	0	14.800	14.800
**D	WYOMING RETIREMENT SYSTEM	0	74.726	74.726
**D	ARRCO QUANT 2	0	162.041	162.041
**D	CITY OF TALLAHASSEE	0	160.350	160.350
**D	MONCEAU ETHIQUE	0	159.448	159.448
**D	GROUPAMA PARIS VAL DE LOIRE ACTIONS EURO	0	35.896	35.896
**D	TEACHERS` RETIREMENT SYSTEM OF OKLAHOMA	0	1.985.712	1.985.712
**D	JP2H	0	3.085	3.085
**D	UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST	0	234.900	234.900
**D	AGRICA TACTIQUE G	0	120.909	120.909
**D	UTAH RETIREMENT SYSTEMS	0	913.972	913.972
**D	ALTADIR	0	2.678	2.678
**D	TEACHERS` RETIREMENT SYSTEM OF OKLAHOMA	0	44.751	44.751
**D	ALLOCATION INVEST INDIANAPOLIS	0	47.000	47.000
**D	UFCW UNION AND PARTICIPATING FOOD INDUSTRY EMPLOYERS TRI-STATE PENSION TRUST FUND	0	15.154	15.154
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	15.213	15.213
**D	NYALI	0	32.095	32.095
**D	IWA - FOREST INDUSTRY PENSION PLAN 2100	0	317.440	317.440
**D	HALIFAX REGIONAL MUNICIPALITY MASTER TRUST	0	6.627	6.627
**D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	3.697.590	3.697.590
**D	NAV CANADA PENSION PLAN	0	8.061	8.061
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	164.080	164.080
**D	PRESCIENT ICAV.	0	7.751	7.751
**D	MONTLAKE UCITS PLATFORM ICAV.	0	125.200	125.200
**D	FCP CNP ACP ACTIONS LT	0	285.148	285.148
**D	BARCLAYS MULTI-MANAGER FUND PLC	0	106.410	106.410
**D	FCP NATEXIS PERFORMANCE 09	0	50.370	50.370
**D	BARCLAYS MULTI-MANAGER FUND PUBLIC LIMITED COMPANY	0	48.876	48.876
**D	ROPS ACTIONS EUROPEENNES 1	0	550.691	550.691
**D	BARINGS INTERNATIONAL UMBRELLA FUND	0	6.591	6.591
**D	ROPS-SMART INDEX EURO	0	619.602	619.602
**D	LCL EQUILIBRE ESG	0	44.239	44.239
**D	PZENA VALUE FUNDS PLC C/O SANNE	0	544.574	544.574
**D	ROPS EURO P	0	690.685	690.685
**D	BEL EQUITY EUROPE ESG	0	1.756.416	1.756.416
**D	MONDRIAN FUNDS PUBLIC LIMITED COMPANY MONDRIAN FUNDS PUBLIC LIMITED COMPANY	0	91.494	91.494
**D	ARRCO LONG TERME F	0	429.014	429.014
**D	PREDIQUANT PREMIUM TITRE VIF A	0	2.135.220	2.135.220
**D	EPARGNE ACTIONS MONDE ISR	0	161.750	161.750
**D	LEGAL & GENERAL ICAV.	0	350.483	350.483
**D	TECHNIP EQUILIBRE	0	18.612	18.612
**D	DAN EQUILIBRE	0	18.728	18.728
**D	ROCKEFELLER CAPITAL MANAGEMENT UCIT S ICAV	0	206.371	206.371
**D	ATLAS GLOBAL INFRASTRUCTURE UCITS ICAV	0	13.183.793	13.183.793
**D	TECHNIPFC DYNAMIQUE	0	20.006	20.006
**D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	16.142.932	16.142.932
**D	GROUPE CEA CROISSANCE_FCPCE	0	30.719	30.719

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GRD20 ACTIONS	0	344.665	344.665
**D	FCP BOURBON 7	0	181.176	181.176
**D	FCPE CA SA EXPANSION	0	25.000	25.000
**D	SOLIDARITES	0	17.206	17.206
**D	PREDICA ISR MONDE	0	28.995	28.995
**D	IP ACTIONS EURO	0	156.557	156.557
**D	EPARGNE MODEREE THALES	0	63.389	63.389
**D	AMUNDI LABEL PRUDENCE ESR	0	96.020	96.020
**D	KBI FUNDS ICAV	0	11.279.226	11.279.226
**D	GLOBAL MULTI ASSET KKS	0	44.943	44.943
**D	FONDATION EUROPE	0	150.170	150.170
**D	ERISA ACTION EUROPE N 2	0	153.206	153.206
**D	AP ACTIONS 3 MIN VOL	0	55.171	55.171
**D	AMUNDI HARMONIE	0	37.794	37.794
**D	ADP DIVERSIFIE DYNAMIQUE	0	22.829	22.829
**D	STAR PASTEUR	0	281.701	281.701
**D	FCV ACTIONS EUROPE LM A	0	465.475	465.475
**D	FCP CARP - INDO	0	462.302	462.302
**D	LV. CHALLENGE	0	106.248	106.248
**D	AMUNDI OPPORTUNITES	0	57.970	57.970
**D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	212.262	212.262
**D	DUGUAY ACTIONS EUROPE	0	117.271	117.271
**D	LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.	0	103.033	103.033
**D	N 1 RENDEMENT EQUILIBRE	0	12.501	12.501
**D	AP ACTIONS 1 EURO	0	347.404	347.404
**D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	5.866.773	5.866.773
**D	WORLD EQUITIES	0	16.354	16.354
**D	LCL DYNAMIQUE ESG	0	38.993	38.993
**D	BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA	0	35.335	35.335
**D	L-S DYNAMIQUE ET SOLIDAIRE	0	8.000	8.000
**D	DASSAULT SYSTEMES ISR MODERE S	0	30.180	30.180
**D	LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME...	0	1.662.200	1.662.200
**D	HSCB EE ACTIONS RESPONSABLES_F	0	592.701	592.701
**D	FDJ EQUILIBRE SOLIDAIRE	0	29.307	29.307
**D	FDRN AMUNDI	0	158.670	158.670
**D	UBS COMMON CONTRACTUAL FUND	0	81.775	81.775
**D	DUGUAY STRATEGIE	0	24.236	24.236
**D	AUSTRALIAN RETIREMENT TRUST	0	4.623.987	4.623.987
**D	AMUNDI LABEL EQUILIBRE ESR	0	164.159	164.159
**D	AMUNDI EQUILIBRE GLOBAL SOLIDAIRE	0	50.590	50.590
**D	THE GREATER MANCHESTER PENSION FUND.	0	53.021	53.021
**D	AMUNDI LABEL DYNAMIQUE ESR	0	133.659	133.659
**D	LF WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS UMBRELLA	0	3.247.572	3.247.572
**D	AGRICA ACTIONS OBJECTIF SCR	0	656.766	656.766
**D	THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME	0	1.926.890	1.926.890
**D	PREDIQUANT A2 - ACTIONS EUROPE	0	76.994	76.994
**D	FCP TESLA - POCHE ACTIONS	0	84.529	84.529
**D	BLACKROCK UCITS CCF. BLACKROCK ASSET MANAGEMENT IRELAND LIMITED	0	832.369	832.369
**D	ICARE	0	35.817	35.817
**D	ORANO DIVERSIFIE EQUILIBRE	0	39.653	39.653

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Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FCPE IBM FRANCE F	0	86.648	86.648
**D	WEST YORKSHIRE PENSION FUND	0	1.750.000	1.750.000
**D	EPARGNE SOLIDAIRE EQUILIBRE TH	0	122.732	122.732
**D	MERSEYSIDE PENSION FUND	0	842.214	842.214
**D	MONGELAS	0	60.648	60.648
**D	S. CAVANAC ACTIONS EURO	0	225.758	225.758
**D	VERDIPAPIFONDET KLP AKSJEUROPA INDEKS 1	0	476.723	476.723
**D	VERDIPAPIFONDET KLP AKSJEGLOBAL INDEX 1	0	2.231.082	2.231.082
**D	AMF TJANSTEPENSION AB	0	4.716.343	4.716.343
**D	FCP HAMELIN DIVERSIFIE FLEX II	0	12.508	12.508
**D	A.A. -BNP PAM-ISR	0	1.061.681	1.061.681
**D	STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	0	55.975	55.975
**D	FCP CARPIMKO EUROPE	0	408.000	408.000
**D	UNIVEST.	0	390.396	390.396
**D	FCPE IBM FRANCE C	0	74.000	74.000
**D	CONTI FLEXIBLE	0	62.299	62.299
**D	CONTI PLACEMENTS	0	59.132	59.132
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	0	201.092	201.092
**D	AA LA FRANCAISE ISR	0	459.976	459.976
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET BEROEPSVERVOER OVER DE WEG	0	549.560	549.560
**D	CAVEC LA FRANCAISE DIVERSIFIE	0	154.197	154.197
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS ZORGVERZEKERAAERS.	0	773.235	773.235
**D	WF ACTIONS FLEXIBLE	0	8.100	8.100
**D	PROMEPAR ACTIONS RENDEMENT	0	180.000	180.000
**D	LEGAL & GENERAL SICAV	0	29.992	29.992
**D	NORTHERN TRUST UCITS FGR FUND	0	1.206.831	1.206.831
**D	RENDEMENT DIVERSIFIE M	0	56.188	56.188
**D	EURO VALEUR ISR M	0	1.109.962	1.109.962
**D	ROBECO INSTITUTIONAL UMBRELLA FUND	0	31.330	31.330
**D	BLACKWELL PARTNERS LLC - SERIES A	0	202.500	202.500
**D	GLOBAL ALLOCATION M	0	174.659	174.659
**D	GROUPAMA EURO EQUITIES	0	314.500	314.500
**D	JONES ROAD OPPORTUNITY MASTER FUND I LP C/O JONES ROAD CAPITAL MANAGEMENT L.P.	0	247.500	247.500
**D	MAN NUMERIC ALTERNATIVE RISK PREMIA EQUITIES	0	1.745.976	1.745.976
**D	METROPOLE EURO SRI	0	413.395	413.395
**D	COVEA FLEXIBLE ISR	0	279.030	279.030
**D	POINT72 LONDON INVESTMENTS LTD...	0	2.820.809	2.820.809
**D	S.YTIC	0	180.000	180.000
**D	PEY BLANC	0	17.000	17.000
**D	WALLCROSS AS PERMIAN BUSINESS PARTNER AS	0	15.000	15.000
**D	DNCA ACTIONS EUROPEENNES	0	525.928	525.928
**D	T.S.SOCIETA` A RESPONSABILITA` LIMITATA	0	3.159	3.159
**D	CNP ASSUR VALUE ET MOMENTUM	0	66.974	66.974
**D	G. S. SOCIETA` A RESPONSABILITA` LIMITATA	0	2.543	2.543
**D	ALPHANATICS MASTER FUND LTD C/O APPEBY TRUST (CAYMAN) LTD.	0	390.397	390.397
**D	ODUMLA	0	7.073	7.073
**D	BBM V-FLEX	0	94.080	94.080
**D	GLG PARTNERS LP	0	377.226	377.226
**D	CASTELNAU	0	11.064	11.064
**D	SEBYOND ACTIONS EUROPEENNES	0	472.558	472.558

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC	0	193	193
**D	FG BALANCED	0	12.195	12.195
**D	D. E. SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION CUSTOM FUND L	0	84	84
**D	NEUFILZE EURO ACTIONS DURABLE	0	128.000	128.000
**D	G FUND WORLD VISION R	0	375.571	375.571
**D	RICHELIEU PRAGMA EUROPE	0	145.000	145.000
**D	DORVAL CONVICTIONS	0	314.280	314.280
**D	MAN NUMERIC INTERNATIONAL ALPHA (US) LP	0	654.959	654.959
**D	COVEA ACTIONS INVESTISSEMENT	0	695.560	695.560
**D	COVEA SOLIS	0	535.559	535.559
**D	LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND	0	1.849.149	1.849.149
**D	LMDG ACTIONS RENDEMENT EURO	0	120.000	120.000
**D	LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS (MARKET NEUT	0	2.000.803	2.000.803
**D	DORVAL MANAGEURS EUROPE	0	278.352	278.352
**D	LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR	0	2.111.535	2.111.535
**D	LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA	0	84.711	84.711
**D	G FUND EQUITY CONVICTIONS ISR	0	669.513	669.513
**D	ECUREUIL PROFIL 75 (ACTIONS)	0	240.385	240.385
**D	BROOKFIELD INVESTMENT FUNDS (UCITS) PLC - BROOKFIELD REAL AS	0	2.424.488	2.424.488
**D	MYRIA ACTIONS DURABLES EUROPE	0	66.042	66.042
**D	INDOSUEZ EURO PATRIMOINE	0	1.314.708	1.314.708
**D	CHALLENGE FUNDS - CHALLENGE ENERGY EQUITY FUND	0	1.054.178	1.054.178
**D	GROUPAMA EUROPE EQUITIES	0	325.923	325.923
**D	CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 2	0	50.728	50.728
**D	MILAB INVEST	0	7.120	7.120
**D	CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY FUND	0	1.800.000	1.800.000
**D	RICHELIEU CITYZEN	0	140.000	140.000
**D	DORVAL CONVICTIONS PEA	0	122.576	122.576
**D	J O HAMBERO CAPITAL MANAGEMENT UMBRELLA FUND PUBLIC LIMITED C	0	7.180.457	7.180.457
**D	STRATEGIE EURO ISR	0	245.596	245.596
**D	INDOSUEZ ALLOCATION PEA	0	465.420	465.420
**D	MACQUARIE FUND SOLUTIONS - MACQUARIE GLOBAL CONVERTIBLE FUND	0	105.150	105.150
**D	MACQUARIE FUND SOLUTIONS - MACQUARIE GLOBAL LISTED INFRASTRU	0	182.257	182.257
**D	INDOSUEZ EURO RENDEMENT	0	610.000	610.000
**D	MAXIMIN	0	20.709	20.709
**D	MEDIOLANUM BEST BRANDS - MEDIOLANUM MORGAN STANLEY GLOBAL SE	0	520.108	520.108
**D	COVEA ACTIONS EUROPE	0	284.744	284.744
**D	MEDIOLANUM BEST BRANDS - COUPON STRATEGY COLLECTION	0	232.040	232.040
**D	MEDIOLANUM BEST BRANDS - EQUITY POWER COUPON COLLECTION	0	131.039	131.039
**D	MISURKASE	0	11.194	11.194
**D	MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU	0	2.036.812	2.036.812
**D	TA-ITA AZIONI	0	62.443	62.443
**D	COVEA ACTIONS RENDEMENT	0	800.885	800.885
**D	STRATEGIE EURO ACTIONS DIVIDEND	0	264.732	264.732
**D	DNCA SRI EURO QUALITY	0	2.645.041	2.645.041
**D	NATIXIS LCR ACTIONS EURO ESG	0	65.123	65.123
**D	MEANING CAPITAL	0	3.814	3.814
**D	DANSKE INVEST SICAV - EUROPE HIGH DIVIDEND	0	91.197	91.197
**D	DANSKE INVEST SICAV - GLOBAL INDEX	0	536.718	536.718
**D	DANSKE INVEST SICAV - EUROPE	0	429.148	429.148

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DANSKE INVEST SICAV - GLOBAL PORTFOLIO SOLUTION - BALANCED	0	53.643	53.643
**D	ALPHA UCITS SICAV - AMBER EQUITY FUND	0	190.356	190.356
**D	AMUNDI RESA ACTIONS EUROPE	0	9.766	9.766
**D	HYMNOS	0	125.062	125.062
**D	GBPO - QCF - GLOBAL BALANCED POOL	0	15.697	15.697
**D	FDC A2 TITRES	0	51.266	51.266
**D	UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	0	613.896	613.896
**D	AMUNDI EURO EQUITY ESR	0	1.998.760	1.998.760
**D	UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI EUROPEAN ENHANCE	0	19.697	19.697
**D	HSBC RIF - SRI MODERATE	0	114.013	114.013
**D	CPR EUROLAND ESG	0	1.011.169	1.011.169
**D	MMA VIE SA	0	2.033.639	2.033.639
**D	ATOUT EUROLAND CORE +	0	774.296	774.296
**D	HSBC SRI EUROLAND EQUITY	0	3.047.118	3.047.118
**D	FDC PREMIUM TITRES VIFS ACTION	0	95.835	95.835
**D	ZUGERKB FONDS - AKTIEN EUROPA (EUR)	0	136.580	136.580
**D	BROOKFIELD PSG ICAV - BROOKFIELD REAL ASSETS HYBRID QIAIF FU	0	5.700	5.700
**D	HSBC RIF SRI BALANCED	0	79.321	79.321
**D	LCL INVESTISSEMENT EQUILIBRE	0	94.792	94.792
**D	MAN MULTI-STRATEGY MASTER FUND MAPLES CORPORATE SERVICES LIMITES	0	10.804	10.804
**D	HSBC EUROPE EQUITY INCOME	0	441.647	441.647
**D	ATOUT EUROLAND HAUT RENDEMENT	0	11.559	11.559
**D	CMLA INDEXED GLOBAL SHARE FUND	0	40.909	40.909
**D	AMUNDI EUROPE MONDE	0	299.439	299.439
**D	FIDELITY STRATEGIC DIVIDEND & INCOME FUND	0	145.507	145.507
**D	CPR CONSOMMATEUR ACTIONNAIRE P	0	490.277	490.277
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	291.529	291.529
**D	AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	0	8.346	8.346
**D	HSBC MULTI-ASSET DYNAMIC EURO	0	331.851	331.851
**D	ILA-IA WORLD ESG SCREENED FUND	0	122.502	122.502
**D	LCL ACTIONS MONDE HORS EUROPE EURO	0	1.144.453	1.144.453
**D	AMUNDI PATRIMOINE	0	464.256	464.256
**D	ILA - RAFIWF	0	67.771	67.771
**D	PREDIQUANT EUROCOISSANCE A2	0	52.970	52.970
**D	AMUNDI - KEI ACTIONS MONDE	0	114.022	114.022
**D	IRISH LIFE ASSURANCE PLC	0	2.586.481	2.586.481
**D	CPR SILVER AGE POCHE PEA	0	3.765.528	3.765.528
**D	HSBC RIF - SRI DYNAMIC	0	160.069	160.069
**D	ASSURDIX	0	694.014	694.014
**D	LCL ACTIONS EURO CORE+	0	501.120	501.120
**D	IRISH LIFE ASSURANCE.	0	1.036.182	1.036.182
**D	HSBC ACTIONS EUROPE	0	641.105	641.105
**D	AMUNDI ACTIONS EURO ISR	0	948.612	948.612
**D	AMUNDI ACTIONS EUROPE ISR	0	82.665	82.665
**D	ARGON CUSTODY B.V.	0	2.201.268	2.201.268
**D	AMUNDI ETF PEA S P 500 UCITS E	0	3.700.000	3.700.000
**D	STICHTING MN SERVICES	0	3.412.667	3.412.667
**D	AMUNDI PATRIMOINE PEA	0	366.296	366.296
**D	STICHTING PENSIOENFONDS METAAL EN TECHNIEK MN SERVICES	0	1.305.318	1.305.318
**D	CPR EUROLAND PREMIUM ESG	0	251.311	251.311

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	COLONIAL FIRST STATE INVESTMENTS LIMITED...	0	911.429	911.429
**D	BFT INDOUEZ CAPITAL PEA POCHE AMUNDI	0	28.862	28.862
**D	CFSLL ATF CMLA INTERNATIONAL SHARE FUND	0	48.506	48.506
**D	AMUNDI ACTIONS FRANCE ISR	0	1.235.038	1.235.038
**D	CPR EURO HIGH DIVIDEND	0	315.401	315.401
**D	STICHTING MN SERVICES ANDELENFO ND	0	714.967	714.967
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	27.476.292	27.476.292
**D	LEGAS SHF CLIENT DIR INV FUND(1649)	0	787.000	787.000
**D	EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	0	39.610	39.610
**D	EDR SICAV - EQUITY EURO SOLVE	0	351.679	351.679
**D	EDR SICAV - EURO SUSTAINABLE EQUITY	0	1.910.790	1.910.790
**D	EPOQUE	0	396.276	396.276
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	457.410	457.410
**D	VILLIERS CRESCENDO 2	0	12.348	12.348
**D	HELVETIA I EUROPA	0	750.000	750.000
**D	LO IS (CH) - TARGETNETZERO GLOBAL EX-CH EQUITY	0	9.029	9.029
**D	LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	0	1.526.090	1.526.090
**D	LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED	0	56.195	56.195
**D	SLIC - EUROPEAN EQUITY GROWTH FUNDI	0	375.520	375.520
**D	STANDARD LIFE ASSURANCE LIMITED	0	261.720	261.720
**D	CITIBANK UK LIMITED AS TRUSTEE FOR ASI (STANDARD LIFE) EUROP	0	2.963.320	2.963.320
**D	CITIBANK UK LIMITED AS TRUSTEE FOR ASI (STANDARD LIFE) INTER	0	144.112	144.112
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	300.122	300.122
**D	ARGON CUSTODY B.V	0	134.240	134.240
**D	THE NOMURA TRUST AND BANKING CO LTD	0	323.649	323.649
**D	SLIC II - STANDARD LIFE INVESTMENTS	0	1.195.566	1.195.566
**D	PRINCIPAL TRUST COMPANY ASIA LIMITED	0	592.989	592.989
**D	ABERDEEN STANDARD ORIC II - ASI EUROPE EX UK INCOME EQUITY FUND	0	1.500.314	1.500.314
**D	STICHTING EGM DEPOSITARY	0	12.047.974	12.047.974
**D	JAPAN TRUSTEE SERVICES BANK LTD. AS TRUSTEE FOR STB GS GLOBAL (EX JAP AN) QUANT EQUITY MOTHER FUND	0	164.156	164.156
**D	PRINCIPAL MFF EUROPEAN EQUITY FUND	0	144.903	144.903
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	2.200	2.200
**D	LEGG MASON INC.	0	5.669.922	5.669.922
**D	VERDIPAPIRFONDET DNB GLOBAL (IV : INGVLID ANGVIK BJONNES DRONNING EUFEMIAS GT	0	922.935	922.935
**D	VERDIPAPIRFONDET DNB GLOBAL INDEKS	0	207.307	207.307
**D	SDA INTL EQUITY INDEX FD-WORLD	0	59.000	59.000
**D	UNITED FOOD + COMMERCIAL WORKERS FOR EMPLOYEES	0	196.891	196.891
**D	THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	0	898.740	898.740
**D	THREADNEEDLE (LUX)	0	138.061	138.061
**D	OLD MUTUAL ARTEMIS UK SPECIAL SITUATIONS FUND (FIDELITY OLD MUTUAL GLOBAL INVESTORS (UK) LIMITED	0	205.701	205.701
**D	PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND	0	4.443.302	4.443.302
**D	CITIBANK UK LIMITED AS TRUSTEE OF ABERDEEN STANDARD CAPITAL	0	45.185	45.185
**D	BEA UNION INVESTMENT GLOBAL EQUITY FUND	0	139.799	139.799
**D	VICTORY TRIVALENT INTERNATIONAL FUND-CORE EQUITY	0	1.636.199	1.636.199
**D	TWO SIGMA WORLD CORE FUND LP	0	1.427.579	1.427.579
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	34.513	34.513
**D	VICTORY CAPITAL INTERNATIONAL COLLECTIVE INVESTMENT TRUST	0	1.083.596	1.083.596
**D	VICTORY MARKET NEUTRAL INCOME FUND	0	9.606	9.606
**D	SAMSUNG GLOBAL CORE EQUITY FUND	0	172.982	172.982
**D	VERDIPAPIRFONDET DNB EUROPA	0		

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STIFEL NICOLAUS	0	14.274	14.274
**D	NEUBURG NOMINEES LIMITED INVESTORSWHOLESALE GLOBAL EQUITY (INDEX) TRUST	0	563.230	563.230
**D	LATVIJAS BANKA	0	125.718	125.718
**D	VICTORY RS GLOBAL FUND	0	274.732	274.732
**D	VICTORY RS INTERNATIONAL FUND	0	726.620	726.620
**D	VICTORY RS INTERNATIONAL VIP SERIES	0	256.726	256.726
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	1.928.147	1.928.147
**D	LEGAL AND GENERAL REINSURANCE COLTD : TEL: 0203 124 3710/ HETAL PA TEL	0	55.121	55.121
**D	ROBERT W. BAIRD AND CO. INCORPORATED	0	1.000	1.000
**D	CITITRUST LIMITED	0	181.800	181.800
**D	VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.	0	2.671	2.671
**D	VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.	0	30.323	30.323
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	0	48.809	48.809
**D	VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF	0	21.306	21.306
**D	INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES	0	0	27.525
**D	27.525			
**D	ECONOMIC DEVELOPMENT BOARD	0	2.705	2.705
**D	JOHN HANCOCK DIVERSIFIED REAL ASSETS FUND	0	401.870	401.870
**D	SELIGSON AND CO EUROPE INDEX FUND	0	366.700	366.700
**D	SOCIALLY RESPONSIBLE DEVELOPED MARKETS FUNDAMENTAL INDEX CTF	0	9.085	9.085
**D	HOSTPLUS POOLED SUPERANNUATION TRUST	0	479.232	479.232
**D	STANDARD LIFE WEALTH GLOBAL EQUITY INCOME FUND	0	29.447	29.447
**D	ABERDEEN INVESTMENT FUNDS UK ICVC II - ABERDEEN WORLD EQUITY ENHANCED INDEX FUND	0	155.488	155.488
**D	ABERDEEN INVESTMENT FUNDS UK ICVC II - ABERDEEN EUROPEAN EQUITY ENHANCED INDEX FUND	0	193.989	193.989
**D	ABERDEEN STANDARD FUND MANAGERS LIMITED	0	77.100	77.100
**D	ABERDEEN INVESTMENT FUNDS UK ICVC II - ABERDEEN EUROPEAN EQUITY TRACKER FUND	0	518.283	518.283
**D	ABERDEEN FUNDS - ABERDEEN MULTI MANAGER CAUTIOUS MANAGED PORTFOLIO FUND	0	7.723	7.723
**D	USAA CAPITAL GROWTH FUND.	0	468.650	468.650
**D	USAA INTERNATIONAL FUND.	0	2.990.882	2.990.882
**D	USAA SUSTAINABLE WORLD FUND	0	791.797	791.797
**D	PRINCIPAL FINANCIAL SERVICES INC	0	70.323	70.323
**D	QUILTER INVESTORS CHARITY AUTHORISED INVESTMENT FUNDS MILLENNIUM	0	99.325	99.325
**D	TIMOTHY PLAN INTERNATIONAL ETF.	0	31.863	31.863
**D	UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	0	45.515	45.515
**D	UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	0	62.086	62.086
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND	0	652.298	652.298
**D	CLEAN ENERGY FUND L.P. C/O CORPORATION SERVICE COMPANY	0	1.668.156	1.668.156
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	0	208.979	208.979
**D	MAN AHL DIVERSIFIED MARKETS EU BEUR- WORLD TRADE CENTER	0	1.173	1.173
**D	CLASS N AHL ALPHA 2.5XL EUR TRADING LIMITED.	0	75.838	75.838
**D	MAN FUNDS VIII ICAV-MAN AHL DIVERSIFIED.	0	11.174	11.174
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND	0	2.451.188	2.451.188
**D	AHL INSTITUTIONAL SERIES 3 LTD	0	93.523	93.523
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	4.874	4.874
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	368.694	368.694
**D	MAN FUNDS XII SPC-MAN 1783 III SP	0	15.988	15.988
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS DEVELOPED WORLD EQU	0	59.199	59.199
**D	LANDSDOWNE ICAV-CLEAN ENERGY FUND	0	1.574.653	1.574.653
**D	LANDSDOWNE ICAV-NE FUND	0	1.510.701	1.510.701
**D	BROOKFIELD GLOBAL LISTED INFRASTRUCTURE CANADIAN POOLED FUND.	0	116.782	116.782

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE ENDEAVOUR II FUND.	0	20.725	20.725
**D	LETKO BROSSEAU INFRASTRUCTURE EQUITY FUND	0	38.750	38.750
**D	SIGNATURE GLOBAL DIVIDEND FUND	0	514.369	514.369
**D	SIGNATURE SELECT CANADIAN FUND	0	875.270	875.270
**D	SIGNATURE GLOBAL EQUITY FUND	0	269.156	269.156
**D	CI CORPORATE CLASS LIMITED - SIGNATURE GLOBAL EQUITY CORPORA	0	95.408	95.408
**D	SIGNATURE CANADIAN BALANCED FUND	0	609.489	609.489
**D	CI SIGNATURE CANADIAN EQUITY PLUS FUND	0	5.910	5.910
**D	CI CORPORATE CLASS LIMITED - SIGNATURE SELECT CANADIAN CORPO	0	230.742	230.742
**D	SIGNATURE GLOBAL INCOME AND GROWTH FUND	0	4.074.216	4.074.216
**D	SIGNATURE DIVERSIFIED YIELD FUND	0	1.380.455	1.380.455
**D	SIGNATURE INCOME & GROWTH FUND	0	833.286	833.286
**D	CI CORPORATE CLASS LIMITED - SIGNATURE DIVERSIFIED YIELD COR	0	238.626	238.626
**D	CI INCOME FUND	0	599.869	599.869
**D	BOMBARDIER TRUST (CANADA) - GLOBAL EQUITIES FUND	0	538.500	538.500
**D	BOMBARDIER TRUST (CANADA) REAL RETURN ASSETS FUND	0	268.241	268.241
**D	SHORT BROTHERS COMMON INVESTMENT FUND	0	552.084	552.084
**D	BROOKFIELD REAL ASSETS HYBRID ACCESS TRUST (CANADA)	0	139.858	139.858
**D	THE WINNIPEG CIVIC EMPLOYEES' PENSION PLAN	0	2	2
**D	BIMCOR GLOBAL EQUITY POOLED FUND	0	40.088	40.088
**D	E-L FINANCIAL CORPORATION LIMITED	0	1	1
**D	VPI INCOME POOL	0	900.000	900.000
**D	VPI GLOBAL EQUITY POOL	0	800.000	800.000
**D	CI SIGNATURE CANADIAN BALANCED FUND	0	232.290	232.290
**D	CAISSE DE RETRAITE D'HYDRO-QUEBEC	0	204.679	204.679
**D	GREENCHIP FINANCIAL CORP.	0	1.090.000	1.090.000
**D	MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL	0	42.181	42.181
**D	UNITED CORPORATIONS LIMITED	0	586.379	586.379
**D	MIDDLEFIELD GLOBAL INFRASTRUCTURE FUND	0	60.000	60.000
**D	MIDDLEFIELD GLOBAL REAL ASSET FUND	0	200.000	200.000
**D	INTERNATIONAL CLEAN POWER DIVIDEND FUND	0	600.000	600.000
**D	THE SHAKESPEARE HEAD FUND	0	107.900	107.900
**D	NBIMC EAFE EQUITY INDEX FUND.	0	186.969	186.969
**D	DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	0	28.088	28.088
**D	SUN LIFE GLOBAL DIVIDEND PRIVATE POOL	0	43.533	43.533
**D	SUN LIFE REAL ASSETS PRIVATE POOL.	0	610.346	610.346
**D	SUN LIFE KHI SUSTAINABLE INFRASTRUCTURE PRIVATE POOL	0	76.371	76.371
**D	RBC PRIVATE OVERSEAS EQUITY POOL	0	86.182	86.182
**D	RBC QUANT EAFE DIVIDEND LEADERS ETF	0	34.193	34.193
**D	RBC QUANT EUROPEAN DIVIDEND LEADERS ETF	0	12.449	12.449
**D	RBC QUANT EAFE EQUITY LEADERS ETF	0	5.638	5.638
**D	VIA RAIL CANADA INC MASTER TRUST	0	43.289	43.289
**D	SIGNATURE GLOBAL INFRASTRUCTURE FUND	0	1.506.006	1.506.006
**D	SENTRY GLOBAL INFRASTRUCTURE PRIVATE TRUST	0	45.220	45.220
**D	J O HAMBRO CAPITAL MANAGEMENT UK UMBRELLA FUND - JO HAMBRO C	0	214.592	214.592
**D	MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE GLOBAL LI	0	17.638	17.638
**D	BOMBARDIER TRUST (CANADA) REAL RETURN ASSETS FUND BOMBARDIER INC	0	39.454	39.454
**D	MANULIFE GLOBAL LISTED INFRASTRUCTURE FUND.	0	95.803	95.803
**D	WELLINGTON MANAGEMENT COMPANY LLP INTERNATIONAL RESEARCH EQU	0	614.179	614.179
**D	WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	0	86.536	86.536

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	POINT72 ASSOCIATES LLC	0	1.307.164	1.307.164
**D	AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP	0	64.683	64.683
**D	WELLINGTON MANAGEMENT COMPANY LLP 6923	0	419.970	419.970
**D	AGORA MASTER FUND LIMITED	0	993.505	993.505
**D	HIGH HALTH MASTER INVESTORS (CAYMAN) LP CO OGIER FIDUCIARY SERVICES (CAYMAN) LIMITED	0	517.591	517.591
**D	MACRO THEMES MASTER INVESTORS (CAYMAN) L.P.	0	5.195.466	5.195.466
**D	AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	0	8.371	8.371
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	0	163.978	163.978
**D	PANAGORA ASSET MANAGEMENT INC...	0	2.218	2.218
**D	OIL INVESTMENT CORPORATION LTD...	0	35.700	35.700
**D	AHL ALPHA MASTER LIMITED C/O CITCO TRUSTEES (CAYMAN) LIMITED	0	115.518	115.518
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.725.044	1.725.044
**D	STARLIGHT GLOBAL INFRASTRUCTURE LP	0	36.000	36.000
**D	JUPITER RESPONSIBLE INCOME FUND...	0	202.285	202.285
**D	LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	0	29.484	29.484
**D	LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I	0	98.728	98.728
**D	LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	0	142.557	142.557
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	4.190.815	4.190.815
**D	LEGAL & GENERAL MULTI-ASSET TARGET RETURN FUND	0	186.949	186.949
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	498.388	498.388
**D	LEGAL AND GENERAL INFRASTRUCTURE INCOME FUND	0	240.000	240.000
**D	PREMIER MITON GLOBAL INFRASTRUCTURE INCOME FUND	0	2.333.759	2.333.759
**D	POINT72 ASSOCIATES LLC C/O POINT72 ASSET MANAGEMENT L.P.	0	3.181	3.181
**D	DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI	0	5.715	5.715
**D	AB ARYA PARTNERS (MASTER) FUND SICAV-RAIF S.C. SP.	0	854.300	854.300
**D	POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	0	3.557.610	3.557.610
**D	ZURICH LIFE ASSURANCE PLC	0	1.641.660	1.641.660
**D	ECOFIN GLOBAL UTILITIES & INFRASTRUCTURE TRUST PLC	0	1.449.566	1.449.566
**D	LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND	0	5.504.723	5.504.723
**D	VERDIPAPIRFONDET DNB MILJOINVEST	0	462.174	462.174
**D	MONETARY AUTHORITY OF SINGAPORE	0	16.207.287	16.207.287
**D	GOVERNMENT OF SINGAPORE	0	219.111	219.111
**D	JAPAN TRUSTEE SERVICES BANK LTD. AS TRUSTEE FOR SMTB KOKUSAI QUAN TITATIVE EQUITY MOTHER FUND	0	645.200	645.200
**D	LSV INTERNATIONAL (AC) VALUE EQUITY FUND LP.	0	805.700	805.700
**D	LSV INTERNATIONAL VALUE EQUITY TRUST	0	36.900	36.900
**D	COVENANT HEALTH	0	106.700	106.700
**D	NORTH DAKOTA STATE INVESTMENT BOARD.	0	307.600	307.600
**D	MARSH & MCLENNAN MASTER RETIREMENT TRUST	0	83.971	83.971
**D	STANISLAUS COUNTY EMPLOYEES' RETIREMENT ASSOCIATION 832	0	7.904	7.904
**D	AQR EQUITY MARKETNEUTRAL GLOBAL VALUE FUND LP	0	4.066.200	4.066.200
**D	CPTIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD	0	145.656	145.656
**D	MAN NUMERIC ALTERNATIVE RISK PREMIA EQUITIES C/O NUMERIC INVESTORS LLC	0	3.855	3.855
**D	AQR ABSOLUTE RETURN MASTER ACCOUNT L.P. CO AQR CAPITAL MANAGEMENT LLC ACTING AS FUND MANAGER	0	1.600	1.600
**D	SPHINX PARTNERS LP	0	125.012	125.012
**D	CHRISTENSEN-PIERRET COMMUNITY PROPERTY TRUST UAD 05/10/19 C DIANE CHRISTENSEN TTEE	0	5.069	5.069
**D	SPRING 625	0	43.414	43.414
**D	THE CHERYL D DUFFIELD TRUST UAD 09/12/96 CHERYL D DUFFIELD TTEE	0	0	0
**D	THE DAVID A DUFFIELD TRUST UAD 07/14/88	0	0	0
**D	FRANK L MANSELL GST EX TR FBO JESSICA MANSELL AMB UAD 02/12/13 JESSICA MANSELL AMBROSE & DEVON MANSELL LAYCOX TTEES	0	0	0
**D	1.136	0	0	1.136

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## LISTA ESITO DELLE VOTAZIONE

## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DUNCAN MACNAUGHTON REVOCABLE LIVING TRUST UAD 08/10/84 DUNCAN MACNAUGHTON TTEE	0	13.322	13.322
**D	VALUE QUEST PARTNERS LLC - EUROPEAN FOCUSED VALUE	0	31.115	31.115
**D	PZENA INVESTMENT MANAGEMENT LLC	0	4.655	4.655
**D	PZENA INVESTMENT MANAGEMENT LLC EUROPE EX-UK FOCUSED VALUE	0	6.008	6.008
**D	VALUEQUEST PARTNERS LLC -GLOBAL	0	75.794	75.794
**D	NPF TECHNOLOGIES APS C/O GRANT THORNTON PER LUNDAHL	0	9.883	9.883
**D	DAWN L. ARNALL TRUST	0	3.173	3.173
**D	ARTHUR P. BYRNE INVESTMENT MANAGEMENT TRUST UAD 08/11/00 ARTHUR P. BYRNE TTEE	0	7.425	7.425
**D	MUGUET VENTURES LLC	0	5.100	5.100
**D	STEPHEN DEFALCO FLEDGED COLLATERAL ACCOUNT FBO FIRST REPUBLIC BAN	0	210	210
**D	RODERICK VH LEES SUPERANNUATION FUND UAD 03/23/16 RODERICK VH LEES PTY LTD TTEE	0	12.236	12.236
**D	ROSENE LLC	0	18.288	18.288
**D	TUNG TAI FINANCE LIMITED TUNG TAI FINANCE LIMITED	0	1.114	1.114
**D	MAY LOUISE COORS REVOCABLE TRUST DATED NOVEMBER 17 UAD 11/17/94 MAY L COORS TTEE	0	20.759	20.759
**D	AMERICAN FRIENDS OF THE HEBREW UNIVERSITY INC	0	93	93
**D	DEBBIE WHITT WALLACE 2008 TRUST UAD 08/20/08 DUNHAM TRUST COMPANY TTEE	0	141	141
**D	DIANE WHITT WALLACE 2012 SEP PROPERTY TRUST UAD 05/02/12 DIANE WHITT WALLACE TTEE	0	3.391	3.391
**D	THE OWEN FAMILY INVESTMENT TRUST UAD 11/16/17 PLEDGED COLLATERAL ACCOUNT FBO FIRST REPUBLIC BANK	0	342.923	342.923
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	3.317	3.317
**D	DB RESIDUARY TRUST FOR MELANIE B. WERL U/I DATED SEPTEMBER 3.	0	11.223	11.223
**D	EMERSON GLAZER TRUST OF 1989	0	9.367	9.367
**D	FOLGER LEVIN LLP PROFIT SHARING PLAN AND TRUST FOLGER LEVIN LLP	0	3.317	3.317
**D	DB RESIDUARY TRUST FOR JOEL G. BROIDA U/I DTD 9/3/1981	0	3.318	3.318
**D	DB RESIDUARY TRUST FOR MARNA J. BROIDA U/I DATED SEPTEMBER 3.	0	3.318	3.318
**D	DB RESIDUARY TRUST FOR RICHARD A. BROIDA U/I DATED 9/3/1981.	0	3.757	3.757
**D	MATT J. WOLLMAN REV TRUST	0	4.601	4.601
**D	JOHN & TERRY LEVIN REVOCABLE TRUST	0	23.364	23.364
**D	JOHN GARDNER PERENCHIO IRREVOCABLE TRUST	0	14.176	14.176
**D	R. BLANE WALTER C/O TALISMAN CAPITAL	0	25.394	25.394
**D	KARSH LIVING TRUST	0	14.639	14.639
**D	ESMOND HARMSWORTH 1998 FAMILY SETTLEMENT CODAN TRUST COMPANY LIMITED	0	37.892	37.892
**D	ARTSFARE 2005 TRUST NO. 2	0	31.233	31.233
**D	SOLARI - LANE TRUST.	0	33.536	33.536
**D	BEL45 CAPITAL PARTNERS LLC	0	139.991	139.991
**D	THE JBUT MASTER INVESTMENT PARTNERSHIP LLP C/O JACOBUS WEALTH MANAGEMENT	0	35.096	35.096
**D	CYMI EQUITY L.P	0	9.285	9.285
**D	FLEURI HOLDINGS LLC	0	6.017	6.017
**D	THE GRAUSTEIN TRUSTS PARTNERSHIP	0	60.643	60.643
**D	THE HARRY L. BRADLEY JR. TRUSTS MASTER INVESTMENT PARTNERSHIP LLP C/O JACOBUS WEALTH MANAGEMENT	0	48.184	48.184
**D	ERIKA J. GLAZER 1985 TRUST	0	62.136	62.136
**D	CAMPBELL PENSION PLANS MASTER RETIREMENT TRUST	0	114.327	114.327
**D	PRESCIENT GLOBAL FUNDS ICAV.	0	314.611	314.611
**D	SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	0	5.017	5.017
**D	ANN C. GAIL 2022 IRREVOCABLE TR UAD 04/07/22 JUSTIN JASCHKE TTEE	0	1.723	1.723
**D	SANFORD REAL ESTATE GROUP LLC	0	2.775	2.775
**D	BLADEL FAMILY LIVING TRUST UAD 01/07/14 TODD R BLADEL & BRITNEY E BLADEL TTEES AMD 11/12/15	0	3.190	3.190
**D	ZENITH I LP	0	6.256	6.256
**D	LUIS A. GUZMAN REVOCABLE TRUST UAD 09/08/15 LUIS A GUZMAN & EDNA TRUJILLO TTEES AMD 11/11/21	0	8.837	8.837
**D	ADL CAPITAL INVESTORS LP	0	44.943	44.943
**D	RED FAMILY INVESTMENTS LLC	0		

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE SAUVAGE FAMILY TRUST UAD 12/19/03 LIONEL SAUVAGE & ARIANE SAUVAGE TTEES	0	36.592	36.592
**D	HUMAN ONE LLC	0	104.475	104.475
**D	CROMLEY/CHOU FAMILY 2013 TRUST UAD 08/08/13 BRENT CROMLEY & MILLIE CHOU TTEES	0	2.230	2.230
**D	MULLINS REVOCABLE TRUST UAD 10/28/09 ROGER D MULLINS & TEREI L MULLINS TTEES	0	4.691	4.691
**D	JAMES B PICK REVOCABLE TRUST UAD 09/22/00 JAMES B PICK TTEE	0	3.334	3.334
**D	JAMES P. PEKAR FAM ENDOWMENT TR UAD 01/01/15 LISA PEKAR TTEE	0	5.191	5.191
**D	LUNA TAJIR PARTNERSHIP	0	2.488	2.488
**D	WILLIAM R GRIMSLEY ADMINISTRATIVE TR UAD 05/26/96 DYLAN HERSHMAN TTEE	0	21.484	21.484
**D	2000 SOLO MARIANNA PATTERSON TR UAD 07/18/00 JOHN S PATTERSON & JOSEPH P PATTERSON TTEES	0	15.307	15.307
**D	KATHRYN MULLINS IRREV QSS TR UAD 12/21/12 JACK WISNIEWSKI TTEE	0	2.771	2.771
**D	JOSEPH MULLINS IRREV QSS TR UAD 12/21/12 JACK WISNIEWSKI TTEE	0	2.771	2.771
**D	JOSHUA MULLINS IRREV QSS TR UAD 12/21/12 JACK WISNIEWSKI TTEE	0	2.744	2.744
**D	PETER PEKAR IRREV QSS TR UAD 12/21/12 JOE SCHILZ TTEE	0	2.745	2.745
**D	ELIZABETH PEKAR IRREV QSS TR UAD 12/21/12 JOE SCHILZ TTEE	0	2.744	2.744
**D	ABIGAIL PEKAR IRREV QSS TR UAD 01/01/15 JOE SCHILZ TTEE	0	2.744	2.744
**D	SARAH PEKAR IRREV QSS TR UAD 01/01/15 JOE SCHILZ TTEE	0	45.006	45.006
**D	CU WARD F SCHUMANN FAM MRTL TR UAD 01/22/97 KRISTY FOSTER & SUSAN SCHUMANN TTEES	0	2.791	2.791
**D	JEFFREY F. LEHMAN 2021 RG TRUST UAD 08/24/21 SAGEWORTH TRUST COMPANY TTEE	0	3.359	3.359
**D	JAMES SPERTUS GST UAD 09/30/91 TALIA KOLIN TTEE	0	3.351	3.351
**D	JOHN SPERTUS GST UAD 09/30/91 JONATHAN DRACHMAN TTEE	0	2.437	2.437
**D	THOMAS FREDERICKS REV TRUST UAD 12/04/20 THOMAS FREDERICKS TTEE	0	2.728	2.728
**D	FRANKLIN N. LECRONE TRUST UAD 08/05/21 SAGEWORTH TRUST COMPANY TTEE	0	2.596	2.596
**D	SHARI CIMMARUSTI RALPH CIMMARUSTI JT TEN (BNY MELLON NA AS SECURED PARTY)	0	1.001	1.001
**D	ALBERT KEITH WHITAKER REV TR UAD 03/26/13 KEITH WHITAKER TTEE AMD 11/07/19	0	5.295	5.295
**D	THE STARKEY LIVING TRUST UAD 06/23/21 R STARKEY & B STARKEY TTEES.	0	11.105	11.105
**D	LANCASTER COUNTY COMMUNITY FOUNDATION	0	19.408	19.408
**D	2012 B FAMILY IRREV TRUST UAD 12/26/12 EMILE BAYLE TTEE	0	5.701	5.701
**D	GOULD FAMILY 2021 MULLIGEN TRUST UAD 07/15/21 ELISHA P GOULD TTEE	0	1.845	1.845
**D	MILLES G WELLESLEY (BNY MELLON NA AS SECURED PA	0	3.501	3.501
**D	DOWNER FAMILY TRUST UAD 06/08/18 MICHAEL J DOWNER & JESSICA B JOHNSON TTEES	0	4.933	4.933
**D	MICHAEL JOSEF DOWNER IRREV TRUST UAD 07/02/21 JESSICA B JOHNSON TTEE	0	4.513	4.513
**D	WILLIAM T AND CONSTANCE W RING TRUST UAD 12/23/98 W T RING & C W RING TTEES AMD 08/16/06	0	2.375	2.375
**D	DODDER FAMILY TRUST UAD 11/18/97 SONJA R DODDER TTEE AMD 08/15/19	0	2.288	2.288
**D	ESTATE OF WILLIAM E. BERNSTEIN PAULA P BERNSTEIN PER REP	0	6.480	6.480
**D	FAIR MANOR LLC	0	8.492	8.492
**D	KISSICK FAMILY FOUNDATION	0	2.218	2.218
**D	JOHN A BLANCHARD REVOCABLE TRUST UAD 05/01/12 JOHN A BLANCHARD TTEE	0	2.142	2.142
**D	THE NATHOO TRUST UAD 02/14/19 AMIR NATHOO & KIRSTY L NATHOO TTEES	0	4.606	4.606
**D	ELISHA P GOULD III 2021 GT UAD 05/02/21 SUSAN R GOULD TTEE	0	2.444	2.444
**D	1998 MOODY HINMAN REVOCABLE TR UAD 01/12/98 JENNIFER HINMAN & MICHAEL MOODY TTEES AMD 08/08/17	0	2.589	2.589
**D	M MEHDI AKHAEVIN REVOCABLE TR UAD 08/15/11 JALAL D AKHAEVIN TTEE	0	21.229	21.229
**D	LYNDA CARTER ALTMAN REV TR UAD 09/27/07 LYNDA CARTER ALTMAN TTEE AMD 04/20/21	0	16.634	16.634
**D	MARYANNE TRUMP BARRY 2021 GRAY UAD 04/20/21 MARYANNE TRUMP BARRY TTEE	0	2.818	2.818
**D	AMERICAN ENDOWMENT FOUNDATION FBO EDUS AND HARRIET WARREN CHARITABLE FUND.	0	10.163	10.163
**D	DIMITRI NIKOULINE LIVING TRUST UAD 01/28/19 DIMITRI NIKOULINE TTEE AMD 12/15/20	0	4.433	4.433
**D	PAULA AND WILLIAM BERNSTEIN FDN	0	11.460	11.460
**D	BERRIEN COMMUNITY FOUNDATION INC	0	36.219	36.219
**D	ALLIANT HOLDINGS LLC	0	15.705	15.705
**D	LUCKY ENOUGH LP	0	6.503	6.503
**D	MICHAEL J WOOD FAMILY TRUST UAD 11/19/20 MICHAEL J WOOD TTEE (BNY MELLON NA AS SECURED PARTY)	0		

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Azionisti in delega: 4.059



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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ESTATE OF ROBERT A ALTMAN LYNDA CARTER ALTMAN & JAMES C ALTMAN & JESSICA C ALTMAN CO-EXECUTORS	0	28.191	28.191
**D	THE UNION THEOLOGICAL SEMINARY IN THE CITY OF NEW YORK	0	8.357	8.357
**D	THE GESSNER FAMILY FOUNDATION C/O LAWRENCE A. MCALLISTER	0	2.678	2.678
**D	AMERICAN ENDOWMENT FOUNDATION FBO THE JAY & ROSE PHILLIPS FAM FOUNDATION OF CO INTL..	0	18.788	18.788
**D	AMERICAN ENDOWMENT FOUNDATION FBO JAY AND ROSE PHILLIPS FAM FOUNDATION OF CA INTL ..	0	18.353	18.353
**D	LELAND AND MARGARET JOHNSON TR UAD 10/10/88 SUSAN J HULL TTEE	0	2.834	2.834
**D	CATHERINE S HILER (BNY MELLON NA AS SECURED PARTY)	0	6.126	6.126
**D	MICHAEL AND LORI MILKEN FAMILY FOUNDATION 1250	0	2.694	2.694
**D	LKH & TPH IRVY FAM TR UAD 12/17/20 THOMAS P HUNT TTEE	0	5.340	5.340
**D	THE LEE FAMILY TRUST UAD 05/16/97 ALAN LEE & CHERILYN LEE TTEES	0	6.449	6.449
**D	WILLIAM N SHIEBLER 2008 TRUST UAD 09/18/08 A B LAFFER & J SHIEBLER TTEES	0	9.227	9.227
**D	DENISE ANN MARDESIAN RABINOVITCH TRUSTEE OF THE DENISE RABINOVITC (BNY MELLON NA AS SECURED PARTY)	0	2.563	2.563
**D	WEBB 2020 GRANDCHILDREN'S TRUST UAD 12/01/20 J LEWIS & J C WEBB TTEES	0	3.442	3.442
**D	JRR HILL PARTNERSHIP L.P.	0	24.060	24.060
**D	LFC HOLDINGS LLC	0	39.361	39.361
**D	CRAWFORD 2005 IRREVOCABLE TRUST UAD 10/21/05 JEFFREY G CRAWFORD TTEE	0	7.883	7.883
**D	JGC TRUST UAD 07/15/02 JEFFREY G CRAWFORD TTE	0	4.063	4.063
**D	GORDON AND DONA CRAWFORD TRUST UAD 08/23/77 GORDON CRAWFORD & DONA CRAWFORD TTEES	0	15.696	15.696
**D	WALNUT INVESTORS LLC	0	5.324	5.324
**D	LEWIS 2020 FAMILY TRUST UAD 11/24/20 PATRICIA N LEWIS TTEE	0	5.791	5.791
**D	LEWIS 2020 DESCENDANTS` TRUST UAD 11/24/20 RICHARD N LEWIS TTE	0	5.934	5.934
**D	GEORGE D KENNEDY 1997 CHILDRENS TR UAD 11/25/97 TIMOTHY C KENNEDY & VALERIE P KENNEDY TTEES	0	4.276	4.276
**D	ELIZABETH H MCSWAIN DYNASTY TR UAD 11/04/20 ELIZABETH H MCSWAIN TTEE	0	2.730	2.730
**D	SAN ANGELO AREA FOUNDATION	0	6.291	6.291
**D	JASCHKE-GAIL FAMILY PTP LLC (BNY MELLON NA AS SECURED PARTY)	0	56	56
**D	LINDA JANGER TRUST UAD 01/14/99 LINDA JANGER TTEE AMD 08/21/19	0	2.899	2.899
**D	PATRICIA J. WERZYN 2020 RG TRUST UAD 09/30/20 SAGEWORTH TRUST COMPANY TTEE	0	4.500	4.500
**D	WILLIAM W. WERZYN 2019 REV TRUST UAD 11/20/19 SAGEWORTH TRUST COMPANY TTEE	0	4.930	4.930
**D	MARKOULIS EXEMPT IRR TRUST II UAD 12/26/07 GREGORY A MARKOULIS TTEE	0	2.452	2.452
**D	CANISURSUS LLC	0	4.061	4.061
**D	ALW INVESTMENTS LLC	0	3.775	3.775
**D	RICHARD W. GESSNER JR. LEG TR UAD 12/30/10 RICHARD W GESSNER & SAGEWORTH TRUST COMPANY TTEES	0	3.306	3.306
**D	ROBERT B. GESSNER LEGACY UAD 12/30/10 SAGEWORTH TRUST COMPANY & ROBERT B GESSNER TTEES	0	3.309	3.309
**D	ELIZABETH MCALLISTER LEGACY TR UAD 12/30/10 ELIZABETH A MCALLISTER & SAGEWORTH TRUST COMPANY TTEES	0	3.304	3.304
**D	JENNIE KASSANOFF REVOCABLE TRUST UAD 01/18/18 JENNIE A KASSANOFF TTEE	0	6.200	6.200
**D	PAULA LANTZ TRUST UAD 06/27/12 SAGEWORTH TR CO OF SOUTH DAKOTA TTEE	0	1.551	1.551
**D	1882 INVESTMENTS LLC C/O ST LOUIS TRUST	0	4.869	4.869
**D	THE ASSISI FOUNDATION OF MEMPHIS INC	0	24.689	24.689
**D	RIC TORRES TR UAD 12/26/01 RICARDO V TORRES TTEE	0	6.749	6.749
**D	ALISON ZUBER 2020 ANNUITY TRUST UAD 07/01/20 ALISON ZUBER TTEE.	0	3.565	3.565
**D	THE MINANA LOVEFACE FAMILY TRUST UAD 06/11/00 ROBERT LOVEFACE & ALICIA MINANA TTEES	0	14.294	14.294
**D	CATHY LYNN SPRINGER REV LIV TR UAD 03/31/04 CATHY SPRINGER TTEE	0	5.410	5.410
**D	EAPW TRUST NO. 1 UAD 07/13/13 RAFIK WARD & JACQUELINE WARD TTEES	0	2.201	2.201
**D	MKW TRUST NO. 1 UAD 05/11/08 RAFIK WARD & JACQUELINE WARD TTEES	0	2.207	2.207
**D	CMS TRUST NO. 1 UAD 08/07/07 WILLIAM STINEHART III & KARIANNA STINEHART TTEES	0	2.110	2.110
**D	CRS TRUST NO. 1 UAD 06/08/20 KARIANNA STINEHART III TTEES	0	2.110	2.110
**D	HV MKTBL SEC PTR LLC 2020 RG TR	0	6.996	6.996
**D	ALAN K & LAURA G GREBENE TR UAD 08/24/12 ALAN GREBENE & LAURA GREBENE TTEES	0	4.135	4.135
**D	CHRISTOPHER E. OLOFSON TRUST UAD 05/06/14 CHRISTOPHER E OLOFSON TTEE	0	5.643	5.643
**D	R & J RODGERS LIVING TRUST UAD 11/05/18 R E RODGERS ET AL TTEES	0	3.503	3.503

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STERITECH TRUST NUMBER TWO UAD 12/31/98 B JARVIS & J J CARPENTER TTEES	0	5.229	5.229
**D	BERT FISH FOUNDATION INC	0	10.079	10.079
**D	RMD 2020 TRUST UAD 04/16/20 LISA DESMOND TTEE	0	14.811	14.811
**D	ALLEN H RABINOW INSURANCE TRUST 2018 UAD 10/12/18 DAVID RABINOW TTEE	0	3.423	3.423
**D	FREDERICK S UPTON FOUNDATION	0	16.865	16.865
**D	KWL TRUST UAD 10/22/15 KEVIN LOVE TTEE	0	5.843	5.843
**D	DG TRUST UAD 10/07/16 DANILLO GALLINARI TTEE	0	5.897	5.897
**D	RAFIK AND JACQUELINE WARD LIVINGTRUST UAD 10/01/16 RAFIK WARD & JACQUELINE WARD TTEES	0	1.571	1.571
**D	THE SEABURY FOUNDATION	0	4.832	4.832
**D	VALENTINE FAMILY DTV GST UAD 06/29/01 C VALENTINE & H VALENTINE & M VALENTINE TTEES	0	3.212	3.212
**D	JULIE ST JOHN TRUST UAD 05/31/11 JULIE ST JOHN TTEE (BNY MELLON NA AS SECURED PARTY)	0	3.314	3.314
**D	VALENTINE SURVIVOR S TRUST UAD 04/29/67 H VALENTINE & C VALENTINE & M VALENTINE TTEES AMD 11/26/16	0	20.192	20.192
**D	AMERICAN ENDOWMENT FOUNDATION FBO JENNIFER FOSTER CHARITABLE FUND	0	3.459	3.459
**D	SCOTT R. WAGNER 2007 MULTITAGEN TR UAD 06/25/07 SAGEWORTH TR CO TTEE THE HUNTINGTON NATIONAL BANK AS SECURED PARTY	0	9.005	9.005
**D	DAVID VOLKERT & ASSOCIATES INC	0	10.093	10.093
**D	SEAN T & BRANDI L MARS LIV TR UAD 05/24/18 BRANDI L MARS & SEAN T MARS TTEES	0	1.862	1.862
**D	RONALD WOOD SEP PROP TRUST UAD 06/12/19 RONALD D WOOD TTEE (BNY MELLON NA AS SECURED PARTY)	0	6.957	6.957
**D	LLOYD G. EDWARDS JR. IRREV TRUST UAD 08/28/14 ALYCE C EDWARDS TTEE	0	4.442	4.442
**D	THE SAMUELS 2019 GST DESCENDANTS` TRUST UAD 06/06/19 LORI W SAMUELS & THEODORE R SAMUELS TTEES	0	15.250	15.250
**D	WBW FAMILY TRUST UAD 08/08/90 ELIZABETH BAMDEN TTEE.	0	8.785	8.785
**D	WDB DYNASTY LLC	0	4.610	4.610
**D	DAVID S HARD WORK TRUST UAD 03/26/12 DAVID R ECKLES	0	6.901	6.901
**D	SAO 2015 FAMILY TRUST UAD 08/31/15 V F ORTHWEIN & A ORTHWEIN JR & P ORTHWEIN TTEES	0	10.271	10.271
**D	HARWAN 2019 IRREV CHILDREN S TR UAD 01/14/19 F HARWAN & S HARWAN TTEES	0	7.467	7.467
**D	CONSTANTIN SAUVAGE IRREV GIFT TR UAD 04/20/15 MARK S TINGLOF TTEE	0	12.999	12.999
**D	GEORGE & CINDY RUSU FAM FND	0	3.883	3.883
**D	THE BELTZ FAMILY TRUST UAD 05/06/10 SCOTT T BELTZ & JENNIFER BELTZ TTEES	0	3.396	3.396
**D	MICHAEL A FELIX DEBORAH A FELIX JT TEN (BNY MELLON NA AS SECURED PARTY)	0	5.446	5.446
**D	BREYER FAMILY FOUNDATION C/O JIM BREYER	0	26.975	26.975
**D	JAMES W BREYER TRUST UAD 03/25/05 JAMES W BREYER TTEE BNY MELLON N.A. AS SECURED PARTY	0	125.757	125.757
**D	THEODORE S BREYER 2022 IRREV TRUST UAD 02/07/22 A7P TRUST COMPANY TTEE	0	6.484	6.484
**D	DANIEL W BREYER 2022 IRREV TRUST UAD 02/07/22 A7P TRUST COMPANY TTEE	0	6.672	6.672
**D	EMILY D. BREYER 2022 IRREV TRUST UAD 02/07/22 A7P TRUST COMPANY TTEE	0	8.732	8.732
**D	THE MORROW FAMILY TRUST UAD 08/07/02 RONALD B MORROW TTEE	0	4.695	4.695
**D	ELIZA C ROBERTS TRUST UAD 07/28/86 J R BOCKSTOCE & G A HAYES TTEES	0	8.102	8.102
**D	HICKORY FOUNDATION	0	11.026	11.026
**D	STEPHEN AUGUST ORTHWEIN MAR TR UAD 02/11/93 A B ORTHWEIN JR & V F ORTHWEIN & P B ORTHWEIN TTEES	0	8.577	8.577
**D	ELMON VERNIER JR REV TR OF 1996 UAD 09/09/96 ELMON L VERNIER JR TTEE AMD 04/19/10	0	10.340	10.340
**D	RED FAMILY INVESTMENTS LLC 13	0	25.632	25.632
**D	RED FAMILY INVESTMENTS LLC 12	0	9.401	9.401
**D	GOLD FAMILY INVESTMENTS LLC 53	0	23.354	23.354
**D	GOLD FAMILY INVESTMENTS LLC 52	0	6.043	6.043
**D	GOLD FAMILY INVESTMENTS LLC 51 (C)	0	5.379	5.379
**D	GOLD FAMILY INVESTMENTS LLC 51 (A)	0	3.296	3.296
**D	GOLD FAMILY INVESTMENTS LLC 51 (B)	0	3.284	3.284
**D	GOLD FAMILY INVESTMENTS LLC 50	0	852	852
**D	KOLIN FAMILY TRUST UAD 01/08/20 BENJAMIN KOLIN & MONIQUE KOLIN TTEES	0	6.316	6.316
**D	ALICANTE PARTNERS L F	0	12.435	12.435
**D	ASSET FACTORING LLC	0	4.777	4.777

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NORTH CHARLES LLC	0	11.643	11.643
**D	NATIONAL CENTER ON EDUCATION & THE ECONOMY	0	11.511	11.511
**D	KUSEL CAPITAL MANAGEMENT LLC.	0	9.424	9.424
**D	HENRY KUSEL ASSOCIATES LLC.	0	4.665	4.665
**D	LIBRA FOUNDATION GLOBAL EQUITY	0	5.061	5.061
**D	BUCKLEY REVOCABLE TRUST UAD 10/03/94 MIMI M BUCKLEY & PETER BUCKLEY TTEES	0	14.712	14.712
**D	LISA & DOUGLAS GOLDMAN FUND JENNIFER	0	4.527	4.527
**D	LISA & DOUGLAS GOLDMAN FUND MATTHEW	0	27.486	27.486
**D	LISA & DOUGLAS GOLDMAN FUND	0	13.097	13.097
**D	ZEISLER/BAILEY FAMILY TRUST UAD 05/14/98 JOHN ZEISLER & JENNIFER BAILEY TTEES AMD 01/24/12	0	4.525	4.525
**D	LISA & DOUGLAS GOLDMAN FUND JASON	0	2.125	2.125
**D	GEORGE D KENNEDY CRUT UAD 12/03/07 GEORGE D KENNEDY TTEE	0	3.719	3.719
**D	GEORGE D KENNEDY CRUT UAD 12/15/94 VALERIE P KENNEDY & GEORGE D KENNEDY TTEES	0	40.384	40.384
**D	JOHN & MARCIA GOLDMAN FDN INTL	0	4.546	4.546
**D	JOHN & MARCIA GOLDMAN FDN JESSICA	0	6.389	6.389
**D	MARVAN FAMILY INVESTMENTS LLC	0	16.970	16.970
**D	GOLDMAN ENVIRONMENTAL FOUNDATION	0	10.110	10.110
**D	FOUNDATION FOR THE ARTS	0	39.308	39.308
**D	3RD MILLENNIUM TRUST UAD 03/17/99 MARK STEVENS & MARY STEVENS TTEES AMD 09/05/03	0	3.771	3.771
**D	OSITO HOLDINGS LLC	0	350	350
**D	DANE NICHOLS 1993 TRUST UAD 06/15/93 DANE NICHOLS TTEE AMD 09/16/96	0	4.679	4.679
**D	SUSAN JACKSON LEVINE REV TR UAD 12/23/76 S J-LEVINE TTEE AMD 01/01/99 1211	0	8.943	8.943
**D	D. MCLEAN 2012 DESCENDANTS TR UAD 03/15/12 D MCLEAN & J M KEARNEY & K L KEARNEY TTEES	0	9.738	9.738
**D	US BOARD OF TTEE ATHENS COLLEGE	0	9.880	9.880
**D	THE KEARNEY 2011 DESCENDANTS TR UAD 12/22/11 D MCLEAN & J M KEARNEY & J D MCLEAN & K L KEARNEY TTEES	0	6.222	6.222
**D	SHEPUTIS CAMPBELL FAMILY TRUST UAD 03/22/19 SUSAN L CAMPBELL & JOHN P SHEPUTIS TTEES	0	10.943	10.943
**D	LONDON IRR FAM TR FEO BENJAMIN UAD 12/14/99 VALERIE LONDON TTEE	0	27.153	27.153
**D	THE ALTMAN LEGACY TRUST UAD 07/05/07 SUSAN ALTMAN TTEE	0	16.467	16.467
**D	HARWAN FAMILY FOUNDATION DRESSLER & ASSOCIATES	0	19.048	19.048
**D	ROBIN B SMITH REVOCABLE TRUST UAD 12/23/10 ROBIN B SMITH TTEE	0	1.881	1.881
**D	LAMAR LELAND 2006 REV TRUST UAD 04/18/06 R A LELAND & H E LELAND & L LELAND TTEES AMD 06/19/13 371	0	4.200	4.200
**D	LAMOND 1997 CHARITABLE TRUST UAD 06/10/97 PIERRE R LAMOND TTEE	0	3.409	3.409
**D	JOHN S ROSEKRANS TRUST UAD 06/04/08 JOHN S ROSEKRANS TTEE AMD 06/06/08	0	10.956	10.956
**D	TIBURON PARTNERS LP (BNY MELLON NA AS SECURED PARTY)	0	7.067	7.067
**D	NANCY S MUELLER REVOCABLE TRUST UAD 12/10/81 NANCY S MUELLER TTEE AMD 11/06/12 (BNY MELLON NA AS SECURED PARTY)	0	7.699	7.699
**D	SCHEEF CAPITAL COMPANY LP	0	40.319	40.319
**D	THE STANTON FOUNDATION	0	9.234	9.234
**D	EDWARD C TOPHAM REV TRUST UAD 11/10/00 EDWARD C TOPHAM TTEE	0	7.475	7.475
**D	TREE TOPS PARTNERS L.P.	0	2.193	2.193
**D	O`SHAUGHNESSY LIVING TRUST UAD 07/29/13 R T O`SHAUGHNESSY & ET AL TTEES AMD 04/17/19 (BNY MELLON NA AS SECURED PARTY)	0	4.041	4.041
**D	THE JESSICA TRUST UAD 11/03/99 SUSAN ALTMAN TTEE	0	4.934	4.934
**D	THE WILLOW TRUST UAD 02/22/99 J CALLINAN & L CALLINAN TTEES AMD 05/03/07	0	3.891	3.891
**D	THE JAMES TRUST THE JAMES TRUST UAD 11/03/99 SUSAN ALTMAN TTEE	0	9.590	9.590
**D	GOODMAN RUBIN CHILDREN`S REM TR UAD 07/18/07 ANDREW GOODMAN & MYRA RUBIN TTEES	0	6.677	6.677
**D	GOODMAN/RUBIN FAMILY TRUST UAD 03/02/92 MYRA RUBIN & ANDREW GOODMAN TTEES AMD 07/11/07	0	11.250	11.250
**D	GALEN TAYLOR DESCENDANTS` TRUST UAD 11/16/16 NANCY BRYANT TTEE.	0	4.779	4.779
**D	JACKSON-GRUBE LIMITED PARTNERSHIP	0	1.849	1.849
**D	JENNIFER R GOLDMAN REV TRUST UAD 09/01/16 JENNIFER GOLDMAN TTEE	0	3.295	3.295
**D	THE JESSICA GOLDMAN FOUNG TRUST UAD 12/26/07 JESSICA L GOLDMAN-FOUNG TTEE	0		

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AARON D GOLDMAN TRUST UAD 02/11/07 AARON GOLDMAN TTEE	0	9.877	9.877
**D	QUARTERDECK MARINE VENTURES LLC	0	25.494	25.494
**D	KEH INVESTMENTS INC	0	5.441	5.441
**D	DADDO & GHEE CAPITAL LLC	0	14.460	14.460
**D	WOO VENTURES LP	0	11.953	11.953
**D	WILLIAM J GATTI JR NANCY R GATTI JT TEN (S&T BANK AS SECURED PARTY)	0	12.326	12.326
**D	W A FICKLING JR WEALTH PRES TR UAD 11/17/16 ROY FICKLING & WILLIAM FICKLING JR TTEES	0	3.885	3.885
**D	LAMOND FAMILY TRUST UAD 11/22/85 P R LAMOND & C E LAMOND TTEES AMD 04/15/99	0	5.600	5.600
**D	ELIZABETH RICE STEVENS TRUST UAD 12/10/13 ELIZABETH R STEVENS TTEE	0	5.712	5.712
**D	TAYLOR / BRYANT FAMILY LLC.	0	25.019	25.019
**D	J & R TRUST UAD 05/15/09 JASON PIALALAS & RENA PIALALAS TTEES	0	11.930	11.930
**D	THE JERRY TAYLOR & NANCY BRYANT FOUNDATION.	0	7.237	7.237
**D	BMA 2009 TRUST UAD 12/03/09 SAGEWORTH TRUST COMPANY & JOHN M ARNOLD TTEE	0	32.087	32.087
**D	MARKOULIS EXEMPT IRREV TR I UAD 12/26/07 GREGORY A MARKOULIS TTEE.	0	2.443	2.443
**D	WESTCHESTER CMYTY COLLEGE FDN	0	7.431	7.431
**D	THE STEPHENSON FOUNDATION	0	9.938	9.938
**D	JOHN & MARCIA GOLDMAN FDN AARON	0	4.987	4.987
**D	JERNSTEDT II LLC	0	14.487	14.487
**D	TAYLOR FAMILY MULTI-GEN TRUST UAD 10/24/16 NANCY BRYANT TTEE.	0	12.572	12.572
**D	GERALD H TAYLOR REV TR NANCY B BRYANT REV TR TEN COM (BNY MELLON NA AS SECURED PARTY)	0	21.511	21.511
**D	CHAN FAMILY TRUST UAD 06/16/97 ALEXANDER CHAN TTEE	0	7.728	7.728
**D	LEWIS MANAGEMENT TRUST OF 2008 UAD 02/02/16 P LEWIS & R A LEWIS TTEES PNL SEPERATE PROPERTY	0	5.618	5.618
**D	KOSHART TRUST DATED 07/11/2006 UAD 07/11/06 PHLYSSA KOSHARD TTEE	0	7.134	7.134
**D	TED AND LORI SAMUELS FAMILY TRUST UAD 07/03/96 THEODORE R SAMUELS & LORI W SAMUELS TTEES	0	20.023	20.023
**D	THE KELLY FAMILY TRUST UAD 05/25/95 JOHN KELLY & JENNIFER N KELLY TTEES AMD 11/10/99 1708	0	11.221	11.221
**D	THOMAS F STEPHENSON INV PARTNERS LP	0	50.856	50.856
**D	THE MICHAEL J ROWNY REVOCABLE TR UAD 06/06/95 MICHAEL J ROWNY TTEE	0	4.949	4.949
**D	RICHARD INVESTMENTS LLC	0	15.117	15.117
**D	DAVID ARROW 1985 PERSONAL TRUST UAD 07/30/85 DAVID M ARROW TTEE	0	3.079	3.079
**D	LEYNIA LLC	0	8.736	8.736
**D	JUSTINE HARMAN REV TR UAD 05/03/13 J HARMAN TTEE AMD 11/24/17 (BNY MELLON NA AS SECURED PARTY)	0	5.851	5.851
**D	BARBARA M BALDWIN MARITAL TR UAD 06/07/07 B M BALDWIN & C J GENGILER & E G BEIMFOHR & N JACANGELO TTEE	0	9.553	9.553
**D	CHAD IVERSON 2005 REVOCABLE TRUST UAD 08/08/05 CHAD IVERSON TTEE	0	10.040	10.040
**D	GEORGE F JEWETT JR 1965 TRUST UAD 08/05/65 WILLIAM T WEYERHAEUSER TTEE	0	16.468	16.468
**D	CYNTHIA C BLISS LIVING TRUST UAD 04/04/15 CYNTHIA C. BLISS TTEE	0	8.924	8.924
**D	STEPHENSON FAMILY TRUST UAD 07/06/94 BARBARA STEPHENSON & THOMAS F STEPHENSON TTEES (BNY MELLON NA AS SECURED PARTY)	0	54.808	54.808
**D	PHILIP D BLOCK IV 2010 TRUST UAD 08/06/10 PHILIP D BLOCK IV TTEE	0	1.619	1.619
**D	ROSENBERG ACH FAMILY FOUNDATION	0	7.178	7.178
**D	R GLUSHKO & P SAMUELSON REV TR UAD 03/14/00 PAMELA SAMUELSON & ROBERT GLUSHKO TTEES (BNY MELLON NA AS SECURED PARTY)	0	6.226	6.226
**D	GROLIER CLUB OF THE CITY OF NY	0	4.922	4.922
**D	STAFF REVOCABLE TRUST UAD 01/22/88 BONNIE FASTIFF TTEE AMD 11/18/16	0	5.778	5.778
**D	THOMAS S AND LISA R CARNAHAN SPOUSAL TR UAD 06/01/20 L R CARNAHAN & T S CARNAHAN TTEES (BNY MELLON NA AS SECURED PARTY)	0	6.038	6.038
**D	MICHAEL M GARLAND GRAT UAD 12/31/99 VIRGINIA COE TTEE 2	0	18.281	18.281
**D	E B BUCK TRUST FEO PAUL BUCK UAD 03/17/87 LAWRENCE WOOD & MICHAEL DESLER TTEES	0	5.891	5.891
**D	KENNETH T STEVENS REV TRUST UAD 06/13/13 KENNETH T STEVENS TTEE (BNY MELLON NA AS SECURED PARTY) GLOBAL EQUITY	0	5.672	5.672
**D	PARACHINI FAMILY TRUST UAD 08/20/98 A PARACHINI & V PARACHINI TTEES NUSE	0	9.097	9.097
**D	WILLIAM J GATTI REVOCABLE TRUST (S&T BANK AS SECURED PARTY)	0	1.877	1.877

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	F. & S. HARMAN FAMILY TRUST UAD 07/26/96 S HARMAN & F HARMAN TTEES AMD 01/14/19	0	48.250	48.250
**D	JAMES DOOLITTLE DESCENDANT'S TR DREMA DOOLITTLE DESCENDANTS` TR TEN COM	0	7.485	7.485
**D	ASHLEY LEMON SHAW 2010 IRREV TR UAD 12/21/10 CLINTON R. SHAW JR TTEE	0	18.010	18.010
**D	LOLA F SCHUMANN TR UAD 10/21/05 LOLA SCHUMANN TTEE	0	7.572	7.572
**D	ANNE MONTGOMERY REVOCABLE TRUST UAD 4/11/07 ANNE MONTGOMERY TTEE AMD 01/15/14 BNY MELLON N.A. AS SECURED PARTY	0	4.025	4.025
**D	PAUL BUCK REVOCABLE TRUST UAD 10/01/08 PAUL BUCK TTEE AMD 08/01/13	0	4.533	4.533
**D	THE ACH FAMILY TRUST UAD 06/29/06 LINDA ACH TTEE	0	5.977	5.977
**D	ACH FAMILY 2012 IRREV TR UAD 12/17/12 LINDA ACH & ANDREW ACH TTEES	0	14.982	14.982
**D	SUSAN H SCHUMANN FAMILY TRUST UAD 01/22/97 SUSAN SCHUMANN TTEE AMD 05/16/11	0	3.326	3.326
**D	TRUST FBO SARAH WARREN FENTON UAD 08/09/90 HARRIET H WARREN TTEE	0	3.329	3.329
**D	TRUST FBO EDUS H WARREN III UAD 08/09/90 HARRIET H WARREN TTEE	0	3.395	3.395
**D	ROBERT F SCHUMANN JR (BNY MELLON NA AS SECURED PARTY)	0	2.750	2.750
**D	LATE MANAGEMENT CO LLC	0	43.408	43.408
**D	JENNIFER BATTAT REVOCABLE TRUST UAD 06/11/01 JENNIFER BATTAT TTEE (BNY MELLON NA AS SECURED PARTY)	0	8.758	8.758
**D	ST GEORGE'S SOCIETY OF NEW YORK	0	3.705	3.705
**D	THE GERMANACOS FOUNDATION	0	3.622	3.622
**D	ORG RESTAURANTS LLC	0	1.042	1.042
**D	THE KNOSSOS FOUNDATION INC	0	3.480	3.480
**D	MARK R GRABOWSKI REV TR UAD 10/25/12 M GRABOWSKI TTEE (BNY MELLON NA AS SECURED PARTY)	0	1.747	1.747
**D	RALF A LANGE TRUST UAD 12/26/06 RANDELL C DOANE & PATRICIA J PETERSEN TTEES	0	4.177	4.177
**D	BATTAT FAMILY 2015 IRREV TRUST UAD 12/09/15 KEN R HILLIER TTEE	0	18.168	18.168
**D	EX TR UNDER T & J BATTAT REV TR UAD 06/11/01 JENNIFER BATTAT TTEE	0	6.215	6.215
**D	EVELYN K LEVY TR UAD 08/09/04 JEFFREY LEVY & EVELYN LEVY TTEES WEBSTER BANK NA AS SECURED PARTY	0	8.359	8.359
**D	THE MILKEN INSTITUTE	0	6.086	6.086
**D	BWB INVESTORS LLC	0	6.745	6.745
**D	GORDON AND DONA CRAWFORD TRUST UAD 08/23/77 GORDON CRAWFORD & DONA CRAWFORD TTEES AMD 01/11/19	0	9.390	9.390
**D	KDH REVOCABLE TRUST UAD 09/28/15 KATHLEEN D HALE TTEE	0	3.564	3.564
**D	BIPCO INVESTMENTS	0	12.916	12.916
**D	COUNTERPOINT COMMUNICATIONS INC GLOBAL EQUITY	0	6.298	6.298
**D	THE MORAN FAMILY TRUST	0	5.929	5.929
**D	STRONG FAMILY LP 1109 S PICKWICK AVE SPRINGFIELD	0	5.175	5.175
**D	CONVALESCENT AID SOCIETY	0	3.163	3.163
**D	MARGARET R ATTERBURY TRUST UAD 11/18/96 MARGARET R ATTERBURY TTEE AMD 12/18/97	0	7.146	7.146
**D	BROAD REACH FOUNDATION	0	101.713	101.713
**D	ANNE GERMANACOS REVOCABLE TRUST UAD 08/30/99 ANNE GERMANACOS TTEE	0	9.080	9.080
**D	PFH JR TR FBO CHILDREN OF M NOL UAD 02/22/04 J BRUDER JR & M A NOLEN & SAGEMORTH TRUST COMPANY TTEES	0	4.758	4.758
**D	SAGEMORTH GLOBAL FUND UAD 06/30/05 SAGEMORTH TRUST COMPANY TTEE	0	166.000	166.000
**D	SIGMA-HOCH LLC.	0	15.684	15.684
**D	MARY ANNE A CUNNINGHAM LIVING TR UAD 11/19/98 MARY ANNE A MIELKE TTEE	0	7.023	7.023
**D	THE MARGO PECK TRUST UAD 08/20/99 MARGO PECK TTEE AMD 12/18/18	0	11.470	11.470
**D	ALAN SINDER TR UAD 08/13/96 JACK SINDER & RITA SINDER TTEES AMD 04/22/08	0	2.511	2.511
**D	MARENARNE OBERNAUER JR OBERNAUER FAMILY	0	6.326	6.326
**D	SCOTT C WALLACE LIVING TRUST UAD 04/26/95 SCOTT WALLACE TTEE AMD 12/05/00	0	14.855	14.855
**D	DOUGLAS HILL REVOCABLE TRUST UAD 03/29/85 DOUGLAS E HILL TTEE AMD 08/21/01	0	8.761	8.761
**D	THOMPSON R TR WILLIAM AN TR UAD 09/03/96 WILLIAM S THOMPSON & NANCY E THOMPSON TTEES	0	19.025	19.025
**D	ANTHONY & LARY MULLER TRUST UAD 07/01/81 A R MULLER & L L MULLER TTEES AMD 11/24/15	0	4.897	4.897
**D	EDWARD D PLUZYNSKI 1993 REV TR UAD 08/26/93 EDWARD PLUZYNSKI TTEE AMD 08/20/08	0	8.268	8.268
**D	CAROL RICHARDS SEPARATE PROPERTY TRUST UAD 06/10/88 CAROL RICHARDS TTEE	0	50.019	50.019
**D	JAMES RATZLAFF OSPM RESIDUAL TR UAD 08/27/18 PATRICIA LEE & LAURA L LUSA & JANE P RATZLAFF TTEES	0	8.592	8.592
**D	GILLIAN S FULLER LIVING TRUST UAD 09/11/06 GILLIAN FULLER TTEE	0	22.775	22.775

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JOHN C HASKINS REV TR UAD 10/05/18 JOHN HASKINS TTEE AMD 02/11/19	0	21.618	21.618
**D	FAMW CAPITAL PARTNERS LTD	0	20.613	20.613
**D	NYACK HOLDINGS LLC	0	5.089	5.089
**D	WILLIAM H HANNON FOUNDATION	0	6.012	6.012
**D	ADAM RICHARDS MD (BNY MELLON NA AS SECURED PARTY) .	0	10.021	10.021
**D	JULIE FLESSAS-TAKTON (BNY MELLON AS SECURED PARTY	0	5.788	5.788
**D	JULIE F TAKTON 2012 IRR TR UAD 12/11/12 JULIE GORENS-WINSTON TTEE	0	3.640	3.640
**D	METROPOLITAN INVESTMENTS LLC	0	15.028	15.028
**D	SKIRBALL CULTURAL CENTER	0	9.888	9.888
**D	CHRISTINE F DRIESSEN REV TR UAD 08/01/12 CHRISTINE DRIESSEN TTEE	0	2.829	2.829
**D	JUDY WEBB GRANDCHILDREN`S TRUST UAD 11/22/13 JUDY C WEBB & JOHN T LEWIS TTEES	0	6.921	6.921
**D	MARK DALZELL REV. LIVING TRUST UAD 06/16/95 MARK H DALZELL TTEE	0	9.104	9.104
**D	JAMES & AUNE NELSON FDN SUB ACCOUNT	0	4.915	4.915
**D	ROBERT N. BREWER FAMILY FOUNDATION	0	12.269	12.269
**D	RITA BERRO LIVING TRUST UAD 08/17/15 EDWARD BERRO & RITA BERRO TTEES AMD 05/02/19.	0	5.638	5.638
**D	UNIVERSITY HILL FOUNDATION	0	10.007	10.007
**D	SM ASSOCIATES	0	6.194	6.194
**D	TODD AND TATIANA JAMES FAMILY TRUST UAD 09/07/05 TODD S JAMES & TATIANA JAMES TTEES AMD 12/17/12	0	15.839	15.839
**D	MARYANNE T BARRY 2013 REVOCABLE TRUST UAD 11/21/13 MARYANNE TRUMP BARRY TTEE	0	12.485	12.485
**D	CHP 11--99 FOUNDATION	0	46.041	46.041
**D	2010 BARTH CHILDREN`S IRREV GST NON-EXEMPT TR UAD 10/29/10 ANDY F BARTH TTEE	0	14.919	14.919
**D	MARYANNE T BARRY GST DTD 10/6/00 UAD 10/06/00 DAVID W DESMOND & LISA DESMOND TTEES	0	46.041	46.041
**D	DAVID & LISA DESMOND 2005 REV TR UAD 06/09/05 DAVID W DESMOND & LISA DESMOND TTEES.	0	13.898	13.898
**D	D DESMOND TR U/A MTB 2010 GRAT UAD 09/23/10 DAVID J STOLL & DAVID W DESMOND TTEES	0	2.063	2.063
**D	DESMOND TR UNDER MTB 2002 GRAT UAD 08/01/02 DAVID W DESMOND & LISA DESMOND TTEES (BNY MELLON NA AS SECURED PARTY) .	0	9.936	9.936
**D	24.885	0	24.885	24.885
**D	M T BARRY 2011 LONG TERM TRUST UAD 11/20/11 LISA DESMOND & DAVID W DESMOND TTEES	0	4.683	4.683
**D	THE LESLIE & ELAINE HOFFMAN FDN	0	16.558	16.558
**D	MCF PARTNERSHIP L.P.	0	6.948	6.948
**D	WEATHERSFIELD LLLP	0	4.975	4.975
**D	DRW CAPITAL LLC	0	9.933	9.933
**D	WELLMAN ROBINSON REVOCABLE TRUST UAD 01/22/15 TOM ROBINSON & JOAN E WELLMAN TTEES	0	38.166	38.166
**D	EDWARD BERRO LIVING TRUST UAD 08/17/15 RITA BERRO & EDWARD BERRO TTEES AMD 05/02/19.	0	4.375	4.375
**D	THE HARPER FAMILY FOUNDATION	0	5.320	5.320
**D	A L 2012 NONEXEMPT GRAT UAD 04/30/12 ALICIA MINANA & ROBERT LOVELACE TTEES	0	9.874	9.874
**D	I L 2012 NONEXEMPT GRAT REMAINDER TR UAD 04/30/12 ROBERT LOVELACE & ALICIA MINANA TTEES	0	12.630	12.630
**D	JAMES & AUNE NELSON FDN	0	3.518	3.518
**D	THE M.M. GOOD REVOCABLE TRUST UAD 06/21/05 MARISSA A MAYER TTEE (BNY MELLON NA AS SECURED PARTY)	0	3.507	3.507
**D	ERIKA ARMITAGE KELTON REVOCABLE TRUST UAD 04/04/03 ERIKA A KELTON TTEE (BNY MELLON NA AS SECURED PARTY)	0	2.704	2.704
**D	PAULA B PRETILOW TR UAD 01/25/02 P PRETILOW TTEE AMD 01/29/16 BNY MELLON N.A. AS SECURED PARTY	0	15.401	15.401
**D	TIJAN BELCHER REVOCABLE TRUST UAD 07/11/01 ROBERT TIJAN & CLAUDIA BELCHER TTEES AMD 10/12/07	0	3.695	3.695
**D	TREVOR P BOND (BNY MELLON NA AS SECURED PA	0	3.942	3.942
**D	M.M. SUNSHINE IRREVOCABLE TRUST UAD 12/26/12 MARISSA A MAYER TTEE	0	8.818	8.818
**D	WHH FOUNDATION	0	6.393	6.393
**D	THE FRANK-LINN FAMILY TRUST UAD 06/08/09 CHERYL FRANK & MICHAEL LINN TTEES AMD 10/06/10	0	10.693	10.693
**D	CLEMMENSEN INVESTMENTS 2018 LLC	0	9.547	9.547
**D	HARRIET H WARREN REV TRUST UAD 05/31/96 H H WARREN TTEE AMD 06/13/06	0	20.017	20.017
**D		0	9.138	9.138
**D		0	6.766	6.766

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONE

## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	WARREN MARITAL TR FBO HH WARREN UAD 08/09/90 HARRIET H WARREN TTEE	0	13.701	13.701
**D	ABNER & ROSLYN GOLDSTONE LIV TR UAD 03/05/91 A GOLDSTONE & R GOLDSTONE TTEES AMD 12/10/04 GLOBAL	0	8.562	8.562
**D	MUDDY PAWS LP	0	10.849	10.849
**D	COX INVESTMENT COMPANY LP	0	10.799	10.799
**D	GRAY NON-EXEMPT MARITAL TRUST UAD 07/28/86 MARIE GRAY TTEE AMD 08/03/11 11817 ..	0	11.703	11.703
**D	LEONA DELIBERATO BNY MELLON N.A. AS SECURED P.	0	2.527	2.527
**D	FRED C ANTHONY'S CHILDREN'S TR UAD 04/01/03 FRANCES J ANTHONY & FRED ANTHONY TTEES	0	14.993	14.993
**D	FRED C ANTHONY 2012 FAMILY TR UAD 12/13/12 FRANCES J ANTHONY & TERRY C ANTHONY TTEE	0	3.757	3.757
**D	TERRY C ANTHONY 2012 FAMILY TR UAD 12/13/12 FRED ANTHONY & JEREMY PAVA TTEES	0	4.109	4.109
**D	JAMES MONTGOMERY 2012 FAMILY TRUST UAD 11/30/12 B L WALL & J MONTGOMERY TTEES WHITE & CASE LLP	0	4.109	4.109
**D	ANNABEL D MONTGOMERY 2012 TRUST UAD 11/30/12 J MONTGOMERY & B L WALL TTEES WHITE & CASE LLP	0	14.071	14.071
**D	CYNTHIA SEARS BUXTON TR UAD 05/11/89 CYNTHIA L SEARS TTEE AMD 09/29/17	0	11.488	11.488
**D	JEREMY PAVA CHILDREN'S TRUST UAD 04/01/03 JEREMY PAVA & ARLEN LICHTER TTEES AMD 01/01/11	0	2.786	2.786
**D	RAUCH FAMILY LIVING TRUST UAD 03/01/99 HEATHER WATKINS & SAMUEL SALEN TTEES	0	4.816	4.816
**D	SHALLMAN FAMILY TRUST UAD 05/17/17 JOHN D SHALLMAN & LANI M BARRAMEDA-SHALLMAN TTEES	0	1.198	1.198
**D	PATRICIA FINK SP TRUST UAD 05/16/16 KRIS POPOVICH & PATRICIA FINK TTEES (BNY MELLON NA AS SECURED PARTY)	0	3.791	3.791
**D	THE FRED C ANTHONY REVOCABLE TRUST UAD 12/08/03 TERRY C ANTHONY & FRED ANTHONY TTEES	0	28.332	28.332
**D	DAVID E.I. PYOTT TRUST UAD 04/18/14 DAVID PYOTT TTEE AMD 12/18/17	0	2.539	2.539
**D	GRAY SURVIVOR'S TR UAD 07/28/86 MARIE GRAY TTEE AMD 08/03/11 BNY MELLON N.A. AS SECURED PARTY ..	0	2.794	2.794
**D	KATE LEAR INC	0	3.425	3.425
**D	THE FRANCES LEAR FOUNDATION	0	7.931	7.931
**D	THE BAUMGARTNER FAMILY 2015 REVOCABLE TR UAD 05/14/15 GUNTHER BAUMGARTNER & MARY JANE BAUMGARTNER TTEES	0	4.562	4.562
**D	2012 GST EXEMPT IRREV DEED OF TR OF JAMES A NOLEN IV UAD 12/20/12 MARGARET A NOLEN & SAGEWORTH TRUST COMPANY TTEES	0	0	0
**D	STEVEN T WATSON REVOCABLE TRUST UAD 08/11/00 S WATSON & B WATSON TTEES AMD 12/28/02 BNY MELLON N.A. AS SECURED PARTY	0	6.587	6.587
**D	HAWK ROCK FOUNDATION	0	20.360	20.360
**D	GST EXMPT FAMILY TRUST U/A MICHAEL UAD 06/19/09 SAGEWORTH TRUST COMPANY TTEE C/O SAGEWORTH TRUST COMPANY	0	3.693	3.693
**D	LINDA LEE REECE TR UAD 01/01/03 LINDA LEE REECE TTEE C/O ANDREA BRANT	0	4.809	4.809
**D	IAN YOLLES FAMILY TR UAD 11/04/12 IAN YOLLES & IRENE PARIKHAL TTEES	0	3.413	3.413
**D	DIMARCO / HARLEEN 1990 REV TRUST UAD 09/20/90 S G DIMARCO & J B HARLEEN TTEES AMD 06/01/12	0	12.924	12.924
**D	HILGARD HOLDINGS LLC	0	5.083	5.083
**D	KAPLAN WRIGHT FAMILY TRUST UAD 01/22/01 ANDREW J KAPLAN & ALLISON WRIGHT TTEES AMD 09/03/10	0	4.629	4.629
**D	O FAMILY TRUST UAD 02/12/05 EUGENE M OHR & CATHERINE OHR TTEES	0	12.544	12.544
**D	THE ROCK HOLLOW 2013 TRUST UAD 10/20/13 ADAM FIRESTONE & KATHERINE C FIRESTONE TTEES	0	19.336	19.336
**D	ERIC & RACHEL STERN REV 1999 TR UAD 03/02/99 RACHEL STERN & ERIC STERN TTEES IE	0	5.602	5.602
**D	JOHN AND KATHY KISSICK TRUST UAD 07/18/96 JOHN KISSICK & KATHY KISSICK TTEES AMD 03/15/07	0	9.527	9.527
**D	BROWN FAMILY TRUST UAD 05/01/96 JAMES BROWN & JOYCE BROWN TTEES AMD 05/08/08	0	16.711	16.711
**D	THE ROWLAND FAMILY REV TR UAD 02/15/99 M MUREPHY & T ROWLAND TTEES AMD 04/02/15 (BNY MELLON NA AS SECURED PARTY)	0	7.953	7.953
**D	R C 2004 REVOCABLE TRUST UAD 04/05/04 ROBERTA A CONROY TTEE	0	6.567	6.567
**D	SCOTT HASKINS REV TRUST UAD 08/11/10 SCOTT M HASKINS TTEE (BNY MELLON NA AS SECURED PARTY)	0	12.818	12.818
**D	ROBIN ZAKOOR LIV TR UAD 08/04/16 ROBIN L ZAKOOR TTEE	0	2.000	2.000
**D	OLIVIA SEARS REVOCABLE TRUST UAD 09/20/02 OLIVIA SEARS TTEE AMD 12/03/19	0	6.739	6.739
**D	MARITAL TRUST U/A F EUGENE DIXON JR UAD 06/30/06 E MILLER ET AL TTEES ESQ BALLARD SPAHR LLP	0	25.731	25.731
**D	KENNEDY LIVING TRUST UAD 03/24/99 R KENNEDY & E KENNEDY TTEES AMD 06/24/04	0	7.710	7.710
**D	MERIDIAN FIRST TRUST UAD 03/17/14 STANLEY E MARON TTEE	0	6.233	6.233
**D	GEHRY LIVING TRUST UAD 03/08/91 BERTA A GEHRY & FRANK O GEHRY TTEES AMD 11/18/08	0	26.565	26.565
**D	SCHNEIDER FAMILY TRUST UAD 04/23/07 DOUGLAS SCHNEIDER & PAULETTE SCHNEIDER TTEES	0	5.799	5.799
**D	ANN C BARTRAM REVOCABLE TRUST UAD 01/06/10 ANN C BARTRAM TTEE	0	8.203	8.203
**D	NAHMIAS FAMILY TRUST UAD 08/13/07 EDWARD B NAHMIAS & DEENA NAHMIAS TTEES	0	7.191	7.191

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## LISTA ESITO DELLE VOTAZIONI

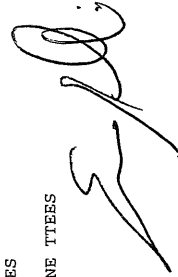
## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CHRISTIAN D VALENTINE SEP PR TR UAD 08/05/98 CHRISTIAN VALENTINE TTEE	0	16.925	16.925
**D	LOVELACE SURVIVOR`S TRUST UAD 05/21/90 LILLIAN LOVELACE TTEE AMD 09/28/09	0	11.736	11.736
**D	ERIC & RACHEL STERN REV 1999 TR UAD 03/02/99 ERIC STERN & RACHEL STERN TTEES	0	14.512	14.512
**D	THE WAGENER FAMILY TRUST UAD 12/27/94 SHAW WAGENER & DEBORAH HEITZ TTEES (BNY MELLON NA AS SECURED PARTY) .	0	45.377	45.377
**D	ETHAN G 2012 IRREV GIFT TR UAD 12/19/12 ETHAN S GOLDSTINE TTEE	0	12.390	12.390
**D	BARNUM REVOCABLE TR UAD 05/13/94 WILLIAM M BARNUM & DONNALISA P BARNUM TTEES ( BNY MELLON NA AS SECURED PARTY )	0	5.009	5.009
**D	MUZZY FAMILY TRUST UAD 01/10/89 P MUZZY ET AL TTEES AMD 02/11/10 MZ PARTNERS	0	10.531	10.531
**D	DE TOLEDO FAMILY TRUST UAD 10/23/85 PHIL DE TOLEDO & ALYCE DE TOLEDO TTEES AMD 10/04/14	0	32.266	32.266
**D	GOODAN REV MGMT TRUST UAD 05/28/99 KRISTINE JONES GOODAN & ROGER GOODAN TTEES	0	7.122	7.122
**D	WARDLAW LIVING TRUST UAD 08/31/89 K M WARDLAW & W WARDLAW TTEES AMD 04/20/99	0	9.740	9.740
**D	DAVID I & MARIANNA J FISHER TRUST UAD 03/23/07 DAVID I FISHER & MARIANNA J FISHER TTEES	0	147.825	147.825
**D	LEI DAY TRUST UAD 09/02/05 SHERRI CRICHTON TTEE	0	11.935	11.935
**D	EILEEN NORTON FAMILY TRUST UAD 02/10/09 EILEEN NORTON TTEE	0	12.324	12.324
**D	FREDERICK GARDNER COTTRELL, FDN	0	5.396	5.396
**D	K LIVING TRUST UAD 10/04/84 SOLOMON KAMM & GLORIA G KAMM TTEES AMD 06/03/02	0	10.846	10.846
**D	BRYSN LIVING TRUST UAD 06/11/90 LOUISE BRYSN & JOHN BRYSN TTEES AMD 11/09/05 (BNY MELLON NA AS SECURED PARTY)	0	0	15.988
**D	ELIZA HASKINS KOEPEL REVOCABLE TRUST UAD 02/02/16 ELIZA HASKINS KOEPEL TTEE	0	15.622	15.622
**D	CLC TRUST UAD 08/13/15 CAROL L CLEMENSEN TTEE (BNY MELLON NA AS SECURED PARTY)	0	6.898	6.898
**D	GREGORY M COOK IRREVOCABLE TRUST AGREEMENT UAD 12/13/12 W COOK GRAHAM ET AL TTEES	0	7.124	7.124
**D	MARTIN SURVIVOR`S TRUST UAD 10/06/67 DIANE MARTIN TTEE AMD 11/29/99	0	20.225	20.225
**D	JAMES AND JANE RATZLAFF TR UAD 06/21/72 J P RATZLAFF & L L LUSA & P LEE TTEES AMD 08/07/12 (BNY MELLON NA AS SECURED PARTY)	0	0	2.644
**D	ANDREW & AVERY BARTH FAMILY TR UAD 04/03/93 AVERY B BARTH & ANDREW F BARTH TTEES	0	25.876	25.876
**D	EBF LLP	0	8.700	8.700
**D	MERIKO TAMAKI LIVING TRUST UAD 02/01/89 BILL PINTARD & MERIKO TAMAKI TTEES	0	23.895	23.895
**D	CRAWFORD FAMILY FOUNDATION	0	16.467	16.467
**D	VALENTINE FAMILY GST UAD 06/29/01 C VALENTINE & M VALENTINE & H VALENTINE TTEES	0	3.918	3.918
**D	J. MODER LIVING TRUST UAD 10/12/15 JULIA MODER TTEE	0	4.760	4.760
**D	ROYSON HOLDINGS LLC (BNY MELLON NA AS SECURED PARTY)	0	5.495	5.495
**D	ABNER & ROSLYN GOLDSTINE LIV TR UAD 03/05/91 A GOLDSTINE & R GOLDSTINE TTEES AMD 12/10/04 NON-US EQUITY	0	13.609	13.609
**D	JENKINS FAMILY TRUST UAD 05/24/78 ROBERTA JENKINS TTEE AMD 01/31/19 (BNY MELLON NA AS SECURED PARTY 20	0	5.527	5.527
**D	ROBBINS 2002 TRUST UAD 06/28/02 W L ROBBINS & E H ROBBINS TTEES AMD 01/11/17	0	3.380	3.380
**D	THE ALISON C CHERRY TRUST UAD 11/12/82 ALISON ZUBER TTEE AMD 11/02/06	0	1.487	1.487
**D	DEVAN 2005 REVOCABLE TRUST UAD 10/14/05 C DEVAN TTEE AMD 05/17/16.	0	11.804	11.804
**D	CAMILLA CHANDLER FROST TRUST UAD 06/22/87 E BAWDEN TTEE AMD 03/23/04.	0	30.815	30.815
**D	CAMILLA CHANDLER FAM FDN	0	17.828	17.828
**D	KIRBY C. GRABOWSKI REVOCABLE TRUST AGREEMENT UAD 10/25/12 KIRBY COOK GRABOWSKI TTEE (BNY MELLON NA AS SECURED PARTY)	0	0	7.804
**D	H R FAMILY TRUST UAD 06/19/02 P E ROWE TTEE AMD 06/11/04	0	21.586	21.586
**D	THE ANNA GOULD REVOCABLE TRUST UAD 08/17/91 ANNA GOULD TTEE AMD 04/21/17	0	3.310	3.310
**D	ANN MULALLY TRUST UAD 05/16/16 ANN MULALLY TTEE AMD 04/12/22	0	7.198	7.198
**D	LAZAR S. FINKER REVOCABLE TRUST UAD 11/27/07 LAZAR FINKER TTEE AMD 08/22/12 GLOBAL	0	5.515	5.515
**D	JUSTIN JASCHKE ANN C GAIL TEN COM (BNY MELLON NA AS SECURED PARTY)	0	36.619	36.619
**D	BALL CAPITAL MANAGEMENT LLC	0	8.105	8.105
**D	LLOYD & ALYCE EDWARDS REV TRUST UAD 12/07/09 ALYCE C EDWARDS & LLOYD G EDWARDS TTEES	0	6.771	6.771
**D	LANBORN CHARITABLE FOUNDATION	0	1.517	1.517
**D	ROGER I AND RUTH B MACFARLANE TR UAD 12/17/07 ROGER I MACFARLANE & RUTH B MACFARLANE TTEES	0	18.648	18.648
**D	ALISA SYAR 2014 IRREVOCABLE TRUST UAD 12/17/14 JAMES M SYAR TTEE	0	3.099	3.099
**D	JUSTIN L JASCHKE 2012 IRREV TR UAD 12/21/12 ANN C GAIL TTEE	0	5.745	5.745

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONI

## Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MILLER HUNTINGTON FAMILY TRUST FBO C P HUNTINGTON UAD 06/22/01 C P HUNTINGTON & M B MILLER JR TTEES AMD 03/26/10	0	0	2.745
**D	JENNIFER THORNTON WIELAND LIVING TRUST UAD 06/22/17 TTEE (BNY MELLON NA AS SECURED PARTY)	0	4.803	4.803
**D	THE LINDEN-SUBRAMANIAN TRUST UAD 06/15/02 M B LINDEN & S K SUBRAMANIAN TTEES AMD 01/09/12	0	5.259	5.259
**D	THE GOLDSTEIN FAMILY TRUST UAD 05/09/97 M L GOLDSTEIN & L D GOLDSTEIN TTEES AMD 02/27/07	0	8.608	8.608
**D	PINNEY FAM 1999 TR - COMM PROP OF W & P PINNEY PINNEY FAM 1999 TR - UAD 05/28/99 P V PINNEY & W F PINNEY TTEES AMD 04/04	0	0	4.002
**D	STONE RIVER LLC	0	6.022	6.022
**D	ISHIKAWA FAMILY FUND LLC	0	5.605	5.605
**D	2009 IORIO FAMILY TRUST UAD 06/19/09 DONNA E IORIO & ANTHONY M IORIO TTEES	0	4.554	4.554
**D	MCGILL FAMILY TRUST UAD 07/01/05 DONALD J MCGILL & DEVIN M AGRAN TTEES	0	5.227	5.227
**D	KELLY FAMILY TRUST UAD 09/11/08 PETER KELLY & PAMELA L KELLY TTEES	0	18.357	18.357
**D	PHELAN FAMILY LIVING TRUST UAD 12/17/97 JOHN H PHELAN JR & SHERRY G PHELAN TTEES	0	30.853	30.853
**D	CAMPBELL HALL (EPISCOPAL)	0	12.467	12.467
**D	BECKMAN KIDS TRUST UAD 12/08/10 MICHAEL D BECKMAN TTEE (BNY MELLON NA AS SECURED PARTY)	0	2.446	2.446
**D	SPENCE FAMILY TRUST UAD 10/30/01 DARRELL SPENCE & SARAH A SPENCE TTEES AMD 09/13/02	0	17.927	17.927
**D	DEBORAH LOUISE LIMA REVOCABLE TRUST UAD 08/01/06 DEBORAH L LIMA TTEE AMD 07/19/13	0	4.140	4.140
**D	J STEVEN DUNCAN & LAURIE J DUNCAN TTEES OF THE J STEVE J STEVEN DUNCAN & LAURIE J DUNCAN TTEES OF THE J STEVEN DUNCAN &	0	0	8.983
**D	MICHAEL AND JEAN BECKMAN LIVING TRUST UAD 03/18/10 MICHAEL DMICHAEL AND JEAN BECKMAN LIVING TRUST UAD 03/18/10 MICHAEL D	0	0	24.802
**D	THE 2009 TANQUARY INVESTMENT PARTNERSHIP (BNY MELLON ASTHE 2009 TANQUARY INVESTMENT PARTNERSHIP (BNY MELLON AS SECURED P	0	0	7.720
**D	SHARP FAMILY TRUST UAD 09/21/98 M S SHARP & W S SHARP TTEES AMD 05/08/13 (BNY MELLON AS SECURED PARTY)	0	2.868	2.868
**D	CHARLTON FAMILY TRUST - II UAD 09/20/11 DAVID CHARLTON & IVY CHARLTON TTEES AMD 10/13/14 (BNY MELLON AS SECURED PARTY)	0	0	3.540
**D	R & L NEWMAN SURVIVOR'S TRUST UAD 07/11/02 RICHARD G NEWMAN JR TTEE	0	3.131	3.131
**D	R & C NEWMAN REVOCABLE TRUST UAD02/22/83 R NEWMAN & C H NEWMAN R & C NEWMAN REVOCABLE TRUST UAD 02/22/83 R NEWMAN & C H NE	0	0	9.898
**D	KEVIN T. NEWMAN (BNY MELLON NA AS SECURED PARTY) COLLATERAL 2004	0	3.490	3.490
**D	JRK NEWMAN LLC	0	3.184	3.184
**D	RBC GLOBAL ASSET MGMT INC	0	500.506	500.506
**D	MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	0	7.000.000	7.000.000
**D	MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA	0	3.000.000	3.000.000
**D	FIDEURAM AM SGR - FIDEURAM ITALIA	0	252.000	252.000
**D	FIDEURAM AM SGR - PIANO AZIONI ITALIA	0	6.043.000	6.043.000
**D	FIDEURAM AM SGR - PIANO BILANCIATO ITALIA 50	0	1.379.000	1.379.000
**D	FIDEURAM AM SGR - PIANO BILANCIATO ITALIA 30	0	111.000	111.000
**D	EPSILON SGR - EPSILON MULTIASET VALORE GLOBALE 05/2022	0	22.608	22.608
**D	EPSILON SGR - EPSILON OEQUNITY	0	22.152	22.152
**D	EPSILON SGR - EPSILON DLONGRUN	0	10.058	10.058
**D	EPSILON SGR - EPSILON QVALUE	0	1.535	1.535
**D	EPSILON SGR - EPSILON QRETURN	0	13.005	13.005
**D	EPSILON SGR S.P.A.-EPSILONEUROPEANQUILITYLARGECAPINDEX	0	79.320	79.320
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASET MODERATO	0	7.428	7.428
**D	EURIZON CAPITAL SGR - EURIZON RENDITA	0	5.302	5.302
**D	EURIZON CAPITAL SGR - EURIZON AM TOTAL RETURN ATTIVO	0	48.557	48.557
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION CRESCITA 05/2025	0	104.073	104.073
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO06/2024	0	457	457
**D		0	1.925	1.925

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO09/2024	0	2.283	2.283
**D	EURIZON CAPITAL SGR - EURIZON PIR ITALIA 30	0	7.896	7.896
**D	EURIZONCAPITALSGR-EURIZONAMBIANCIAIOEUROARISCHICONTROLLATO	0	30.612	30.612
**D	EURIZON CAPITAL SGR - EURIZON AM FLEXIBLE TRILOGY	0	43.331	43.331
**D	EURIZON CAPITAL SGR - EURIZON AM TOTAL RETURN MODERATO	0	80.800	80.800
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO05/2025	0	402	402
**D	EURIZON CAPITAL SGR - EURIZON PROGETTO ITALIA 70	0	2.680.234	2.680.234
**D	EURIZON CAPITAL SGR - EURIZON AM TOTAL RETURN DIFENSIVO	0	45.697	45.697
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND II	0	125.217	125.217
**D	EURIZONCAPITALSGR-EURIZONGLOBALMULTIASSETSELECTION09/2022	0	12.908	12.908
**D	EURIZON CAPITAL SGR - EURIZON AZIONI ITALIA	0	5.651.789	5.651.789
**D	EURIZON CAPITAL SGR-EURIZON TOPSELECTION EQUILIBRIO03/2024	0	1.348	1.348
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO05/2024	0	1.191	1.191
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION CRESCITA 06/2024	0	2.852	2.852
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION CRESCITA 05/2024	0	2.205	2.205
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO03/2025	0	1.985	1.985
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASET II	0	14.698	14.698
**D	EURIZON CAPITAL SGR - EURIZON AM OBIETTIVO STABILITA	0	25.017	25.017
**D	EURIZON CAPITAL SGR - EURIZON AZIONI INTERNAZIONALI	0	134.589	134.589
**D	EURIZON CAPITAL SGR - EURIZON AZIONI PMI ITALIA	0	200.000	200.000
**D	EURIZON CAPITAL SGR -EURIZON TOP SELECTION CRESCITA 12/2023	0	821	821
**D	EURIZON CAPITAL SGR -EURIZON TOP SELECTION CRESCITA 03/2024	0	1.680	1.680
**D	EURIZON CAPITAL SGR - EURIZON PROGETTO ITALIA 40	0	2.253.932	2.253.932
**D	EURIZON CAPITAL SGR - EURIZON AM MITO 50	0	864.284	864.284
**D	EURIZON CAPITAL SGR - EURIZON AM RITORNO ASSOLUTO	0	8.426	8.426
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND	0	314.950	314.950
**D	EURIZON CAPITAL SGR - EURIZON AZIONI EUROPA	0	234.169	234.169
**D	EURIZON CAPITAL SGR - EURIZON AZIONI AREA EURO	0	316.328	316.328
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASET 30	0	25.856	25.856
**D	EURIZON CAPITAL SGR - EURIZON AM OBIETTIVO CONTROLLO	0	22.785	22.785
**D	EURIZON CAPITAL SGR - EURIZON PIR ITALIA AZIONI	0	421.189	421.189
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION CRESCITA 09/ 2024	0	3.268	3.268
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION CRESCITA 03/2025	0	3.019	3.019
**D	EURIZON CAPITAL SGR-EURIZONTO SELECTIONEQUILIBRIO12/2024	0	1.595	1.595
**D	EURIZON CAPITAL SGR-EURIZONTOSELECTIONCRESCITA12/2024	0	3.414	3.414
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	47.639	47.639
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	441.281	441.281
**D	INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	0	2.779.913	2.779.913
**D	ABN AMRO FUNDS	0	4.427.418	4.427.418
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	3.110.000	3.110.000
**D	BP PENSION FUND	0	93.000	93.000
**D	ALLIANZ ITALIA 50 SPECIAL	0	2.490	2.490
**D	LABORFONDS - FONDO PENSIONE COMPLEMENTARE LAVORATORI DIPENDENTIOPERANTI IN TRENTINO ALTO ADIGE	0	24.192	24.192
**D	ALMEGLIO - FONDO PENSIONE APERTO ALLEANZA A CONTRIBUZIONE DEFINITA	0	3.669.187	3.669.187
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	137.610	137.610
**D	NEW AIRWAYS PENSION SCHEME	0	364.727	364.727
**D	RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	0	12.192	12.192
**D	RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	0	24.170	24.170
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	157.165	157.165
**D	STATE STREET GLOBAL INDEX PLUS TRUST	0	2.609	2.609

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES WORLD EX SWITZERLAND ESG EQUITY INDEX FUND (CH)	0	171.457	171.457
**D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	93.365	93.365
**D	MANAGED PENSION FUNDS LIMITED	0	4.107.175	4.107.175
**D	OVERSEAS GROWTH INVESTMENT FUNDS ICVC EUROPEAN GROWTH FUND	0	984.420	984.420
**D	MANAGED INVESTMENT FUNDS ICVCINTERNATIONAL EQUITY TRACKER FUND	0	26.983	26.983
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- DEVELOPED EUROPE (EX UK) EQUITY TRACKER FUND	0	1.249.995	1.249.995
**D	GMO IMPLEMENTATION FUND	0	267.712	267.712
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	7.127.034	7.127.034
**D	ARROWSTREET US GROUP TRUST	0	1.541.619	1.541.619
**D	ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND	0	53.606	53.606
**D	GMO BENCHMARKFREE FUND	0	97.362	97.362
**D	FACE INTERNATIONAL EQUITY INVESTMENTS	0	2.269.560	2.269.560
**D	AOR FUNDS AOR EQUITY MARKET NEUTRAL FUND	0	22.687	22.687
**D	ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT	0	27.222	27.222
**D	AOR FUNDSAQR MULTIASSSET FUND	0	1.952	1.952
**D	PINEBRIDGE GLOBAL DYNAMIC ASSETALLOCATION FUND LLC	0	16.759	16.759
**D	ALLEANZA ASSICURAZIONI SPA	0	5.527.589	5.527.589
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	3.369.117	3.369.117
**D	GLOBAL ADVANTAGE FUNDS	0	47.122	47.122
**D	DB VERMOEGENFONDSMANDAT	0	122.000	122.000
**D	UBS LUX FUND SOLUTIONS	0	7.514.225	7.514.225
**D	DWS INVESTMENT SA FOR ARBERO DER WELTFONDS	0	179.272	179.272
**D	DWS INVESTMENT SA FOR DWS VERMOEGENSMANDATDYNAMIK	0	269.841	269.841
**D	DWS GARANT	0	101.265	101.265
**D	DWS INVESTMENT SA FOR DWS MULTIASSSET FLEXIBLE 80 TEILGESCHUETZT	0	670.242	670.242
**D	DWS INVESTMENT SA FOR DWS VERMOEGENSMANDATDEFENSIV	0	5.055	5.055
**D	DWS INVESTMENT SA FOR DWS VERMOEGENSMANDATBALANCE	0	6.056	6.056
**D	M&G (LUX) INVESTMENT FUNDS. 1	0	124.432	124.432
**D	PINEBRIDGE INVESTMENTS FCP RAIF	0	8.293.316	8.293.316
**D	GOLDMAN SACHS FUNDS	0	15.713.561	15.713.561
**D	DWS INVEST II	0	24.650	24.650
**D	XTRACKERS	0	11.315.408	11.315.408
**D	DWS CONCEPT	0	1.285.261	1.285.261
**D	DWS MULTI ASSET PIR FUND	0	28.965.908	28.965.908
**D	BLACKROCK GLOBAL INDEX FUNDS	0	12.500.000	12.500.000
**D	BLACKROCK STRATEGIC FUNDS	0	1.000.000	1.000.000
**D	AXA WORLD FUNDS	0	462.978	462.978
**D	ALLIANZ EUROPEAN PENSION INVESTMENTS	0	80.082	80.082
**D	AZ EURO INVESTMENTS S.A.	0	5.102.799	5.102.799
**D	RP RENDITE PLUS	0	3.406.157	3.406.157
**D	ALLIANZ GLOBAL INVESTORS FUND	0	1.236.652	1.236.652
**D	SK EUROPA	0	109.059	109.059
**D	ALLIANZ SUISSE - STRATEGY FUND	0	11.486.318	11.486.318
**D	ALLIANZ STIFTUNGSFONDS NACHHALTIGKEIT	0	80.000	80.000
**D	BESTINVER MEGATENDENCIAS, FI	0	28.065	28.065
**D	ING DIRECT FONDO NARANJA DINAMICO,FI	0	42.258	42.258
**D	ING DIRECT FONDO NARANJA CONSERVADOR,FI	0	222.121	222.121
**D	ING DIRECT FONDO NARANJA EURO STOXX 50, FI	0	56.660	56.660
**D		0	5.764	5.764
**D		0	942.705	942.705

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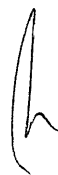
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ING DIRECT FONDO NARANJA MODERADO.FI	0	39.951	39.951
**D	BLACKROCK WORLD EX US CARBON TRANSITION READINESS ETF	0	783.397	783.397
**D	BLACKROCK FUTURE CLIMATE AND SUSTAINABLE ECONOMY ETF	0	17.765	17.765
**D	ISHARES ESG MSCI EAFE INDEX ETF	0	40.041	40.041
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	82.853	82.853
**D	ISHARES GLOBAL MONTHLY DIVIDENDINDEX ETF (CAD-HEDGED)	0	58.936	58.936
**D	ISHARES ESG MSCI EAFE LEADERS INDEX ETF	0	4.572	4.572
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0	1.825.424	1.825.424
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	204.762	204.762
**D	ISHARES MSCI WORLD ETF	0	309.111	309.111
**D	ISHARES CORE MSCI EAFE ETF	0	43.083.197	43.083.197
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	8.216.125	8.216.125
**D	ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF	0	2.791.307	2.791.307
**D	ISHARES EDGE MSCI INTL VALUE FACTOR ETF	0	1.403.429	1.403.429
**D	ISHARES MSCI INTL SIZE FACTOR ETF	0	1.660	1.660
**D	ISHARES INTERNATIONAL DIVIDEND GROWTH ETF	0	1.391.775	1.391.775
**D	ISHARES ESG AWARE MSCI EAFE ETF	0	5.024.332	5.024.332
**D	ISHARES INTERNATIONAL SELECT DIVIDEND ETF	0	8.475.551	8.475.551
**D	ISHARES EDGE MSCI MIN VOL EAFE ETF	0	1.152.360	1.152.360
**D	ISHARES CORE MSCI EUROPE ETF	0	3.438.596	3.438.596
**D	ISHARES MSCI EAFE VALUE ETF	0	15.259.124	15.259.124
**D	ISHARES MSCI KOKUSAI ETF	0	27.774	27.774
**D	ISHARES GLOBAL INFRASTRUCTURE ETF	0	10.462.949	10.462.949
**D	ISHARES MSCI ITALY ETF	0	7.295.882	7.295.882
**D	ISHARES GLOBAL UTILITIES ETF	0	927.970	927.970
**D	ISHARES MSCI EUROZONE ETF	0	9.554.688	9.554.688
**D	ISHARES EUROPE ETF	0	1.423.549	1.423.549
**D	ISHARES MSCI EAFE ETF	0	26.919.735	26.919.735
**D	ISHARES MSCI EAFE INTERNATIONALINDEX FUND	0	4.270.837	4.270.837
**D	BLACKROCK UTILITIES INFRASTRUCTURE AND POWER OPPORTUNITIES TRUST	0	3.975.525	3.975.525
**D	ISHARES MSCI ACWI ETF	0	2.364.425	2.364.425
**D	ISHARES MSCI ACWI EX U.S. ETF	0	1.405.518	1.405.518
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG	0	63.690	63.690
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR HL RESERVEUIFONDS	0	26.800	26.800
**D	THORNBURG INVESTMENT MANAGEMENT, INC.	0	1.681.900	1.681.900
**D	DWS INVESTMENT GMBH FOR DEAM FONDS BBS	0	32.600	32.600
**D	UIFONDS AKTIEN EUROPE MVOLA PASSIVE	0	44.818	44.818
**D	THORNBURG GLOBAL INVESTMENT PLC	0	181.056	181.056
**D	THORNBURG INTERNATIONAL VALUE FUND	0	7.974.555	7.974.555
**D	THORNBURG INVESTMENT INCOME BUILDER FUND	0	41.182.671	41.182.671
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGI-FONDS SFT MASTER	0	122.226	122.226
**D	PAX GLOBAL SUSTAINABLE INFRASTRUCTURE FUND	0	356.383	356.383
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR DBIFONDS ANDUS	0	200.000	200.000
**D	INSTITUTIONAL RETIREMENT TRUST	0	293.210	293.210
**D	IBM RETIREMENT PLAN	0	34.975	34.975
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS INDU	0	21.200	21.200
**D	COMMONFUND STRATEGIC SOLUTIONS GLOB AL EQUITY, LLC	0	320.447	320.447
**D	GMAM INVESTMENT FUNDS TRUST	0	63.228	63.228
**D	GMAM GROUP PENSION TRUST II	0	44.352	44.352
**D	RSS INV COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST	0	1.190.136	1.190.136

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	453.766	453.766
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	197.963	197.963
**D	SPDR MSCI WORLD QUALITY MIX FUND LEVEL 15	0	2.742	2.742
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	0	24.001	24.001
**D	ALLIANCEBERNSTEIN VARIABLE PRODUCTS SERIES, INC. INTERNATIONAL VALUE PORTFOLIO	0	607.800	607.800
**D	AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	0	81.945	81.945
**D	AB GLOBAL RISK ALLOCATION FUND INC	0	10.639	10.639
**D	AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO	0	747.050	747.050
**D	AB COLLECTIVE INVESTMENT TRUST SERIES	0	461.916	461.916
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CWI 1 UI	0	46.507	46.507
**D	AB CAP FUND INC AB ALL MARKET INCOME PORTFOLIO	0	8.098	8.098
**D	BERNSTEIN FUND INC INTERNATIONAL STRATEGIC EQUITIES PORTFOLIO	0	7.189.040	7.189.040
**D	OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	1.922.247	1.922.247
**D	LAZARD INTERNATIONAL EQUITY TRUST	0	105.788	105.788
**D	SSB CUSTODIAL SERVICES IREL RUSSELL INVS IREL	0	273.735	273.735
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS INTERNATIONAL EQUITY DIVIDEND AND PREMIUM FUND	0	128.207	128.207
**D	GOLDMAN SACHS TRUST II - GOLDMAN SACHS MULTI-MANAGER ALTERNATIVE	0	186.267	186.267
**D	GOLDMAN SACHS TRUST II MULTIMANAGER INTERNATIONAL EQUITY FUND	0	2.194.767	2.194.767
**D	MFS DEVELOPMENT FUNDS, LLC	0	6.471	6.471
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR RZV	0	43.100	43.100
**D	IBM 401(K) PLUS PLAN TRUST	0	1.692.076	1.692.076
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	0	234.928	234.928
**D	INTERNATIONAL MONETARY FUND	0	498.836	498.836
**D	MFS VARIABLE INSURANCE TRUST MFS UTILITIES SERIES	0	4.996.667	4.996.667
**D	LAZARD ASSET MANAGEMENT LLC	0	5.084	5.084
**D	LAZARD INTERNATIONAL EQUITY SELECT PORTFOLIO	0	144.376	144.376
**D	LAZARD RETIREMENT INTERNATIONAL EQUITY PORTFOLIO	0	293.305	293.305
**D	LAZARD INTERNATIONAL EQUITY ADVANTAGE PORTFOLIO	0	1.959	1.959
**D	LAZARD REAL ASSETS PORTFOLIO	0	12.875	12.875
**D	LAZARD ESC INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	36.683	36.683
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KEPT UNIVERSAL FONDS	0	360.172	360.172
**D	COHEN & STEERS INFRASTRUCTURE FUND, INC.	0	1.560.013	1.560.013
**D	THE STATE OF NEVADA	0	18.973	18.973
**D	PUTNAM DYNAMIC ASSET ALLOCATIONEQUITY FUND	0	7.141	7.141
**D	INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	0	1.047.601	1.047.601
**D	PUTNAM RETIREMENT ADVANTAGE GAABALANCE PORTFOLIO	0	61.074	61.074
**D	PUTNAM RETIREMENT ADVANTAGE GAACONSERVATIVE PORTFOLIO	0	23.399	23.399
**D	PUTNAM RETIREMENT ADVANTAGE GAAINCOME STRATEGIES PORTFOLIO	0	17.597	17.597
**D	PUTNAM RETIREMENT ADVANTAGE GAAEQUITY PORTFOLIO	0	40.105	40.105
**D	PUTNAM DYNAMIC ASSET ALLOCATIONGROWTH FUND	0	188.797	188.797
**D	PUTNAM DYNAMIC ASSET ALLOCATIONBALANCED FUND	0	113.249	113.249
**D	PUTNAM DYNAMIC ASSET ALLOCATIONCONSERVATIVE FUND	0	35.152	35.152
**D	PUTNAM RETIREMENT ADVANTAGE GAAGROWTH PORTFOLIO	0	135.718	135.718
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENTAKTIEN	0	493.633	493.633
**D	PUTNAM DYNAMIC RISK ALLOCATION FUND	0	921	921
**D	PUTNAM VARIABLE TRUST - PUTNAM VT GLOBAL ASSET ALLOCATION FUND	0	8.416	8.416
**D	FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	0	4.551.890	4.551.890
**D	PENSION BENEFIT GUARANTY CORPORATION	0	1.569.037	1.569.037
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR AQUILAUNIVERSALFONDS	0	16.500	16.500
**D	UNIVERSAL INVESTMENT GMBH FOR UIFONDS AKTIEN EUROPE	0	290.000	290.000

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	0	6.777.672	6.777.672
**D	FIDELITY INV TRUST FIDELITY TOTAL INT EQUITY FUND	0	69.453	69.453
**D	FNR CAPITAL INC	0	1.249	1.249
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUFONDS SAA	0	741.409	741.409
**D	FIDELITY INV TRUST FIDELITY SERIES INT VALUE FUND	0	22.547.950	22.547.950
**D	FIDELITY INVESTMENT TRUST FIDELITY FLEX INTERNATIONAL FUND	0	58.894	58.894
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	25.637	25.637
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	172.848	172.848
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS	0	77.700	77.700
**D	DUPONT PENSION TRUST	0	20.485	20.485
**D	JOHN HANCOCK SEAFORT LONG/SHORTFUND	0	324.460	324.460
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	0	1.317.651	1.317.651
**D	JOHN HANCOCK INFRASTRUCTURE FUND	0	2.888.417	2.888.417
**D	SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF	0	4.599.224	4.599.224
**D	AB CANADA GLOBAL STRATEGIC CORE EQUITY FUND	0	252.446	252.446
**D	AB CAN INT VALUE EQUITY CAP-WEIGHTED, UNHEDGED FUND	0	89.060	89.060
**D	AB TRUST - AB INTERNATIONAL VALUE FUND	0	227.590	227.590
**D	SCHWAB INTERNATIONAL DIVIDEND EQUITY Y ETF	0	2.050.184	2.050.184
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	11.254.909	11.254.909
**D	HC CAPITAL TRUST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	0	392.182	392.182
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	19.818	19.818
**D	HC CAPITAL TRUST - THE CATHOLIC SRI GROWTH PORTFOLIO	0	4.587	4.587
**D	ARKWRIGHT, LLC	0	43.303	43.303
**D	KAISER FOUNDATION HOSPITALS	0	203.002	203.002
**D	KAISER PERMANENTE GROUP TRUST	0	231.158	231.158
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR RMFFONDS	0	12.575	12.575
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	56.151.223	56.151.223
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	3.598.271	3.598.271
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	571.214	571.214
**D	VANGUARD ENERGY FUND	0	16.105.262	16.105.262
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	3.689.747	3.689.747
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	35.318.965	35.318.965
**D	STATE STREET TOTAL RETURN VIS FUND	0	84.109	84.109
**D	THE AB PORTFOLIOS AB TAXMANAGED ALL MARKET INCOME PORTFOLIO	0	8.108	8.108
**D	THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO	0	64.580	64.580
**D	SSB SP GLOBAL INFRASTRUCTURE INDEX NONLENDING COMMON TRUST FUND	0	4.150.531	4.150.531
**D	SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	0	354.513	354.513
**D	SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	211.782	211.782
**D	SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND	0	103.659	103.659
**D	URS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	0	383.491	383.491
**D	INVESCO GLOBAL LOW VOLATILITY EQUITY YIELD FUND	0	12.442	12.442
**D	ZURICH INVEST ICAV	0	1.182.453	1.182.453
**D	PRUDENTIAL RETIREMENT INSURANCE ANNUITY COMPANY	0	1.526.837	1.526.837
**D	WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	0	2.363.865	2.363.865
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	305.858	305.858
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	4.951.428	4.951.428
**D	BMO INTERNATIONAL EQUITY FUND	0	179.813	179.813
**D	BMO BROOKFIELD GLOBAL RENEWABLES IN FRASTRUCTURE FUND	0	1.069.110	1.069.110
**D	WTCN CLIMATE STRATEGY PORTFOLIO	0	27.491	27.491
**D	WTCN DAILY ENDURING ASSETS PORTFOLIO	0	368.246	368.246

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## FAVOREVOLI

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**D	BMO GLOBAL INFRASTRUCTURE FUND	0	348.257	348.257
**D	WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	0	66.132	66.132
**D	WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	0	141.306	141.306
**D	WTCN COLLECTIVE INVESTMENT FUNDS TRUST	0	2.393.315	2.393.315
**D	WTCN COMMON TRUST FUNDS TRUST ENDURING ASSETS PORTFOLIO	0	1.152.565	1.152.565
**D	WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	0	322.125	322.125
**D	WISDOMTREE INTERNATIONAL EQUITYFUND	0	541.113	541.113
**D	WISDOMTREE GLOBAL HIGH DIVIDENDFUND	0	29.518	29.518
**D	WISDOMTREE INTERNATIONAL LARGE CAP DIVIDEND	0	455.271	455.271
**D	WASHINGTON STATE INVESTMENT BOARD	0	11.359.727	11.359.727
**D	WELLINGTON COMPOUND GROWTH, L.P.	0	75.060	75.060
**D	WISDOMTREE ISSUER ICAV	0	85.559	85.559
**D	WILMINGTON TRUST COLLECTIVE INVESTMENT TRUST	0	508.858	508.858
**D	WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO	0	84.196	84.196
**D	WELLS FARGO FACTOR ENHANCED INTERNATIONAL PORTFOLIO	0	185.362	185.362
**D	WELLS FARGO BK DECL OF TRUST ESTABL INVEST FUNDS EMPLOYEE BEN TR	0	398.844	398.844
**D	CAPITAL GROUP GLOBAL BALANCED FUND (CANADA)	0	385.000	385.000
**D	CAPITAL GROUP CAPITAL INCOME BUILDER (CANADA)	0	201.206	201.206
**D	DWS INVESTMENT GMBH FOR DWSFONDS SAARAERZTE	0	70.000	70.000
**D	CAPITAL GROUP CANADIAN FOCUSED EQUITY FUND (CANADA)	0	493.107	493.107
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	62.361	62.361
**D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	100.653	100.653
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	913.043	913.043
**D	VANECK VECTORS LOW CARBON ENERGY ETF	0	49.109	49.109
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	2.688.728	2.688.728
**D	DWS INVESTMENT GMBH FOR DEAMFONDS ROSE	0	97.730	97.730
**D	MERCY HEALTH RETIREMENT TRUST	0	56.000	56.000
**D	PINEBRIDGE GLOBAL FUNDS	0	103.792	103.792
**D	AXA SWISS INST FND GLOBAL FACTORS SUSTAINABLE EQ EX SWITZERLAND	0	147.555	147.555
**D	DWS INVESTMENT GMBH FOR DEAM FONDS MIR 1	0	198.580	198.580
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS MASP	0	16.161	16.161
**D	UBS (IRL) ETF PIC - S&P 500 ESG UCITS ETF (ENGLISH)	0	6.427	6.427
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ	0	178.000	178.000
**D	AXA INV MANAGERS SCHWEIZ AG AXACH STRAT FND SUSTAINABLE EQ CHF	0	2.876.072	2.876.072
**D	ASIAN DEVELOPMENT BANK	0	208.553	208.553
**D	UNITED INCOME FOCUS TRUST	0	15.078	15.078
**D	TJ-QUALIFIED LLC	0	24.761	24.761
**D	TJ-NONQUALIFIED LLC	0	895.432	895.432
**D	TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	0	54.939	54.939
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	139.109	139.109
**D	INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST	0	139.542	139.542
**D	PUBLIC EMPLOYEES' LONG TERM CARE FUND	0	6.012.998	6.012.998
**D	STATE STREET CCF	0	14.948.913	14.948.913
**D	STATE STREET IRELAND UNIT TRUST	0	220.739	220.739
**D	SSGA SPDR ETFs EUROPE I I PUBLIC LIMITED COMPANY	0	17.809.700	17.809.700
**D	SSGA SPDR ETFs EUROPE II PUBLIC LIMITED COMPANY	0	78.538	78.538
**D	STATE OF CONNECTICUT RETIREMENTPLANS + TRUST FUNDS	0	975.095	975.095
**D		0	1.081.088	1.081.088
**D		0	8.665.939	8.665.939
**D		0	5.695.033	5.695.033

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE BANK OF KOREA	0	76.208	76.208
**D	SELFINANCING POSTSECONDARY EDUCATION FUND	0	4.541	4.541
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	44.831	44.831
**D	SERVICES GROUP OF AMERICA INC	0	60.767	60.767
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND	0	1.119.202	1.119.202
**D	KONSUMENTKOOPERATIONENS PENSIONSTIFTELSE	0	119.784	119.784
**D	SCOTIA PRIVATE INTERNATIONAL EQUITY POOL	0	1.381.439	1.381.439
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	13.695	13.695
**D	KPA TJANSTEPENSION AB (PUBL)	0	24.273	24.273
**D	KPA PENSIONSFORSAKRING AB (PUBL)	0	1.970.791	1.970.791
**D	FOLKSAM OMSESIDIG LIVFORSAKRING	0	861.545	861.545
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	0	256.519	256.519
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC MULTI ASSET COR E PLUS FUND	0	340.446	340.446
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC GLOBAL LISTED INFRA	0	283.940	283.940
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROWTH FUND	0	35.832	35.832
**D	RUSSELL GLOBAL INFRASTRUCTURE POOL	0	1.332.913	1.332.913
**D	RUSSELL OVERSEAS EQUITY POOL	0	134.744	134.744
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	11.604	11.604
**D	THRIVENT GLOBAL STOCK PORTFOLIO	0	241.623	241.623
**D	THRIVENT CORE INTERNATIONAL EQUITY FUND	0	321.441	321.441
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	79.955	79.955
**D	THRIVENT INTERNATIONAL ALLOCATION FUND	0	406.252	406.252
**D	DEAM-FONDS CPT	0	76.000	76.000
**D	DWS INVESTMENT GMBH FOR DWS NOTAERZTE	0	75.000	75.000
**D	THRIVENT INTERNATIONAL ALLOCATION PORTFOLIO	0	768.264	768.264
**D	THRIVENT GLOBAL STOCK FUND	0	340.303	340.303
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PES	0	70.000	70.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KLP 1	0	87.100	87.100
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PPC GEQ	0	9.189	9.189
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SVSM	0	29.830	29.830
**D	DWS INVESTMENT GMBH FOR DEAMFONDS LWI	0	9.000	9.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PAD	0	890.000	890.000
**D	DWS INVESTMENT GMBH FOR DEUTSCHE BERGBURG 15	0	80.000	80.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SCSM	0	4.225	4.225
**D	DWS INVESTMENT GMBH FOR DEAMFONDS STK	0	18.042	18.042
**D	DWS INVESTMENT GMBH FOR DEAMFONDS UVG 1	0	12.300	12.300
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PTF	0	42.300	42.300
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SFBWL	0	500.000	500.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SLM 1	0	170.000	170.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS LHG 1	0	107.711	107.711
**D	DWS INVESTMENT GMBH FOR DEAMFONDS OKA	0	29.995	29.995
**D	DWS INVESTMENT GMBH FOR DEUTSCHE LNLIM	0	60.000	60.000
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS DVERG	0	28.685	28.685
**D	DWS INVESTMENT GMBH FOR DEAMFONDS EXEMPLUM	0	9.025	9.025
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KDE 1	0	16.000	16.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS WOP 2	0	112.630	112.630
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KPENSIONEN	0	53.024	53.024
**D	DWS INVESTMENT GMBH FOR DEAMFONDS DKS 1	0	68.000	68.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS TOCO	0	88.400	88.400
**D	DWS INVESTMENT GMBH FOR DEAMFONDSBCA 1	0	39.454	39.454

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS DEUK	0	37.605	37.605
**D	DWS INVESTMENT GMBH FOR DEAM FONDS CA IV	0	20.057	20.057
**D	DWS INVESTMENT GMBH FOR DEGEF BAYER MITARBEITER FONDS	0	140.000	140.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PMB 1	0	8.800	8.800
**D	DWS INVESTMENT GMBH FOR DEAM FONDS ABF1	0	30.000	30.000
**D	THE UNIVERSITY OF HONG KONG	0	29.268	29.268
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS RKBS	0	15.000	15.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS DAM 2	0	7.543	7.543
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS BG 2	0	15.000	15.000
**D	PAX INTERNATIONAL SUSTAINABLE ECONOMY FUND	0	682.931	682.931
**D	PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	0	42.991	42.991
**D	ALASKA COMMON TRUST FUND	0	297.627	297.627
**D	THE INCUBATION FUND LTD	0	12.306	12.306
**D	ARROWSTREET (CANADA) GLOBAL WORLD FUND I	0	159.116	159.116
**D	PRINCIPAL EXCHANGE-TRADED FUNDS-PRINCIPAL INTERNATIONAL ADAPTIVE MULTI-FACTOR ETF	0	1.567	1.567
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	387.298	387.298
**D	ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	0	1.056.531	1.056.531
**D	ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	0	671.894	671.894
**D	PIMCO RAE INTERNATIONAL FUND LLC	0	399.756	399.756
**D	PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND	0	27.500	27.500
**D	PIMCO EQUITY SERIES: PIMCO RAE INTERNATIONAL FUND	0	695.401	695.401
**D	PRUDENTIAL HONG KONG LIMITED	0	3.798.717	3.798.717
**D	SACRAMENTO COUNTY EMPLOYEES RETIREMENT SYSTEM	0	1.142.887	1.142.887
**D	PIMCO FUNDS GLOBAL INVESTORS SERIES PLC	0	27.011	27.011
**D	FIDELITY COMMONWEALTH TRUST II:FIDELITY INT'L ENHANCED INDEX FD	0	143.320	143.320
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL HIGH DIVIDEND ETF	0	439.706	439.706
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL VALUE FACTOR ETF	0	75.074	75.074
**D	FIDELITY INTERNATIONAL HIGH DIVIDEND INDEX ETF	0	225.617	225.617
**D	CITY OF NEW YORK GROUP TRUST	0	20.035.564	20.035.564
**D	STICHTING NN CDC PENSIOENFONDS	0	74.561	74.561
**D	LAZARD GLOBAL BALANCED INCOME FUND	0	1.732	1.732
**D	NEW YORK STATE DEFERRED COMPENSATION PLAN	0	114.294	114.294
**D	DEUTSCHE BANK TRUST COMPANY AMERICAS	0	457.899	457.899
**D	NORTHROP GRUMMAN PENSION MASTERTRUST	0	481.834	481.834
**D	NORTHROP GRUMMAN CORPORATION VEBA MASTER TRUST I	0	26.125	26.125
**D	NBI GLOBAL REAL ASSETS INCOME ETF	0	453.127	453.127
**D	CAUSEWAY INTERNATIONAL OPPORTUNITIES GROUP TRUST	0	891.117	891.117
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	71.219	71.219
**D	RUSSELL INVESTMENT COMPANY PLC	0	645.936	645.936
**D	RUSSELL INVESTMENTS COMMON CONTRACTUAL FUND	0	41.371	41.371
**D	NUVEEN REAL ASSET INCOME FUND	0	1.549.034	1.549.034
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	296.096	296.096
**D	RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND	0	72.787	72.787
**D	ALLIANCEBERNSTEIN EUROPEAN OPPORTUNITIES SERIES	0	2.607.887	2.607.887
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST - AB INTERNATIONAL STRATEGIC EQUITIES SERIES	0	1.071.430	1.071.430
**D	AB GLOBAL RESEARCH INSIGHTS SERIES	0	4.348.603	4.348.603
**D	MONTANA BOARD OF INVESTMENTS	0	217.899	217.899
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	62.381	62.381
**D	MUSASHI SMART PREMIA FUND	0	9.320	9.320
**D	VNL LP	0	2.162	2.162

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LISTA ESITO DELLE VOTAZIONE  
 Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PARIBARA FUND LTD	0	1.503	1.503
**D	TWCT, LLC	0	59.567	59.567
**D	TWCT II	0	72.346	72.346
**D	MERCER QIF CCF	0	2.289.275	2.289.275
**D	LM FUND LP	0	2.487	2.487
**D	OP INVESTMENT FUND LP ONE TOWERBRIDGE	0	381	381
**D	MERCER QIF CCF	0	4.040.864	4.040.864
**D	MGI FUNDS PLC	0	482.570	482.570
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	35.895	35.895
**D	THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	0	295.375	295.375
**D	PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST	0	49.872	49.872
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS	0	46.838	46.838
**D	MDPIM INTERNATIONAL EQUITY INDEX POOL	0	408.217	408.217
**D	MD INTERNATIONAL VALUE FUND	0	9.400	9.400
**D	LAZARD GLOBAL INVESTMENT FUNDS PUBLIC LIMITED COMPANY	0	804.523	804.523
**D	RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	0	212.237	212.237
**D	RHUMBLINE LOW CARBON INDEX FUNDLLC	0	193.634	193.634
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL	0	74.024	74.024
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	195.528	195.528
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	4.278	4.278
**D	COUNTY OF LOS ANGELES SAVINGS PLAND THRIFT PLAN	0	3.800	3.800
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	125.556	125.556
**D	SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	0	58.590	58.590
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	140.445	140.445
**D	LVIP BLACKROCK SCIENTIFIC ALLOCATION FUND	0	14.942	14.942
**D	LVIP BLACKROCK GLOBAL ALLOCATION FUND	0	21.897	21.897
**D	LVIP MONDRIAN INTERNATIONAL VALUE FUND	0	4.014.960	4.014.960
**D	LVIP SSGA INTERNATIONAL INDEX FUND	0	1.416.344	1.416.344
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	2.548.917	2.548.917
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	0	1.000.701	1.000.701
**D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	2.149.895	2.149.895
**D	COUNTY OF LOS ANGELES DEFERRED COMPENSATION AND THRIFT PLAN	0	2.287.029	2.287.029
**D	KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.028.143	2.028.143
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	42.085	42.085
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	1.318.823	1.318.823
**D	DWS GLOBAL INCOME BUILDER VIP	0	28.332	28.332
**D	INVECO GLOBAL TARGETED RETURNSFUND	0	833	833
**D	INVESCO ADVANTAGE INTERNATIONALFUND	0	3.704	3.704
**D	SPDR BLOOMBERG SASB DEVELOPED MARKETS EX US ESG SELECT ETF	0	17.749	17.749
**D	CISCO SYSTEMS FOUNDATION	0	29.483	29.483
**D	DWS GLOBAL INCOME BUILDER FUND	0	160.756	160.756
**D	RUSSELL INVESTMENT COMPANY V PLC	0	240.167	240.167
**D	OPENWORLD PUBLIC LIMITED COMPANY	0	698.148	698.148
**D	MULTI STYLE MULTI MANAGER FUNDSPLC	0	475.867	475.867
**D	SUNAMERICA SERIES TRUST - SA T. ROWE PRICE VCP BALANCED PORTFOLIO	0	10.248	10.248
**D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	363.899	363.899
**D	SUNAMERICA SERIES TRUST SA TEMPLETON FOREIGN VALUE PORTFOLIO	0	610.154	610.154
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	0	57.145	57.145
**D	SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	0	155.624	155.624
**D	SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT	0	10.414	10.414

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JNL/TROME PRICE BALANCED FUND	0	3.830	3.830
**D	SEASONS SERIES TRUST SA PUTNAM ASSET ALLOCATION DIVERSIFIED GROW	0	21.087	21.087
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	18.065	18.065
**D	SUNAMERICA SERIES TRUST-SA GOLDMAN SACHS MULTI-ASSET INSIGHT PRT	0	13.412	13.412
**D	JNL/LAZARD INTERNATIONAL STRATEGIC EQUITY FUND	0	1.103.307	1.103.307
**D	JNL/MELLON MSCI WORLD INDEX FUND	0	52.771	52.771
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	17.689	17.689
**D	JNL/DFA INTERNATIONAL CORE EQUITY FUND	0	51.336	51.336
**D	INVECO MULTI SERIES FUNDS-INVESCO GLOBAL TARGETED RETURNS FUND	0	4.659	4.659
**D	JNL JP MORGAN INTERNATIONAL VALUE FUND	0	7.174.750	7.174.750
**D	CIS GLOBAL EQUITY FUND LP	0	62.731	62.731
**D	TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	0	37.614	37.614
**D	JOHNSON AND JOHNSON PENSION + SAVINGS PLANS MASTER TRUST	0	1.520.687	1.520.687
**D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	102.904	102.904
**D	MM MSCI EAFE INTERNATIONAL INDEX FUND	0	55.899	55.899
**D	TRANSAMERICA INTERNATIONAL STOCK	0	69.028	69.028
**D	TRANSAMERICA INTERNATIONAL EQUITY	0	236.781	236.781
**D	LAZARD INTERNATIONAL EQUITY (CANADA) FUND	0	47.532	47.532
**D	MASSMUTUAL SELECT T ROWE PRICE INTERNATIONAL EQUITY FUND	0	756.012	756.012
**D	MASSMUTUAL SELECT T ROWE PRICE REAL ASSETS FUND	0	58.904	58.904
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	180.353	180.353
**D	FIRST CHURCH OF CHRIST SCIENTIST	0	25.060	25.060
**D	MASSMUTUAL SELECT BLACKROCK GLOBAL ALLOCATION FUND	0	2.243	2.243
**D	TANGERINE DIVIDEND PORTFOLIO	0	156.418	156.418
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	19.886	19.886
**D	TANGERINE BALANCED PORTFOLIO	0	123.502	123.502
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	150.879	150.879
**D	RUSSELL INVESTMENT COMPANY TAXMANAGED REAL ASSETS FUND	0	240.467	240.467
**D	BROOKFIELD GLOBAL REAL ASSET FUND	0	655	655
**D	TAIPEI FUBON COMMERCIAL BANK CO.,LT D IN ITS CAPACITY AS MASTERCUSTODI AN OF PINEBRIDGE THEMATI	0	16.747	16.747
**D	AMERICAN FUNDS INSURANCE SERIESCAPITAL INCOME BUILDER	0	805.075	805.075
**D	ROCHE U.S. RETIREMENT PLANS MASTER TRUST	0	430.332	430.332
**D	THE COLORADO HEALTH FOUNDATION	0	87.774	87.774
**D	RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND	0	40.807	40.807
**D	AMERICAN FUNDS INSURANCE SERIESNEW WORLD FUND	0	329.104	329.104
**D	AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND	0	481.112	481.112
**D	AMERICAN FUNDS INSURANCE SERIESINTL GROWTH AND INCOME FUND	0	253.056	253.056
**D	AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND	0	74.869	74.869
**D	AMERICAN FUNDS INSURANCE SERIESGROWTH INCOME FUND	0	13.595.566	13.595.566
**D	AMERICAN FUNDS FUNDAMENTAL INVESTORS	0	8.924.999	8.924.999
**D	AMERICAN FUNDS INSURANCE SERIESASSET ALLOCATION FUND	0	20.400.000	20.400.000
**D	HARTFORD MULTI-ASSET INCOME FUND	0	4.113	4.113
**D	THE HARTFORD BALANCED FUND	0	329.052	329.052
**D	THE HARTFORD GLOBAL REAL ASSET FUND	0	52.393	52.393
**D	HARTFORD CLIMATE OPPORTUNITIES FUND	0	115.357	115.357
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.244.471	2.244.471
**D	GOVERNMENT PENSION INVESTMENT FUND	0	4.287.274	4.287.274
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.521.633	2.521.633
**D	HAND COMPOSITE EMPLOYEE BENEFITTRUST	0	32.091	32.091
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	40.436	40.436

Azionisti in delega: 4.059

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LISTA ESITO DELLE VOTAZIONE  
 Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GMO FUNDS PLC GMO GLOBAL EQUITYALLOCATION INVESTMENT FUND	0	42.235	42.235
**D	GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND	0	79.277	79.277
**D	FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	0	18.061	18.061
**D	FIDELITY GLOBAL FOCUS INSTITUTIONAL TRUST	0	31.986	31.986
**D	MERCER GE INTERNATIONAL EQUITY FUND	0	233.777	233.777
**D	THE NORINCHUKIN BANK	0	1.066.000	1.066.000
**D	FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	0	10.977	10.977
**D	FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	0	129.021	129.021
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE HEDGED ETF	0	16.584	16.584
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE HEDGED ETF	0	2.081	2.081
**D	EATON VANCE EQUITY HARVEST FUNDLIC	0	49.184	49.184
**D	US LEGACY INCOME COMMON TRUST FUND	0	34.588	34.588
**D	TAMMANAGED INTERNATIONAL EQUITYPORTFOLIO	0	251.012	251.012
**D	FND DE SEGURANCA SOCIAL DE MACAU	0	106.137	106.137
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	0	62.466	62.466
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE ITALY ETF	0	64.400	64.400
**D	FRANKLIN FTSE EUROPE EX U.K. INDEX ETF	0	103.066	103.066
**D	EATON VANCE RICHARD BERNSTEIN ALL ASSET STRATEGY FUND	0	31.705	31.705
**D	FDP GLOBAL DIVIDEND EQUITY PRIVATE PORTFOLIO	0	193.905	193.905
**D	EATON VANCE RICHARD BERNSTEIN EQUITY STRATEGY FUND	0	129.490	129.490
**D	FEI SELECT, LLC	0	27.300	27.300
**D	MERCER FTFC NORUS EQUITY INVESTMENT PORTFOLIO LLC	0	226.448	226.448
**D	EATON VANCE TAXMANAGED GLOBAL BUYWRITE OPPORTUNITIES FUND	0	284.188	284.188
**D	PARAMETRIC INTERNATIONAL EQUITYFUND	0	2.663.912	2.663.912
**D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	330.800	330.800
**D	DUKE ENERGY RETIREMENT SAVINGS PLAN	0	5.672.442	5.672.442
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	1.074.817	1.074.817
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL VALUE FUND	0	1.180.000	1.180.000
**D	GAM INV MGT SWITZERLAND AG EICENERGY INFRASTRUCTURE FUND	0	60.466	60.466
**D	CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	0	18.867	18.867
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	856.013	856.013
**D	NEI CLEAN INFRASTRUCTURE FUND	0	435.588	435.588
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	170.140	170.140
**D	CALVERT IMPACT FUND INC CALVERT GLOBAL ENERGY SOLUTIONS FUND	0	51.531	51.531
**D	DESJARDINS GLOBAL BALANCED STRATEGIC INCOME FUND	0	202.584	202.584
**D	NEI GLOBAL EQUITY POOL	0	132.174	132.174
**D	DWS INVESTMENT GMBH FOR DEAMFONDS WOP 1	0	3.285.170	3.285.170
**D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	952.031	952.031
**D	BON SECOURS MERCY HEALTH	0	121.500	121.500
**D	FIDUCIE GLOBALEDE LA SOCIETE DETRANSPORT DE MONTREAL	0	333.380	333.380
**D	CAISSE DE DEPOT ET PLACEMENT DUQUEBEC	0	3.956.693	3.956.693
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	62.414	62.414
**D	AMERICAN BEACON DIVERSIFIED FUND	0	564.000	564.000
**D	ABERDEEN STANDARD GLOBAL INFRASTRUCTURE INCOME FUND	0	61.522	61.522
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	2.787.323	2.787.323
**D	COLLEGE RETIREMENT EQUITIES FUND	0	1.047.532	1.047.532
**D	TIACREF SOCIAL CHOICE INTERNATIONAL EQUITY FUND	0	48.185	48.185
**D	SMTB GLOBA L QUANTITATIVE EQUITY MOTHER FUND	0	529.348	529.348
**D	UBS (US) GROUP TRUST	0	17.700	17.700
**D	COMMONFUND SCREENED GLOBAL EQUITY LLC	0	7.169.537	7.169.537
**D	AMERICAN FUNDS GLOBAL INSIGHT FUND	0		

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CP INTERNATIONAL PARTNERS	0	46.196	46.196
**D	MERCER DIOCESE OF BROOKLYN GROWTH STRATEGY	0	89.900	89.900
**D	MERCER DIOCESE OF BROOKLYN LAY PENSION INVESTMENT TRUST	0	23.300	23.300
**D	BEAR CREEK INC	0	48.052	48.052
**D	THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	0	196.446	196.446
**D	BROOKFIELD REAL ASSETS HYBRID MASTER FUND L.P.	0	33.651	33.651
**D	AMERICAN BUREAU OF SHIPPING	0	7.941	7.941
**D	MTBJ PINEBRIDGE GLOBAL TECHNOLOGY INFRASTRUCTURE MOTHER FND	0	212.500	212.500
**D	UNITED TECHNOLOGIES CORPORATIONEMPLOYEE SAVINGS PLAN MASTER TRU	0	2.010.408	2.010.408
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGK CARBON FOCUS	0	14.714	14.714
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	620.976	620.976
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	43.587	43.587
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	927.127	927.127
**D	ANIMA FUNDS PUBLIC LIMITED COMPANY	0	3.651.133	3.651.133
**D	MTBJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	0	174.216	174.216
**D	ABERDEEN GLOBAL INFRASTRUCTURE FUND	0	157.400	157.400
**D	ABERDEEN DYNAMIC DIVIDEND FUND	0	220.200	220.200
**D	REAVES UTILITY INCOME FUND	0	7.650.000	7.650.000
**D	THE NOMURA TRUST AND BANKING CO., LTD. AS THE TRUSTEE OF DEUTSCHE EUROSTAR OPEN	0	25.000	25.000
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	536.932	536.932
**D	ABERDEEN GLOBAL DYNAMIC DIVIDEND FUND	0	278.400	278.400
**D	ABERDEEN TOTAL DYNAMIC DIVIDENDFUND	0	1.990.200	1.990.200
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	21.039	21.039
**D	XEROX CANADA EMPLOYEES` RETIREMENT PLAN	0	24.900	24.900
**D	MATB MSCI KOKUSAI INDBX MOTHER FUND	0	140.642	140.642
**D	STB DEUTSC HE GLOBAL HIGH DIVIDEND EQUITY MOTHER FUND	0	30.324	30.324
**D	AMERICAN BAR ASSOCIATION MEMBERS/MTC COLLECTIVE TRUST	0	16.400	16.400
**D	AMCETF QUALITY DIVERSIFIED INTERNATIONAL ETF	0	44.947	44.947
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	228.014	228.014
**D	AMERICAN CENTURY INVESTMENT MANAGEMENT INC	0	3.674	3.674
**D	DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	0	71.901	71.901
**D	DWS INVESTMENT GMBH FOR DWS DYNAMIK	0	5.938	5.938
**D	DWS INVESTMENT GMBH FOR DWS STIFTUNGSFONDS	0	1.000.000	1.000.000
**D	DWS INVESTMENT GMBH FOR DWS TOPEUROPE	0	2.100.000	2.100.000
**D	DWS INVESTMENT GMBH FOR DWS OI EUROZONE EQUITY	0	61.273	61.273
**D	DWS INVESTMENT GMBH FOR BALOISE-AKTIFONDS DWS	0	175.000	175.000
**D	DWS INVESTMENT GMBH FOR DWS DYNAMIC OPPORTUNITIES	0	10.050.000	10.050.000
**D	DWS INVESTMENT GMBH FOR DWS VORSORGE AS (FLEX)	0	59.271	59.271
**D	DWS INVESTMENT GMBH FOR LEA FONDS DWS	0	67.000	67.000
**D	DWS INVESTMENT GMBH FOR DWS ESGTOP WORLD	0	4.120.000	4.120.000
**D	DWS INVESTMENT GMBH FOR DWS TOPDIVIDENDE	0	21.000.000	21.000.000
**D	DWS INVESTMENT GMBH FOR E ON AKTIENFONDS DWS	0	75.000	75.000
**D	DWS INVESTMENT GMBH FOR DWS VORSORGE AS (DYNAMIK)	0	146.665	146.665
**D	DWS INVESTMENT GMBH FOR LOEWEN AKTIENFONDS	0	55.000	55.000
**D	DWS INVESTMENT GMBH FOR DWS SACHWERTE	0	231.144	231.144
**D	DWS INVESTMENT GMBH FOR DWS DEFENSIV	0	39.185	39.185
**D	DWS INVESTMENT GMBH FOR ALBATROS FONDS	0	16.394	16.394
**D	DWS INVESTMENT GMBH FOR DWS BALANCE	0	276.157	276.157
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	13.070.266	13.070.266
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	481.598	481.598

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES II PUBLIC LIMITED COMPANY	0	20.216.138	20.216.138
**D	ISHARES VII PLC	0	22.196.056	22.196.056
**D	ISHARES PUBLIC LIMITED COMPANY	0	2.260.490	2.260.490
**D	ISHARES III PUBLIC LIMITED COMPANY	0	11.413.017	11.413.017
**D	ISHARES V PUBLIC LIMITED COMPANY	0	1.069.901	1.069.901
**D	ISHARES STOXX EUROPE LARGE 200 UCITS ETF (DE)	0	79.848	79.848
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	5.010.312	5.010.312
**D	ISHARES STOXX EUROPE 600 UTILITIES UCITS ETF DE	0	7.010.693	7.010.693
**D	ISHARES CORE EURO STOXX 50 UCITS ETF (DE)	0	13.149.388	13.149.388
**D	ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE	0	625.886	625.886
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	3.135.329	3.135.329
**D	ISHARES STOXX EUROPE 50 UCITS ETF (DE)	0	174.350	174.350
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	2.988.814	2.988.814
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	11.142.395	11.142.395
**D	LAZARD INTERNATIONAL EQUITY PORTFOLIO	0	3.568.846	3.568.846
**D	RETM ANNUITY PLAN EMPLOYEES ARMY AIR CE EXCHANGE SERVICE TRUST	0	199.955	199.955
**D	M INTERNATIONAL EQUITY FUND	0	47.689	47.689
**D	HARBOR CAPITAL GROUP TRUST FOR DEFINED BENEFIT PLANS	0	122.347	122.347
**D	FRANK RUSSELL INVESTMENT CO II PLC	0	704.878	704.878
**D	MAJOR LEAGUE BASEBALL PLAYERS PENSION PLAN	0	215.100	215.100
**D	TRMDLI OF THE ARMY AIR FORCE EXCHANGE SERVICE	0	73.438	73.438
**D	SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	0	6.664.487	6.664.487
**D	STATE STREET WORLD ENHANCED SECURITIES LENDING COMMON TRUST FUND	0	33.553	33.553
**D	THE NOMURA ASSET MANAGEMENT INSTITUTIONAL GLOBAL TRUSTS	0	119.000	119.000
**D	SPDR PORTFOLIO EUROPE ETF	0	137.223	137.223
**D	SPDR EURO STOXX 50 ETF	0	4.343.304	4.343.304
**D	PRINCIPAL DIVERSIFIED REAL ASSET CIT	0	299.175	299.175
**D	WELLINGTON DIVERSIFIED INFLATIONHEDGES FUND	0	71.989	71.989
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	38.279	38.279
**D	MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO	0	7.372	7.372
**D	EUROPE INVESTMENT FUND	0	142.352	142.352
**D	SPDR MSCI ACWI EXUS ETF	0	563.542	563.542
**D	SPDR S&P INTERNATIONAL DIVIDENDETF	0	1.529.210	1.529.210
**D	SPDR S&P GLOBAL INFRASTRUCTURE ETF ONE	0	1.583.012	1.583.012
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	3.073.433	3.073.433
**D	MERCER MONUS CORE EQUITY FUND	0	1.019.004	1.019.004
**D	ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM	0	404.955	404.955
**D	STATE OF MINNESOTA	0	1.710.238	1.710.238
**D	RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND	0	166.065	166.065
**D	ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION	0	2.867.417	2.867.417
**D	MASACHUSETTS LABORERS PENSION FUND	0	136.412	136.412
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	530.048	530.048
**D	VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	0	776.708	776.708
**D	TIAACREF LIFE FUNDS INTERNATIONAL EQUITY FUND	0	143.880	143.880
**D	DESJARDINS GLOBAL DIVIDEND FUND	0	5.035.774	5.035.774
**D	COLLEGE RETIREMENT EQUITIES FUND	0	13.487.128	13.487.128
**D	COLLEGE RETIREMENT EQUITIES FUND	0	8.322.369	8.322.369
**D	TIAACREF INTERNATIONAL EQUITY FUND	0	6.670.410	6.670.410
**D	TIAACREF INTERNATIONAL EQUITY INDEX FUND	0	9.239.839	9.239.839
**D	GENERAL CONFERENCE CORPORATION OF SEVENTH DAY ADVENTISTS	0	178.038	178.038

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	0	877.906	877.906
**D	RUSSELL INTERNATIONAL EQUITY TRUST2	0	1.484.965	1.484.965
**D	AB GLOBAL RESEARCH INSIGHTS FUND	0	193.277	193.277
**D	SUNSUPER SUPERANNUATION FUND	0	3.958.314	3.958.314
**D	UBS IQ MSCI WORLD EX AUSTRALIA ETHICAL ETF	0	12.119	12.119
**D	VFMC INTERNATIONAL EQUITY TRUST1	0	1.084.329	1.084.329
**D	AXA IM SUSTAINABLE EQUITY FUND	0	255.684	255.684
**D	RETAIL EMPLOYEES SUPERANNUATIONTRUST	0	476.965	476.965
**D	RUSSELL INVESTMENTS GLOBAL LISTED INFRASTRUCTURE FUND HEDGED	0	158.497	158.497
**D	PINEBRIDGE GLOBAL DYNAMIC ASSETALLOCATION FUND	0	32.200	32.200
**D	PERPETUAL ECONOMIC DIVERSIFICATION GLOBAL EQUITY FUND	0	95.938	95.938
**D	REALINDEX GLOBAL SHARE FUND (SCREENED)	0	206.151	206.151
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	28.874	28.874
**D	AWARE SUPER	0	19.671	19.671
**D	RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	0	125.770	125.770
**D	RUSSELL INVESTMENTS SUSTAINABLEGLOBAL SHARES EX FOSSIL FUEL S FUND LVL 3	0	9.831	9.831
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	124.032	124.032
**D	COMMONWEALTH BANK GROUP SUPER GROUND FLOOR	0	184.846	184.846
**D	PEOPLE'S BANK OF CHINA	0	4.118.363	4.118.363
**D	FLOURISH INVESTMENT CORPORATION	0	555.362	555.362
**D	PEOPLE'S BANK OF CHINA	0	5.444.814	5.444.814
**D	PEOPLE'S BANK OF CHINA	0	14.816	14.816
**D	FP RUSSELL INVS ICVC FP RUSSELLINVS INT GROWTH ASSETS FUND	0	7.606	7.606
**D	OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY LEADERS FUND	0	1.523.553	1.523.553
**D	OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS DIVERSIFIED RETURNS FUND	0	1.702	1.702
**D	OLD MUTUAL LIFE ASSURANCE COMPANY (SOUTH AFRICA) LTD	0	10.962	10.962
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	213.143	213.143
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	0	137.127	137.127
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST JAMES'S PLACE GLOBAL ABSOLUTE	0	114.058	114.058
**D	NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST	0	5.685.365	5.685.365
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	0	249.150	249.150
**D	NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST	0	1.528.907	1.528.907
**D	NATWEST ST JAMES'S PLACE GLOBALQUALITY UNIT TRUST	0	9.527.057	9.527.057
**D	NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST	0	12.263.005	12.263.005
**D	INV SOLUTIONS FUNDS ICVC FUNDAMENTAL INDEX GLOBAL EQUITY FUND	0	1.291.847	1.291.847
**D	PUBLIC AUTHORITY FOR SOCIAL INSURANCE	0	67.830	67.830
**D	HSBC BANK SSB AUT EU SCREEN EX CONTROVERSIES CW INDEX EQ FND	0	4.709.135	4.709.135
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	0	2.099.500	2.099.500
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	3.980.857	3.980.857
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	252.694	252.694
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC - FUNDAMENTAL LOW VOLATILITY INDEX GLOBAL EQUITY	0	882.840	882.840
**D	SANDOOO AL WATAN INVESTMENTS (RESTRICTED) LTD	0	8.460	8.460
**D	MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED SUSTAINABLE FUND	0	1.340	1.340
**D	MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND	0	506	506
**D	STICHTING PHILIPS PENSIOENFONDS	0	3.117.058	3.117.058
**D	SPW MULTI-MANAGER ICVC - SPW MULTI-MANAGER EUROPEAN EX UK EQUITY FUND	0	756.673	756.673
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	1.570.562	1.570.562
**D	SUN CHEMICAL LIMITED PENSION SCHEME	0	54.892	54.892
**D	GOLDMAN SACHS UK RETIREMENT PLAN	0	121.936	121.936
**D	MG INVESTMENT FUNDS (4) MG SUSTAINABLE MULTI ASSET FUND	0	26.109	26.109

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LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	M+G INVESTMENT FUNDS (4) - M+G SUSTAINABLE MULTI ASSET CAUTIOUSFUND	0	8.110	8.110
**D	MG SUSTAINABLE MULTI ASSET BALANCED FUND	0	30.633	30.633
**D	MG INVESTMENT FUNDS (4) MG SUSTAINABLE MULTI ASSET GROWTH FUND	0	26.949	26.949
**D	MG INVESTMENT FUNDS (1) MG EUROPEAN INDEX TRACKER FUND	0	112.838	112.838
**D	M+G INVESTMENT FUNDS (1) - M+G GLOBAL THEMES FUND	0	4.734.075	4.734.075
**D	MG INVESTMENT FUNDS (10) MG GLOBAL LISTED INFRASTRUCTURE FUND	0	3.580.909	3.580.909
**D	ALGEMEEN PENSIOENFONDS VAN CURACAO	0	141.764	141.764
**D	ALGEMEEN PENSIOENFONDS VAN CURACAO	0	773.690	773.690
**D	ES ALLIANCE BERNSTEIN UK EQUITYFUND	0	3.500	3.500
**D	ES ALLIANCE BERNSTEIN UK LOW VOLATILITY GLOBAL EQUITY FUND	0	16.425	16.425
**D	ALLI ALLIANZ BEST STYLES GLOBAL AC EQUITY FUND	0	2.845	2.845
**D	ALLIANZ INTERNATIONAL INVESTMENT FUNDS - ALLIANZ THEMATICA FUND	0	420.657	420.657
**D	HBOS INTERNATIONAL INVESTMENT FUNDS ICVC EUROPEAN FUND	0	10.962	10.962
**D	SIR DAVID TRENCH FUND FOR RECREATION	0	395.471	395.471
**D	GUARDIAN GLOBAL UTILITIES VIP FUND	0	770.732	770.732
**D	RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	0	97.692	97.692
**D	RUSSELL INVESTMENT COMPANY GLOBAL INFRASTRUCTURE FUND	0	34.928	34.928
**D	RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	0	62.119	62.119
**D	CIDEL INTERNATIONAL EQUITY FUND	0	18.651	18.651
**D	CIDEL BANK AND TRUST INC. CIDELPL	0	10.353	10.353
**D	CIDEL TRUST COMPANY	0	28.757	28.757
**D	DWS INVESTMENT SA FOR ZUERICH GLOBAL EQUITY	0	25.200	25.200
**D	DWS FIXED MATURITY	0	790.249	790.249
**D	DWS INVESTMENT SA FOR DWS MULTIOPPORTUNITIES	0	533.628	533.628
**D	WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	0	6.447	6.447
**D	WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	0	6.974.000	6.974.000
**D	FONDITALIA	0	577.000	577.000
**D	INTERFUND SICAV	0	125.000	125.000
**D	DWS INVESTMENT GMBH FOR DWS-FONDS CAESAR 1	0	614.544	614.544
**D	SEB FD 1 SEB EUROPE EXPOSURE FUND 4	0	72.048	72.048
**D	SEB EUROLAND FREE OF MANAGEMENT FEE 4	0	29.019	29.019
**D	SEB FUND 3 SEB PENSION FUND 4	0	747.526	747.526
**D	EB PD 3 SEB GLOBAL EXPOSURE FUND 4	0	1.514.013	1.514.013
**D	AMERICAN FUNDS INTERNATIONAL VANTAGE FUND	0	62.181	62.181
**D	CAPITAL GROUP CORE EQUITY ETF	0	23.557	23.557
**D	CENTRAL PROVIDENT FUND BOARD	0	8.805	8.805
**D	CITY UNIVERSITY OF NEW YORK	0	218.060	218.060
**D	THE MASTER TRUST BANK OF JAPAN,LTD AS TRUSTEE FOR BLACKROCK ESG INSIGHTS EUROPEAN EQUITY EX-FI	0	99.412	99.412
**D	THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR DWS CONCEPTALDEMORGEN MOTHER FUND	0	457.676	457.676
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	70.986	70.986
**D	BRIGHTHOUSE FUNDS TRUST I SCHROEDERS GLOBAL MULTIASSET PORTFOLIO	0	276.100	276.100
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	1.040.024	1.040.024
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	308.506	308.506
**D	NUVEEN MULTI-ASSET INCOME FUND	0	673.396	673.396
**D	NUVEEN REAL ASSET INCOME & GROWTH FUND	0	361.322	361.322
**D	NUVEEN NWQ GLOBAL EQUITY INCOME FUND	0	41.848	41.848
**D	BRIGHTHOUSE FUNDS TRUST I -PANAGOR A GLOBAL DIVERSIFIED RISK PORTFOLIO	0	90.000	90.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS GDP 1	0	95.114	95.114
**D	DWS INVESTMENT GMBH FOR DEAM FONDS RHEIN	0	193.000	193.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PMF 1	0	135.000	135.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PMC 1	0		

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LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DWS INVESTMENT GMBH FOR DEAM NKS FONDS	0	70.000	70.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS RTU 1	0	7.260	7.260
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PSF 1	0	11.702	11.702
**D	SONOMA COUNTY EMPLOYEES RETIREMENT ASSOCIATION	0	74.658	74.658
**D	THE METHODIST HOSPITAL	0	450.785	450.785
**D	XEROX CORPORATION RETIREMENT SAVINGS PLAN	0	41.000	41.000
**D	CATHOLIC INVESTMENT TRUST OF ARLINGTON	0	18.576	18.576
**D	HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO	0	199.184	199.184
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS CLEAN ENERGY INCOME FUND	0	971.382	971.382
**D	THE GOLDMAN SACHS TRUST COMPANINA COLLECTIVE TRUST	0	139.701	139.701
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	0	5.906	5.906
**D	THORNBERG SUMMIT FUND	0	85.373	85.373
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST-AB GLOBAL RESEARCH INSIGHTS SERIES II	0	1.206.431	1.206.431
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST-AB GLOBAL DISRUPTORS SERIES	0	103.002	103.002
**D	AB INTERNATIONAL STRATEGIC EQUITIES HARVESTING SERIES T	0	68.750	68.750
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	85.630	85.630
**D	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	0	8.365	8.365
**D	STICHTING ING CDC PENSIOENFONDS	0	212.044	212.044
**D	VANECK FUNDS-ENVIRONMENTAL SUSTAINABILITY FUND	0	7.600	7.600
**D	COUNSEL DEFENSIVE GLOBAL EQUITY	0	22.117	22.117
**D	IPC MULTI-FACTOR INTERNATIONAL EQUITY	0	12.136	12.136
**D	INCO ELECTED MASTER TRUST	0	984.435	984.435
**D	BLACKROCK - IG INTERNATIONALEQUITY POOL	0	269.481	269.481
**D	THE CALGARY FOUNDATION	0	117.275	117.275
**D	FONDATION LUCIE ET ANDRE CHAGNON	0	46.100	46.100
**D	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P	0	886.422	886.422
**D	CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN	0	3.601	3.601
**D	CARLETON UNIVERSITY RETIREMENT PLAN	0	197.170	197.170
**D	CANADA LIFE GLOBAL INFRASTRUCT EQUITY FUND	0	29.484	29.484
**D	TD EUROPEAN INDEX FUND	0	50.502	50.502
**D	TD INTERNATIONAL STOCK FUND	0	9.876.982	9.876.982
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	368.339	368.339
**D	TD O GLOBAL DIVIDEND ETF	0	1.838	1.838
**D	RENAISSANCE GLOBAL EQUITY PRIVATE POOL	0	5.855	5.855
**D	RENAISSANCE REAL ASSETS PRIVATEPOOL	0	82.388	82.388
**D	SASKATCHEWAN HEALTHCARE EMPLOYEES` PENSION PLAN	0	1.501.001	1.501.001
**D	TD EMERALD INTERNATIONAL EQUITYINDEX FUND	0	1.821.541	1.821.541
**D	INTERNATIONAL EQUITY FUND	0	904.227	904.227
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND	0	172.059	172.059
**D	BOSTON PARTNERS GLOBAL EQUITY POOLED FUND	0	127.729	127.729
**D	THE CANADA LIFE ASSURANCE COMPANY	0	742.981	742.981
**D	BLACKROCK - IG LOW VOLATILIT INTERNATIONAL EQUITY POOLY	0	25.316	25.316
**D	ROCKEFELLER - IG CLIMATE SOLUTIONS POOL	0	38.204	38.204
**D	IPROFILE INTERNATIONAL EQUITY PRIVATE POOL	0	984.380	984.380
**D	NOVA SCOTIA TEACHERS` PENSION FUND	0	227.849	227.849
**D	BMO CANADA PENSION PLAN	0	993.521	993.521
**D	CC&L O GROUP GLOBAL EQUITY FUND	0	111	111
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	155.116	155.116
**D	MACKENZIE GLOBAL INFRASTRUCTUREIND EX ETF	0	19.111	19.111
**D	THE GLENCORE CANADIAN PENSION FUNDS TRUST-REAL ASSETS FUND	0	20.046	20.046

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NOVA SCOTIA PUBLIC SERVICE SUPERANNUATION FUND	0	365.246	365.246
**D	MACKENZIE GREENCHIP GLOBAL ENVIRONMENTAL EQUITY FUND	0	257.631	257.631
**D	SYMMETRY LOW VOLATILITY FUND	0	235.544	235.544
**D	SYMMETRY US EQUITY FUND	0	26.150	26.150
**D	MACKENZIE GLOBAL ENVIRONMENTAL EQUITY FUND	0	8.493.227	8.493.227
**D	TD O GLOBAL MULTIFACTOR ETF	0	7.941	7.941
**D	TD ACTIVE GLOBAL INFRASTRUCTURE EQUITY ETF	0	111.658	111.658
**D	TD MORNINGSTAR ESG INTERNATIONAL EQUITY INDEX ETF	0	3.805	3.805
**D	IG MACKENZIE GLOBAL INFRASTRUCTURE CLASS	0	178.059	178.059
**D	IUOE LOCAL 793 MEMBERS PENSION BENEFIT TRUST OF ONTARIO	0	133.103	133.103
**D	UNIVERSITY OF GUELPH	0	37.200	37.200
**D	WINDWISE MSCI RAFE INDEX NON-LENDING, FUND FOR EXEMPT ORG.	0	331.870	331.870
**D	BMO PRIVATE INTERNATIONAL EQUITY PORTFOLIO	0	916.196	916.196
**D	CIBC INTERNATIONAL EQUITY INDEXETF	0	5.293	5.293
**D	GREYSTONE GLOBAL EQUITY FUND	0	321.090	321.090
**D	GREYSTONE INTERNATIONAL EQUITY FUND	0	1.206.750	1.206.750
**D	TD GREYSTONE INTERNATIONAL INCOME AND GROWTH FUND	0	338.643	338.643
**D	TD GREYSTONE GLOBAL INCOME AND GROWTH FUND	0	261.304	261.304
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	1.008.918	1.008.918
**D	IMPERIAL OVERSEAS EQUITY POOL	0	41.318	41.318
**D	CIBC INTERNATIONAL INDEX FUND	0	481.954	481.954
**D	CIBC EUROPEAN INDEX FUND	0	48.747	48.747
**D	CIBC POOLED INTERNATIONAL EQUITY INDEX FUND	0	14.050	14.050
**D	RENAISSANCE GLOBAL VALUE FUND	0	30.519	30.519
**D	AGF EUROPEAN EQUITY FUND	0	155.416	155.416
**D	AGF GLOBAL REAL ASSETS FUND	0	49.274	49.274
**D	AGF ALL WORLD TAX ADVANTAGE GROUP LIMITED	0	158.654	158.654
**D	AGF ALL WORLD TAX ADVANTAGE GROUP LIMITED	0	82.663	82.663
**D	RENAISSANCE INTERNATIONAL EQUITY PRIVATE POOL	0	42.289	42.289
**D	GOVERNORS OF THE UNIVERSITY OF ALBERTA	0	688.526	688.526
**D	HEALTHCARE EMPLOYEES' PENSION PLAN - MANITOBA	0	1.415.808	1.415.808
**D	LISA H SYDNESS REVOCABLE TRUST	0	542.468	542.468
**D	BURROUGHS WELLCOME FUND	0	30.686	30.686
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	4.744.675	4.744.675
**D	SANJAY GHAMAWAT LIVING TRUST	0	138.151	138.151
2	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF	0	0	0
**D	CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	0	52.417.000	52.417.000
**D	FONDO SCUOLA ESPERO - CRESCITA AZIONARIO	0	4.939	4.939
3	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI DELEGATO/SUBDELEGATO 135-NOVIES TUF	0	0	0
**D	MINISTERO DELL'ECONOMIA E DELLE FINANZE	0	2.397.856.331	2.397.856.331

Totale voti 6.671.515.853  
 Percentuale votanti % 97,445858  
 Percentuale Capitale % 65,621382

Azionisti in delega: 4.059

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES ST.TREVISAN	0	0	0
**D	UNION INVESTMENT INSTITUTIONAL GMBH	0	521.588	521.588
**D	UNION INVESTMENT PRIVATFONDS GMBH	0	2.986.375	2.986.375
**D	BAYERNINVEST KVG MBH	0	30.843	30.843
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH	0	3.426	3.426
**D	BAYERNINVEST KVG MBH	0	4.093.945	4.093.945
**D	STOLL DANIEL	0	6.000	6.000
**D	BAYERNINVEST LIBI-FONDS	0	86.483	86.483
**D	BAYERNINVEST VECO-FONDS	0	69.972	69.972
**D	HC RENTE	0	59.616	59.616
**D	SIEMENS-FONDS SIEMENS-RENTE	0	1.226.342	1.226.342
**D	GVV FOOLFONDS PAI	0	189.650	189.650
**D	SIEMENS DC BALANCED	0	12.907	12.907
**D	MI-FONDS G55	0	21.213	21.213
**D	MI-FONDS 391	0	140.682	140.682
**D	MI-FONDS F55	0	39.154	39.154
**D	MI-FONDS 178	0	42.442	42.442
**D	MI-FONDS 392	0	292.780	292.780
**D	OFI INVEST	0	299.381	299.381
**D	STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN	0	903.428	903.428
**D	LBPAM ISR AVENIR EURO	0	47.880	47.880
**D	LBPAM DIVERSIFIE FOCUS OBLIG 3 5	0	34.591	34.591
**D	FCP FEDERIS PRO ACTIONS ISR EURO	0	941.466	941.466
**D	LBPAM ISR ACTIONS EURO LARGE CAP	0	573.051	573.051
**D	FEDERIS ISR EURO	0	2.174.429	2.174.429
**D	CAISSE DES DEPOTS ET CONSIGNATIONS	0	47.436	47.436
**D	UI-E	0	125.061	125.061
**D	ERAPP ACTIONS EURO 1	0	1.105.580	1.105.580
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS	0	833.100	833.100
**D	FCP KLESIA K ACTIONS EURO	0	50.949	50.949
**D	FCP KLESIA K RETRAITE EURO	0	2.763.277	2.763.277
**D	ERGO VERMOGENSMANAGEMENT AUSGEWOGEN	0	32.043	32.043
**D	MEAG VERMOGENSANLAGE KOMFORT	0	29.695	29.695
**D	ERGO VERMOGENSMANAGEMENT ROBUST	0	15.714	15.714
**D	MEAG PREMIUM	0	10.000.000	10.000.000
**D	MEAG VENUS	0	152.753	152.753
**D	MEAG EUROINVEST	0	632.878	632.878
**D	BAYERNINVEST WEBI-FONDS	0	39.235	39.235
**D	CREDIT SUISSE INDEX FUND (LUX)	0	239.736	239.736
**D	CREDIT SUISSE INDEX FUND (IE) ETF ICAV	0	316.610	316.610
**D	LBPAM ACTIONS ISR EUROMONDE	0	226.627	226.627
**D	DEKA-MASTER HAER I	0	830.212	830.212
**D	UNIVERSAL-INVESTMENT- GESELLSCHAFT MBH ON BEHALF OF BAYVK G2-FONDS	0	452.291	452.291
**D	ERAPP ACTIONS EURO VIII	0	203.652	203.652
**D	LBPAM IRC ACTIONS EURO MIN VAR	0	19.605	19.605
**D	MEAG EUROKAPITAL	0	45.000	45.000
**D	MEAG MM-FONDS 100	0	9.043	9.043
**D	MEAG DIVIDENDE	0		
**D	ERGO VERMOGENSMANAGEMENT FLEXIBEL	0		

Azionisti in delega: 240

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEPAM ISR ACTIONS VALUE EURO	0	5.137.119	5.137.119
**D	LEPAM IRC ACTIONS ISR	0	964.511	964.511
**D	MEAG FAIRRETURN	0	64.598	64.598
**D	MEAG EUROBALANCE	0	403.548	403.548
**D	MEAG VERMOEGENSANLAGE RETURN	0	36.678	36.678
**D	TOCQUEVILLE VALUE EUROPE ISR	0	660.359	660.359
**D	MEAG EUROERTRAG	0	310.879	310.879
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A4-FONDS	0	148.201	148.201
**D	MEAG BENEDICT	0	10.080	10.080
**D	UNIMARKTFUEHRER	0	391.000	391.000
**D	UNIDIVIDENDENASS	0	973.644	973.644
**D	UNIVALUEFONDS: EUROPA	0	385.500	385.500
**D	UNINSTITUTIONAL EUROPEAN BONDS & EQUITIES	0	178.616	178.616
**D	UNIGLOBAL DIVIDENDE	0	1.835.981	1.835.981
**D	BBANK KONZEPT DIVIDENDENWERTE UNION	0	34.000	34.000
**D	NMMS GIEP BRI ACCOUNT	0	102.970	102.970
**D	NMMS-WIEQ-CNS ACCOUNT	0	7.036	7.036
**D	SARASIN & PARTNERS LLP	0	453.793	453.793
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH	0	1.762.592	1.762.592
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	1.120.058	1.120.058
**D	CS INVESTMENT FUNDS 2 CS LUX INFRASTRUCTURE EQUITY FUND	0	752.000	752.000
**D	CSIF 2 CREDIT SUISSE LUX EUROPEAN DIVIDEND PLUS EQUITY FD	0	642.472	642.472
**D	FINREON WORLD EQUITY MULTI PREMIA CREDIT SUISSE FUNDS AG	0	404.747	404.747
**D	CSIF 2 CREDIT SUISSE LUX SMALL MID CAP ALPHA LONG SHORT FUND	0	988.423	988.423
**D	CSIF 2 CREDIT SUISSE LUX COPERNICUS ITALY EQUITY FUND	0	514.332	514.332
**D	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	0	584.754	584.754
**D	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS CREDIT SUISSE FUNDS AG	0	201.732	201.732
**D	PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	0	742.358	742.358
**D	CSIF 2 CREDIT SUISSE LUX GLOBAL DIVIDEND PLUS EQUITY FUND	0	40.000	40.000
**D	CSIF4 CREDIT SUISSE LUX GLOBAL HIGH INCOME FUND USD	0	4.000	4.000
**D	CS FUNDS AG LB INTERNATIONAL PORTFOLIO	0	716.240	716.240
**D	CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	0	21.878	21.878
**D	FINREON WORLD EQUITY ISOPRO PENSION CREDIT SUISSE FUNDS AG	0	4.330	4.330
**D	CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	0	24.177	24.177
**D	AXA VORSORGE FONDS EQUITIES GLOBAL MARKETS III CREDIT SUISSE FUNDS AG	0	40.340	40.340
**D	BALOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ PASSIV CREDIT SUISSE FUNDS AG	0	12.241	12.241
**D	BALOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ CREDIT SUISSE FUNDS AG	0	2.200	2.200
**D	LEMPEREUR JEAN-PIERRE	0	8.549	8.549
**D	THE PLAIN ANDREWS UNIT TRUST	0	11.225	11.225
**D	THE WHITE OAK FUND	0	243.903	243.903
**D	SARASIN AND PARTNERS LLP	0	739	739
**D	TOWER PENSION TRUSTEES LTD	0	619	619
**D	JESSICA ELIZABETH LOWRY	0	1.135	1.135
**D	DAVID WILLIAM MEDEIROS	0	8.575	8.575
**D	HESTIA HEBE LTD	0	78.026	78.026
**D	EDWARD PENLEY ABRAHAM RESEARCH FUND	0	6.329	6.329
**D	INTERNATIONAL BAR ASSN	0	2.721	2.721
**D	MR JOHN AND MRS ANNE FIORE	0	256.171	256.171
**D	THE STELLAR FUND	0	230	230
**D	MC TRUSTEES PRIVATE PENSION RE C GAGE	0		

Azionisti in delega: 240

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## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	OMAR KODMANT	0	2.136	2.136
**D	RACHEL GIA NAROWLANSKI DAVEY	0	2.629	2.629
**D	BENJAMIN SCHOTT	0	2.188	2.188
**D	THE FALKLAND ISLANDS GOVERNMENT	0	202.990	202.990
**D	THE FALKLAND ISLANDS GOVERNMENT FALKLAND ISLANDS GOVERNMENT GROWTH FUND	0	296.282	296.282
**D	THE BOND FAMILY INVESTMENT PARTNERSHIP	0	595	595
**D	PENNENNIS FUND ICVC	0	25.353	25.353
**D	SIMONNIUS SARASIN INVEST MGMT JUXON HOUSEARD	0	9.038.714	9.038.714
**D	SIM OMNIEBUS SARASIN INVEST MGMT	0	733.256	733.256
**D	SARASIN AND PARTNERS LLP CLIENT OMNIEBUS	0	358.221	358.221
**D	MYLENE CURTIS	0	4.069	4.069
**D	MARIA OHANA	0	2.166	2.166
**D	CHRISTINA GAGE	0	1.546	1.546
**D	GANESH BAZAZ	0	361	361
**D	MARK WATERS	0	1.460	1.460
**D	SARAH ALFADL	0	2.609	2.609
**D	DENTONS SIPP D W BROUGHAM	0	1.151	1.151
**D	MARGARET BOND	0	2.695	2.695
**D	MALCOLM BOND	0	677	677
**D	HANNAH KOCHMANN	0	2.146	2.146
**D	KATE KOCHMANN	0	1.779	1.779
**D	THE E KOCHMANN SETTLEMENT 2015	0	3.475	3.475
**D	LLOYDS REGISTER FOUNDATION	0	447.610	447.610
**D	BANK OF KOREA	0	3	3
**D	SIEMENS DIVERSIFIED GROWTH	0	139.188	139.188
**D	SIEMENS EMU EQUITIES	0	579.760	579.760
**D	SIEMENS ABSOLUTE RETURN	0	63.244	63.244
**D	SIEMENS EUROINVEST AKTIEN	0	159.426	159.426
**D	SIEMENS WELTINVEST AKTIEN	0	9.543	9.543
**D	MI FONDS K10	0	219.386	219.386
**D	MI FONDS K12	0	21.690	21.690
**D	ALTE LEIPZIGER TRUST INVESTMENT	0	464.649	464.649
**D	ALTE LEIPZIGER TRUST INVESTMENT GMBH	0	238.167	238.167
**D	STICHTING CZ FUND DEPOSITARY	0	121.970	121.970
**D	SIEMENS BALANCED	0	137.619	137.619
**D	OFI CROISSANCE DURABLE ET SOLI	0	320.000	320.000
**D	OFI RS CROISSANCE DURABLE	0	600.000	600.000
**D	OFI RS DYNAMIQUE	0	530.000	530.000
**D	OFI RS EQUILIBRE	0	700.000	700.000
**D	OFI RS PRUDENT	0	195.000	195.000
**D	OFI RS EQUITY CLIMATE CHANGE	0	1.420.000	1.420.000
**D	OFI FINANCIAL INVESTMENT-RS EU	0	1.800.000	1.800.000
**D	OFI FINANCIAL INVE-RS EURO	0	821.713	821.713
**D	OFI FUND-RS ACT4 POSITIVE ECON	0	240.000	240.000
**D	CREDIT SUISSE FUNDS AG	0	99.714	99.714
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	0	3.615.486	3.615.486
**D	BLUE SKY GLOBAL DEVELOPED PASSIVE LARGE&MID CAP EQUITY FUND	0	636.821	636.821
**D	TM CRESSWELL FUND	0	29.274	29.274
**D	THE GULLAND FUND	0	9.275	9.275
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	6.070.880	6.070.880

Azionisti in delega: 240

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SCARP FUND	0	56.764	56.764
**D	CP BALANCED FUND	0	43.243	43.243
**D	STATES OF GUERNSEY ACTING BY AND THROUGH THE POLICY AND RESO	0	204.462	204.462
**D	GEORGE SWITHIN RODDIS BRADBURY	0	12.627	12.627
**D	DAVID HAROLD PRINDLE BRADBURY	0	12.629	12.629
**D	AMPERSAND INVESTMENTS LIMITED	0	38.531	38.531
**D	ASSET RISK CONSULTANTS LIMITED-RE AMSONIA LIMITED	0	20.543	20.543
**D	SARASIN RESPONSIBLE GLOBAL EQUITY	0	1.283.377	1.283.377
**D	SARASIN GLOBAL HIGHER DIVIDEND.	0	2.761.842	2.761.842
**D	050...ONDEPO	0	8.563	8.563
**D	PV4...CAPIPOSTE PROROGE	0	146.000	146.000
**D	EVA...PERP ECUR. EN EUROS	0	43.776	43.776
**D	PV3 PEP	0	473.000	473.000
**D	SARASIN GLOBAL DIVIDEND	0	960.504	960.504
**D	270...POSTE AVENIR	0	66.123	66.123
**D	AEMA OBJECTIF NEUTRE CARBONE 2050	0	8.920	8.920
**D	DIVERSIFICATION FUND ICVC	0	48.425	48.425
**D	OFI AF DYNAMIQUE	0	141.483	141.483
**D	THE MAZENER FUND	0	653.692	653.692
**D	THE JUNIPER FUND	0	255.853	255.853
**D	SARASIN MULTI ASSET - STRATEGIC	0	2.033.733	2.033.733
**D	SARASIN THEMATIC GLOBAL EQUITY	0	1.320.292	1.320.292
**D	KENT COUNTY COUNCIL SUPERANNUATION FUND	0	200.569	200.569
**D	THE REPRESENTATIVE CHURCH BODY	0	98.737	98.737
**D	LBPAM ISR STRATEGIE PEA 2	0	2.388.574	2.388.574
**D	VIVACCIO ISR ACTIONS	0	59.235	59.235
**D	LBPAM VOIE LACTEE	0	321.870	321.870
**D	FGV - ACTIONS EUROPE LM B	0	514.739	514.739
**D	LBPAM ISR ACTIONS 80	0	87.061	87.061
**D	SARASIN IE MULTI ASSET TARGET RETURN	0	1.245.671	1.245.671
**D	LBPAM ACTIONS DIVIDENDES EUROP	0	667.566	667.566
**D	SARASIN IE GLOBAL EQUITY OPPORTUNITIES (GBP	0	418.682	418.682
**D	LBPAM ISR ACTIONS EUROPE MONDE	0	98.804	98.804
**D	SARASIN IE GLOBALSAR - INCOME (GBP	0	285.961	285.961
**D	SARASIN IE GLOBALSAR - DYNAMIC (USD	0	490.107	490.107
**D	TOMI ACTIONS ISR 100	0	1.768.493	1.768.493
**D	LBPAM ISR ACTIONS FOCUS EURO	0	621.463	621.463
**D	LBPAM ISR ACTIONS EUROPE 50	0	79.056	79.056
**D	SARASIN MULTI ASSET - STRATEGIC (USD)	0	902.951	902.951
**D	CNP TOCQUEVILLE VALUE EUROPE I	0	141.785	141.785
**D	SARASIN IE DIVERSIFIED ENDOWMENTS FUND	0	515.846	515.846
**D	LBPAM RESPONSABLE ACTIONS EURO	0	72.093	72.093
**D	LBPAM ISR STRATEGIE PEA 1	0	56.833	56.833
**D	SARASIN IE GLOBALSAR - STRATEGIC (EUR	0	861.579	861.579
**D	A.A. - GROUPAMA - ISR	0	1.002.868	1.002.868
**D	SARASIN MULTI ASSET- DYNAMIC (GBP)	0	335.697	335.697
**D	SARASIN IE GLOBAL EQUITY OPPORTUNITIES (USD)	0	380.000	380.000
**D	REGARD ACTIONS DEVELOPPEMENT D	0	27.492	27.492
**D	FRUCTI CHOIX SOLIDAIRE	0	4.376.690	4.376.690
**D	STICHTING PENSIOENFONDS FGB	0		

Azionisti in delega: 240

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## Assemblea Ordinaria del 19 maggio 2022

## LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	OFI RS ALPHA SECTOR	0	38.814	38.814
**D	CREDIT SUISSE ASSET MANAGEMENT LLC ON BEHALF OF CS HOLDING CO CREDIT SUISSE ASSET MANAGEMENT SWITZERLAND AG ACTING AS	0	0	73.600
**D	73.600	0	0	0
**D	JSS INVESTMENTFONDS - JSS SUSTAINABLE MULTI ASSET - THEMATIC	0	192.079	192.079
**D	JSS INVESTMENTFONDS - JSS GLOBALSAR -BALANCED (EUR	0	76.152	76.152
**D	JSS INVESTMENTFONDS-JSS GLOBALSAR -GROWTH (EUR	0	41.655	41.655
**D	VARIOPARTNER SICAV - 3-ALPHA GLOBAL QUALITY ACHIEVERS	0	401.365	401.365
**D	LBPAM ISR ACTIONS EUR FO EMER	0	204.662	204.662
**D	TOCQUEVILLE CROISSANCE EURO IS	0	1.116.863	1.116.863
**D	LBPAM ISR ACTIONS EURO	0	1.686.136	1.686.136
**D	LBPAM ISR ACTIONS EURO MIN VOL	0	63.856	63.856
**D	MEAG FLEXCONCEPT - EUROGROWTH	0	14.547	14.547
**D	VONTOBEL FUND II - DUFF & PHELPS GLOBAL LISTED INFRASTRUCTUR	0	534.250	534.250
**D	AMPEGEST LONG/SHORT	0	102.600	102.600
**D	REGARD ACTIONS EURO	0	1.000.000	1.000.000
**D	ECOFI OPTIM VARIANCE	0	35.191	35.191
**D	EPARGNE ETHIQUE FLEXIBLE	0	23.639	23.639
**D	THE WALNUT FUND	0	3.426	3.426
**D	HEXAVEST ACWI FUND	0	27.331	27.331
**D	HEXAVEST WORLD FUND HEXAVEST INC.	0	31.100	31.100
**D	HEXAVEST EUROPAC FUND HEXAVEST INC	0	1	1
**D	BENTON INVESTMENT FUND.	0	25.798	25.798
**D	MFH INVESTMENT FUND SERVICES ICVC - LONG TERM GROWTH FUND	0	50.785	50.785
**D	REGIME DE RETRAITE DE L'UNIVERSITE DU QUEBEC.	0	1	1
**D	NATWEST TDS LIMITED	0	57.092	57.092
**D	7IM SUSTAINABLE BALANCE FUND	0	180.766	180.766
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ATLAS	0	419.138	419.138
**D	MEAG MULLI LIFE	0	950.697	950.697
**D	MEAG ANGLIO CELTIC FUND	0	358.676	358.676
**D	MEAG PENSION INVEST	0	126.517	126.517
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	0	1.085.774	1.085.774
**D	BMO CORPORATE CLASS INC	0	23.640	23.640
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG VISION	0	290.464	290.464
**D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	177.500	177.500
**D	BMO INVESTMENTS III (IRELAND) PLC	0	15.054	15.054
**D	STICHTING PENSIOENFONDS WERK EN (RE) INTEGRATIE	0	2.040.726	2.040.726
**D	BMO MSCI EAFE ESG LEADERS INDEXETF	0	56.252	56.252
**D	BMO MSCI RAFE INDEX ETF	0	2.087.903	2.087.903
**D	BMO INTERNATIONAL DIVIDEND ETF	0	1.077.111	1.077.111
**D	BMO EUROPE HIGH DIVIDEND COVERED CALL ETF	0	3.984.769	3.984.769
**D	BMO MSCI TECH AND INDUSTRIAL INNOVATION INDEX ETF	0	6.576	6.576
**D	SOJECI II LTEE	0	26.800	26.800
**D	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPER. DESIGNATO IN QUALITÀ DI DELEGATO/SUBDELEGATO 135-NOVIES TUF	0	0	0
***	SCOLLO LUIGI	0	590	590

Totale voti 151.996.320  
 Percentuale votanti % 2,220097  
 Percentuale Capitale % 1,495044

Azionisti in delega: 240

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LISTA ESITO DELLE VOTAZIONI  
Oggetto: **Relazione sulla politica di Remunerazione - seconda sezione**

**CONTRARI**

Badge	Ragione Sociale	Proprio	Delega	Totale
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Azionisti in delega: 240

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## LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

## ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES ST.TREVISAN	0	0	0
**D	INVESTITORI FLESSIBILE	0	390.000	390.000
**D	INVESTITORI EUROPA	0	60.000	60.000
**D	INVESTITORI PIAZZA AFFARI	0	253.000	253.000
**D	MAPFRE INVERSION SOCIEDAD DE VALORES SA	0	4.828.674	4.828.674
**D	INVESTITORI FLEXIBLE EQUITY ESG	0	13.500	13.500
**D	DE LONGHI INDUSTRIAL S.A.	0	1.208.320	1.208.320
**D	ALLIANZ RETRAITE	0	208.369	208.369
**D	ALLIANZ VIE	0	578.900	578.900
**D	OHIO NATIONAL FUND, INC. - ON INTERNATIONAL EQUITY PORTFOLIO	0	467.659	467.659
2	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPP. DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF	0	0	0
***	LEMMI GUALTIERO	0	7.500	7.500
***	GATTI MARCO	0	18.000	18.000

Totale voti 8.033.922  
 Percentuale votanti % 0,117346  
 Percentuale Capitale % 0,079022

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LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

NON VOTANTI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES ST.TREVISAN	0	0	0
**D	MEDIOBANCA SICAV	0	236.700	236.700
**D	FONDO PENSIONE NAZIONALE PER IL PERSONALE DELLE BANCHE DI CREDITO COOPERATIVO CASSE RURALI ED ARTIGIANE	0	34.803	34.803
**D	MEDIOBANCA SGR - MEDIOBANCA ESG EUROPEAN EQUITY	0	339.300	339.300
**D	EURIZON FUND - ITALIAN EQUITY OPPORTUNITIES	0	2.350.000	2.350.000
**D	EURIZON FUND - EQUITY EUROPE ESG LITE	0	478.205	478.205
**D	EURIZON FUND - ABSOLUTE RETURN SOLUTION	0	59.636	59.636
**D	EURIZON NEXT - STRATEGIA MEGATREND	0	736.544	736.544
**D	EURIZON NEXT - STRATEGIA ABSOLUTE RETURN	0	34.722	34.722
**D	EURIZON FUND - EQUITY EURO LITE	0	152.582	152.582
**D	EUF - EQUITY WORLD LITE	0	9.188	9.188
**D	EURIZON FUND - ACTIVE ALLOCATION	0	1.800.000	1.800.000
**D	EURIZON FUND - EQUITY EUROPE LITE	0	315.384	315.384
**D	EURIZON AM SICAV - GLOBAL DYNAMIC ALLOCATION	0	387.735	387.735
**D	EURIZON AM SICAV - ABSOLUTE RETURN MODERATE ESG	0	254.280	254.280
**D	EIS - EURO EQUITY INSURANCE CAPITAL LIGHT	0	334.891	334.891
**D	EURIZON AM SICAV - INCOME OPPORTUNITIES	0	49.923	49.923
**D	EURIZON AM SICAV - EURO EQUITY HIGH DIVIDEND	0	12.872	12.872
**D	EURIZON AM SICAV - ABSOLUTE RETURN SOLUTION	0	234.004	234.004
**D	EURIZON AM SICAV - OBIETTIVO STABILITÀ	0	311.356	311.356
**D	EURIZON AM SICAV - OBIETTIVO CONTROLLO	0	44.064	44.064
**D	EURIZON AM SICAV - LONG/SHORT EURO	0	102.720	102.720
**D	EURIZON AM SICAV - GLOBAL MULTIASET 30	0	28.397	28.397
**D	EAM - SMART FACTOR EURO	0	91.314	91.314
**D	EURIZON AM SICAV - GLOBAL EQUITY	0	46.375	46.375
**D	EURIZON AM SICAV - GLOBAL MULTIASET 15	0	146.765	146.765
**D	EURIZON AM SICAV - EURO EQUITY	0	80.633	80.633
**D	EURIZON AM SICAV - OBIETTIVO SVILUPPO	0	510.024	510.024
**D	EURIZON AM SICAV - OBIETTIVO EQUILIBRIO	0	12.517	12.517
**D	EURIZON AM SICAV - LOW CARBON EURO	0	183.642	183.642
**D	EURIZON AM SICAV - ITALIAN EQUITY	0	309.453	309.453
**D	EIS - MERCURIO 5	0	4.010.000	4.010.000
**D	EURIZON FUND - EQUITY ITALY SMART VOLATILITY	0	5.595	5.595
3	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI DELEGATO/SUBDELEGATO 135-NOVIES TUF	0	553.913	553.913
**D	FONDO NAZIONALE PENSIONE COMPLEMENTARE COMETA	0	578.578	578.578

Totale voti 14.836.115  
 Percentuale votanti % 0,216700  
 Percentuale Capitale % 0,145929





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