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Minutes of the Ordinary and Extraordinary Shareholders'

Meeting of a listed company

THE REPUBLIC OF ITALY

In the year 2024 (twenty twenty-four)
on this day, the sixteenth day of
the month of May (16 May)
in Via Agnello 18, Milan.

I, **Carlo Marchetti**, a notary public in Milan registered with the Milan College of Notaries, upon request made through Marco Mangiagalli, in his capacity as Chairman of the Board of Directors of the listed company:

"FinecoBank Banca Fineco S.p.A."

or in brief **"FinecoBank S.p.A."**, or **"Banca Fineco S.p.A."**, or **"Fineco Banca S.p.A."**, with registered office in Milan, Piazzale Durante Francesco no. 11, share capital EUR 201,629,810.91 fully paid up, tax code and registration with the Companies' Register of Milano-Monza-Brianza-Lodi number 01392970404, registered with the Economic and Administrative Register of Milan number 1598155 (hereinafter, **"FinecoBank S.p.A."**, **"FinecoBank"**, the **"Bank"** or the **"Company"**),

proceed to draft and sign the minutes of the Shareholders' Meeting pursuant to Article 2375 of the Italian Civil Code, with the consent of those appearing also at the ordinary part of the meeting, as held by the Company itself, including by electronic means pursuant to Article 106 of Law-Decree No. 18, of 17 March 2020, on

24 (twenty-fourth) April 2024 (twenty twenty-four)

in accordance with the notice of meeting referred to below, to discuss and resolve upon the agenda which is also reproduced below.

In meeting this request, I acknowledge that the events of the aforementioned Shareholders' Meeting, also in relation to its ordinary items of business, which I attended at the Company's headquarters at Piazzale Durante Francesco 11, Milan, were as reported below.

Mr Marco Mangiagalli (who proved his identity as appropriate) assumed the chair of the Meeting with the consent of those in attendance, including in relation to its ordinary part, pursuant to Article 10 of the Bylaws, and declared the meeting to be open

at 12:32 p.m., recalling that it had been called to discuss and resolve the following

Agenda

Ordinary Part

1. *Approval of the Financial Statements of FinecoBank S.p.A. for the 2023 financial year and presentation of the Consolidated Financial Statements.*
2. *Allocation of the profit for the 2023 financial year of FinecoBank S.p.A.*
3. *Report on Remuneration Policy 2024.*
4. *Report on remuneration paid in 2023.*
5. *2024 Incentive System for Employees categorised as Key Personnel.*
6. *2024-2026 Long-Term Employee Incentive Plan*
7. *2024 Incentive System for Personal Financial Advisors identified as “Key Personnel”.*
8. *Authorisation for the purchase and disposal of treasury shares to service the 2024 PFA Incentive Plan Related and consequential resolutions.*

Extraordinary Part

1. *Authority to the Board of Directors under Article 2443 of the Italian Civil Code granting the right to authorise, from time to time and for a maximum of five years from the date of the resolution by the Shareholders’ Meeting, a free increase of share capital pursuant to Article 2349 of the Italian Civil Code, up to a maximum amount of EUR 200,566.74 (to be allocated entirely to capital) and issuing a maximum of 607,778 new ordinary FinecoBank shares, each with a par value of EUR 0.33, of the same type as those in circulation and with regular dividends, to be allocated to the 2024 Key Personnel of FinecoBank, in execution of the 2024 Incentive System; consequent amendments to the Bylaws.*
2. *Authority to the Board of Directors under Article 2443 of the Italian Civil Code granting the right to authorise in 2029, a free increase of share capital pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of EUR 39,933.30 corresponding to a maximum of 121,010 ordinary FinecoBank shares, each with a par value of EUR 0.33, of the same type as those in circulation, with regular dividends, to be allocated to the 2023 Key Personnel of FinecoBank, in execution of the 2023 Incentive System; consequent amendments to the Bylaws.*
3. *Authority to the Board of Directors under Article 2443 of the Italian Civil Code granting the right to authorise, from time to time and for a maximum of five years from the date of the resolution by the Shareholders’ Meeting, a free increase of share capital pursuant to Article 2349 of the Italian Civil Code, up to a maximum amount of EUR 460,286.64 (to be allocated entirely to capital) and issuing a maximum of 1,394,808 new ordinary FinecoBank shares, each with a par value of EUR 0.33, of the same type as those in circulation and with regular dividends, to be allocated to the 2024-2026 Long-Term Employee Incentive Plan in execution thereof; consequent amendments to the Bylaws.*

The Chairman stated as follows:

- pursuant to current legislation, including regulations and Article 7 of the Bylaws, the notice of meeting containing the agenda, was published on 22 March 2024 on the FinecoBank website, at the registered office and general management of the Company, on the website of Borsa Italiana S.p.A., and on the authorised storage mechanism managed by Teleborsa S.p.A.;

- the notice of meeting had been published in short form on 23 March, in the daily newspapers "Il Sole 24 Ore" and "Milano Finanza"; the notice was also announced to the market in a press release on 22 March 2024;
- as specified in the notice of call of the Shareholders' Meeting, in accordance with the provisions contained in Article 106 of Decree-Law No. 18, of 17 March 2020, converted with amendments into Law No. 27, of 24 April 2020, as subsequently amended and supplemented and extended: i) the participation in the Shareholders' Meeting and the exercise of the voting rights of those entitled are permitted exclusively through the designated representative (the "**Designated Representative**") pursuant to Article 135-undecies of Legislative Decree No. 58/1998 ("**TUF**"), to whom proxies and/or sub-delegations may also be conferred; Shareholders will not be able to attend the Shareholders' Meeting in person; ii) the members of the Governance and Supervisory boards, the Appointed Representative, the managers and employees of the Bank and of FinecoBank Group Companies, representatives of the Independent Auditors and other persons whose attendance at the Shareholders' Meeting was considered useful by the Chairman for transacting business and duly holding the Shareholders' Meeting, were able to attend the Shareholders' Meeting, including through means of remote communication guaranteeing, among other things, the identity of the participants, without the necessity for the Chairman and the appointed Notary to be in the same place; conversely, holders of voting rights had to vote through the Appointed Representative;
- The documentation for the various Agenda items had been disclosed, in accordance with regulatory requirements, earlier than the date of the Meeting, and therefore he would not be reading it out;
- present at the registered office are, in addition to the Chairman of the Board of Directors, I, the Notary Public, Computershare S.p.A., in its capacity as sole delegate of the persons entitled to vote, through Mr. Enrico Monicelli, and some members of the Executive Staff and other Bank Personnel in charge of the meeting operations, pursuant to Article 2 of the Shareholders' Meeting Regulations;
- attend the Shareholders' Meeting, present at the registered office and/or by means of telecommunications
- On behalf of the Board of Directors, the following:
 - Gianmarco MONTANARI, Vice Presidente
 - Alessandro FOTI, Managing Director and General Manager
 - Maria Lucia CANDIDA, Director

- Marin GUEORGUIEV, Director
 - Arturo PATARNELLO, Director
 - Maria Alessandra ZUNINO DE PIGNIER, Director
 - Patrizia ALBANO, Director
 - Elena BIFFI, Director
 - Giancarla BRANDA, Director
 - Paola GENERALI, Director
 - On behalf of the Board of Statutory Auditors, the following:
 - Luisa Marina PASOTTI (Chair)
 - Giacomo RAMENGHI
 - Massimo GATTO;
 - some additional employees of Computershare SpA also attended via telecommunications link to carry out the activities attributed to the aforesaid company in its capacity as Appointed Representative of FinecoBank; other members of the Bank's Management Staff and General Management also connected via telecommunications link; On the other hand, Mr Roberto Spiller and Ms Nicoleta Georgiana Postolea are present at the registered office as representatives of the auditing firm KPMG S.p.A., which was appointed to audit the Company's financial statements;
 - in accordance with Article 3(2) of the Meeting Regulations, the proceedings of the Shareholders' Meeting would be the subject of audio and video recordings;
 - the share capital, subscribed and paid in as at today's date, and as at the record date (15 April 2024), amounted to EUR 201,629,810.91 and was represented by 610,999,427 ordinary shares with a par value of EUR 0.33;
 - **482,538,485** ordinary shares, equal to **78.975276%** of the share capital, are represented in the room by proxy granted to Computershare S.p.A; The **Chairman** thus declared that the Meeting had been duly convened and was able to pass resolutions at a single call on the **Ordinary Part** of the Agenda, under the Law and the Bylaws;
- He also declared that:
- According to the information in the Company's possession, the following Shareholders held more than 3% of the capital represented by voting shares, as at the record date:
 - **BLACKROCK INC.**, indirectly, through fifteen asset management companies, with 49,343,705 shares, representing 8.076% of the share capital;
 - **SCHRODERS PLC**, indirectly through five subsidiaries, with 30,864,655 shares, representing 5.052% of the share capital;
 - **CAPITAL RESEARCH AND MANAGEMENT COMPANY**, directly, with 30,738,447 shares, representing 5.031% of the share capital;
 - **FMR LLC**, indirectly through five subsidiaries, with

27,236,643 shares, representing 4.458% of the share capital;
- The electronic voting system produced the following documents which will be attached to the minutes of the Shareholders' Meeting: list of Shareholders represented and separate lists for the various voting events.
- no questions had been received on the items on the agenda pursuant to Article 127-ter of the Consolidated Finance Act (TUF) by the deadline indicated in the notice of meeting;

Opening the discussion of the ordinary part, and considering the close connection between the **first** and **second items on the ordinary part** of the Agenda (*1. Approval of the Financial Statements for the 2023 financial year of FinecoBank S.p.A. and presentation of the Consolidated Financial Statements. 2. Allocation of the profit for the 2023 financial year of FinecoBank SpA*), the Chairman proposed that these matters would be discussed together, but that separate motions would be proposed.

The Chairman then invited the Chief Executive Officer and General Manager, Mr Alessandro FOTI, to briefly illustrate the items on the agenda. They did so without reading it out in full, since the draft Financial Statements and related Reports and the Consolidated Financial Statements were available to everyone present. They had also been made publicly available in the manner and within the deadlines required by law. Together with the results for the year, information was also provided on the activities of the Independent Auditors.

The Chief Executive Officer and General Manager proceeded with this, illustrating the contents of the slides attached to these minutes.

The Chairman thanked the Chief Executive Officer and General Manager and invited Mr Roberto Spiller, partner of the Independent Auditors Deloitte & Touche SpA and attending the Shareholders' Meeting in person, to read the conclusions of the Report prepared by the Independent Auditors pursuant to law.

Mr Spiller proceeded to read out the conclusions of the Report prepared by the Independent Auditors pursuant to law.

The Chairman thanked Mr Spiller and asked the Chairman of the Board of Statutory Auditors, Ms Luisa Marina Pasotti to give an account of the contents and conclusions of the Report of the Board of Statutory Auditors, without reading it out in full, since the aforesaid Report had been made publicly available in the manner and within the deadlines required by law.

Ms Pasotti proceeded to give an account of the contents and conclusions of the Report of the Board of Statutory Auditors, without reading it out in full, since the aforesaid Report had been made publicly available in the manner and within the

deadlines required by law.

Upon invitation of the Chairman, I, the Notary Public, read out the proposals for resolution contained in the Report of the Board of Directors, as transcribed below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 12:56 p.m.) put to the vote the proposals as of points one and two (ordinary part) of the agenda, which were read aloud and which are transcribed below, and the Appointed Representative proceeded to announce the votes which he himself tendered based on the voting instructions received:

“Dear Shareholders,

if you agree with the contents of this report, you are requested to pass the following resolution:

- 1. approve the Financial Statements of FinecoBank S.p.A. for the 2023 financial year;*
- 2. to approve the allocation of the profit for the year, amounting to EUR 604,497,541.49, as follows: (i) a dividend per share of EUR 0.69 for a total of EUR 421,589,604.63 to the 610,999,427 ordinary shares with a par value of EUR 0.33, constituting the share capital, including 367,792 shares relating to the capital increase to support the employee incentive scheme approved by the Board of Directors on 6 February 2024; (ii) EUR 24,274.27 to the legal reserve, equal to 0.004% of the profit for the 2023 financial year, the reserve having reached one-fifth of the share capital; (iii) EUR 30,478,590.00 to the non-distributable reserve pursuant to Article 26, paragraph 5-bis of Decree-Law No. 104, of 10 August 2023; (iv) EUR 460,656.46 to the Unavailable Reserve pursuant to Article 6, paragraph 2, of Legislative Decree 38/2005; (v) EUR 151,944,416.13 to the Extraordinary Reserve .*

On the proposal referred to in the first item (ordinary part) on the Agenda: The Meeting approved the resolution by majority vote.

For: 482,196,377 shares.

Against: 20,464 shares.

Abstained: 321,644 shares.

Non-voting: 0 shares.

As per the attached details.

On the proposal referred to in the second item (ordinary part) on the Agenda: The Meeting approved the resolution by majority vote.

For: 479,240,301 shares.

Against: 3,282,926 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

Continuing, the Chairman moved on to the discussion of the **third ordinary item** on the Agenda

Continuing, considering the close connection of the **third, fourth, fifth, sixth, seventh and eighth items of the ordinary part** of the Agenda (3. *Report on Remuneration Policy 2024*. - 4. *Report on compensation paid in 2023*. - 5. *2024 Incentive System for Employees categorised as Key Personnel*. - 6. *2024-2026 Long-Term Employee Incentive Plan*. - 7. *2024 Incentive System for Personal Financial Advisors identified as "Key Personnel"*. - 8. *Authorisation for the purchase and disposal of treasury shares to service the 2024 PFA Incentive Plan. Related and consequent resolutions*), the Chairman proposed that these matters would be discussed together, but that separate motions would be proposed. Regarding the authorisation to purchase and dispose of treasury shares, at the service of the PFA 2024 System, the Chairman announced that the procedure involving the ECB for the issue of the relative authorisation, received on 6 March 2024, had been successfully completed (as attached below to the minutes).

At the invitation of the Chairman, the Chief Executive Officer and General Manager briefly illustrated the salient aspects of the proposals. This was done without reading it out in full, since the files, containing the relative Directors' Reports, the Report on Remuneration Policy 2024 and the Remuneration Paid in the 2023 financial year, had been made publicly available in the manner and within the deadlines required by law.

Furthermore, the Chairman pointed out that the Remuneration Policy includes (i) the Information Document on the "2024 Incentive System" and the "2024 Incentive System for Financial Advisors identified as 'Key Personnel'" and on the "Long-Term Incentive Plan 2024-2026 for Employees" submitted for approval to that day's Shareholders' Meeting, as well as (ii) the Remuneration Policy Report 2024 and the Annual Remuneration Report for 2023 (subject to a separate resolution as per item 4 below on the Agenda), as required by European Directive 828/2017 (the so-called "Shareholders Rights Directive II") implemented by Italian Legislative Decree no. 49 of 10 May 2019.

The Chief Executive Officer and General Manager proceeded to read out the proposals for resolution.

The slides shown by the Chief Executive Officer and General Manager are attached to these minutes.

Upon invitation of the Chairman, I, the Notary Public, read out the proposal referred to in the third item (ordinary part) on the Agenda, as contained in the Report of the Board of Directors and which is transcribed below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:06 p.m.) put to the vote the proposal for resolution referred to in the third item (ordinary part) on the Agenda, which is transcribed below, and the Appointed Representative proceeded to announce the votes which

he himself tendered based on the voting instructions received:
“The Ordinary Shareholders’ Meeting of FinecoBank S.p.A. having examined the report of the Board of Directors prepared pursuant to Article 123-ter of Legislative Decree no. 58/1998 and other applicable regulations,

RESOLVES

- 1. to approve - also pursuant to Article 123-ter, paragraphs 3-bis and 3-ter of the TUF - Section I - Report on the FinecoBank Group’s Remuneration Policy 2024, which establishes the Fineco Group’s principles for the definition, implementation and monitoring of the remuneration systems for the members of the Board of Directors, the Control Body, employees and financial advisors authorised to offer their services outside their offices;*
- 2. to grant the Chief Executive Officer and General Manager all the most appropriate powers to make any additions and amendments to the aforesaid 2024 Remuneration Policy that may be required by the competent supervisory authorities or that may become necessary as a result of amendments to the reference legislative and/or regulatory framework, as well as any amendments that do not change the substance of the document”.*

The Meeting approved the resolution by majority vote.

For: 415,761,917 shares.

Against: 66,480,044 shares.

Abstained: 296,524 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

Upon invitation of the Chairman, I, the Notary Public, read out the proposal referred to in the fourth item (ordinary part) on the Agenda, as contained in the Report of the Board of Directors and which is transcribed below, reminding you that the resolution on item 4 of the Agenda is not binding.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:12 p.m.) put to the vote the proposal for resolution referred to in the fourth item (ordinary part) on the Agenda, which is transcribed below, and the Appointed Representative proceeded to announce the votes which he himself tendered based on the voting instructions received:

“Dear Shareholders,

if you agree with the contents and arguments put forward in this report, you are requested to pass the following resolution:

in a favourable sense, pursuant to and for the purposes of Article 123-ter, paragraph 6, of the Consolidated Law on Finance, on Section II - Annual Report on Remuneration Paid in the 2023 Financial Year - in order to assess the result of the implementation of the remuneration policy and systems, taking into account the detail and motivation underlying the remuneration of the most significant personnel, considering that the company will provide an adequate explanation, in the “Annual Report on Remuneration Paid in the 2024 Financial Year”, of how it took into account the vote cast

The Meeting approved the resolution by majority vote.

For: 414,645,864 shares.

Against: 65,755,883 shares.

Abstained: 2,136,738 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

Upon invitation of the Chairman, I, the Notary Public, read out the proposal referred to in the fifth point (ordinary part) on the Agenda, as contained in the Report of the Board of Directors and which is transcribed below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:20 p.m.) put to the vote the proposal for resolution referred to in the fifth item (ordinary part) on the Agenda, which is transcribed below, and the Appointed Representative proceeded to announce the votes which he himself tendered based on the voting instructions received: *"The Ordinary Shareholders' Meeting of FinecoBank S.p.A., having heard the proposal of the Board of Directors,*

RESOLVES

- 1. to adopt the 2024 Incentive System, which provides for the assignment of an incentive, in cash and/or in ordinary free FinecoBank shares, to be carried out by April 2030, to selected beneficiaries among FinecoBank's Key Personnel in the terms and conditions described above;*
- 2. To grant the Chief Executive Officer and General Manager all appropriate powers to implement this resolution and the documents that form an integral part of it. This includes making any amendments and/or additions that may be necessary to implement the resolutions passed by that day's Shareholders' Meeting (provided that they do not alter the substance of the resolution)."*

The Meeting approved the resolution by majority vote.

For: 479,770,989 shares.

Against: 2,752,238 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

Upon invitation of the Chairman, I, the Notary Public, read out the proposal referred to in the sixth item (ordinary part) on the Agenda, as contained in the Report of the Board of Directors and which is transcribed below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:23 p.m.) put to the vote the proposal for resolution referred to in the eighth item (ordinary part) on the Agenda, which is transcribed below, and the Appointed Representative proceeded to announce the votes which he himself tendered based on the voting instructions received: *"The Ordinary Shareholders' Meeting of FinecoBank SpA, having heard the proposal of the Board of Directors,*

RESOLVES

1. To adopt the 2024-2026 Long-Term Employee Incentive Plan, which provides for the assignment of an incentive, in ordinary free FinecoBank shares, to be carried out by April 2033, to selected beneficiaries among FinecoBank's Employees in the terms and conditions described above;
2. To grant the Chief Executive Officer and General Manager all appropriate powers to implement this resolution and the documents that form an integral part of it. This includes making any amendments and/or additions that may be necessary to implement the resolutions passed by that day's Shareholders' Meeting (provided that they do not alter the substance of the resolution).".

The Meeting approved the resolution by majority vote.

For: 479,679,849 shares.

Against: 2,843,378 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

Upon invitation of the Chairman, I, the Notary Public, read out the proposal referred to in the seventh item (ordinary part) on the Agenda, as contained in the Report of the Board of Directors and which is transcribed below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:28 p.m.) put to the vote the proposal for resolution referred to in the seventh item (ordinary part) on the Agenda, which is transcribed below, and the Appointed Representative proceeded to announce the votes which he himself tendered based on the voting instructions received:

"The Ordinary Shareholders' Meeting of FinecoBank SpA, having heard the proposal of the Board of Directors,

RESOLVES

1. to adopt the 2024 Incentive System for Financial Advisors identified as 'Key Personnel', which provides for the assignment of an incentive, in cash and/or ordinary FinecoBank shares, to be carried out by July 2029, under the terms and conditions described above;
2. the granting to the Chief Executive Officer and Director General of all the appropriate powers to implement this resolution and the annexed documents. This includes making any amendments and/or additions as necessary to implement the resolution passed by the Shareholders' Meeting (provided that they do not alter the substance of the resolution).

The Meeting approved the resolution by majority vote.

For: 481,416,361 shares.

Against: 1,079,144 shares.

Abstained: 42,980 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

Upon invitation of the Chairman, I, the Notary Public, read out the proposal referred to in the eighth item (ordinary part) on the Agenda, as contained in the Report of the Board of Directors and which is *transcribed* below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:32 p.m.) put to the vote the proposal for resolution referred to in the eighth item (ordinary part) on the Agenda, which is transcribed below, and the Designated Representative proceeded to announce the votes which he himself tendered based on the voting instructions received: *'The Ordinary Shareholders' Meeting of FinecoBank S.p.A., having heard the proposal of the Board of Directors, bearing in mind the provisions of articles 2357 and 2357-ter of the Italian Civil Code, 132 TUF and 114-bis of Consob Regulation 11971/99*

RESOLVES

1. to authorise the purchase and disposal of a maximum of 256,740 treasury shares, of a par value of EUR 0.33 each, for the 2024 PFA System, in compliance with the terms and conditions described herein, without prejudice to share buy-backs taking place after having obtained the required authorisation from the Supervisory Authority, pursuant to Articles 77-78, Regulation (EU) No 575/2013 (CRR) of 26 June 2013 as amended by Regulation (EU) No 2019/876/EU of 20 May 2019, save for any purchases of treasury shares based on this resolution, or in any case in the portfolio of FinecoBank, in excess of the shares that would actually be used for the aforesaid 2024 PFA System or previous incentive systems that could be used also to be assigned for any future incentive plans;

2. To grant the Board of Directors and, on its behalf, the Chief Executive Officer and General Manager, all appropriate powers to implement this resolution and to provide information to the market, under applicable regulations."

The Meeting approved the resolution by majority vote.

For: 448,481,066 shares.

Against: 34,042,161 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

At 13.38 am, the Chairman declared the ordinary session of the meeting closed and then proceeded to the discussion of the **items on the extraordinary part** of the Agenda.

He preliminarily informs that attendance is unchanged, as **482,538,485** ordinary shares, equal to **78.975276%** of the share capital, are represented in the room by proxy granted to Computershare S.p.A; The Chairman thus declared that the Meeting had been duly convened and was able to pass resolutions at a single call, also on the **extraordinary part of the Agenda** under the Law and the Bylaws.

Opening the discussion of the ordinary part, and **considering the**

close connection between the first, second and third items on the ordinary part of the Agenda (1. Authority to the Board of Directors under Article 2443 of the Italian Civil Code granting the right to authorise, from time to time and for a maximum of five years from the date of the resolution by the Shareholders' Meeting, a free increase of share capital pursuant to Article 2349 of the Italian Civil Code, up to a maximum amount of EUR 200,566.74 (to be allocated entirely to capital) and issuing a maximum of 607,778 new ordinary FinecoBank shares, each with a par value of EUR 0.33, of the same type as those in circulation and with regular dividends, to be allocated to the 2024 Key Personnel of FinecoBank, in execution of the 2024 Incentive System; consequent amendments to the Bylaws. - 2. Authority to the Board of Directors under Article 2443 of the Italian Civil Code granting the right to authorise in 2029, a free increase of share capital pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of EUR 39,933.30 corresponding to a maximum of 121,010 ordinary FinecoBank shares, each with a par value of EUR 0.33, of the same type as those in circulation, with regular dividends, to be allocated to the 2023 Key Personnel of FinecoBank, in execution of the 2023 Incentive System; consequent amendments to the Bylaws. - 3. Authority to the Board of Directors under Article 2443 of the Italian Civil Code granting the right to authorise, from time to time and for a maximum of five years from the date of the resolution by the Shareholders' Meeting, a free increase of share capital pursuant to Article 2349 of the Italian Civil Code, up to a maximum amount of EUR 460,286.64 (to be allocated entirely to capital) and issuing a maximum of 1,394,808 new ordinary FinecoBank shares, each with a par value of EUR 0.33, of the same type as those in circulation and with regular dividends, to be allocated to the 2024-2026 Long-Term Employee Incentive Plan in execution thereof; Consequent amendments to the Bylaws.), the Chairman proposed that these matters would be discussed together, but that three separate motions would be proposed.

With regard to the aforementioned items on the Agenda, the Chairman pointed out that the ECB, which had been previously informed about the proposals submitted for approval by today's Extraordinary Shareholders' Meeting and of the resulting amendments to the Bylaws, had issued its investigatory provision, also pursuant to Articles 56 and 61 of the Banking Consolidation Act (TUB) on 4 April 2024.

The Chairman therefore invited the Chief Executive Officer and General Manager to briefly illustrate the salient aspects of the proposals, without reading out the documentation in full, since it had been made publicly available prior to the shareholders' meeting in the manner and within the deadlines required by law, at the Registered Office and General Headquarters of the Company, on the website of Borsa Italiana S.p.A, on the storage system authorised and managed by Teleborsa S.p.A., and also on FinecoBank's website.

The slides shown by the Chief Executive Officer and General Manager are attached to these minutes.

The Chairman of the Board of Statutory Auditors declared and certified that the shares previously issued had been fully paid

up.

Therefore, upon invitation of the Chairman, I, the Notary Public, read out the proposals referred to in the first, second and third items (extraordinary part) on the Agenda, as contained in the Report of the Board of Directors and which are transcribed below.

With no one taking the floor and with no changes to those in attendance, the Chairman then (at 1:41 p.m.) put to the vote the proposals for resolution referred to in the first, second and third items (extraordinary part) on the Agenda, which is transcribed below, and the Appointed Representative proceeded to announce the votes which he himself tendered based on the voting instructions received:

"The Extraordinary Shareholders' Meeting of FinecoBank S.p.A., having heard the proposal of the Board of Directors,

RESOLVES

1. to grant the Board of Directors, pursuant to Article 2443 of the Italian Civil Code, the power to approve - in 2029, within the limits of the law - a bonus share capital increase, pursuant to Article 2349 of the Italian Civil Code, of a maximum of EUR 39,933.30 corresponding to a maximum number of 121,010 ordinary FinecoBank shares, with a par value of EUR 0.33 per share, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank's Key Personnel, to complete the implementation of the 2023 System approved by the Ordinary Shareholders' Meeting of 27 April 2023. This capital increase will be carried out using the special "Reserve connected to the medium/long-term incentive system for FinecoBank Personnel", which, where necessary, may be increased through the allocation of the part of the profits or the available statutory reserves formed following the allocation of the Company's profits to be identified by the Board of Directors when it exercises the authority;

2. Following the resolution contained in para. 1., to amend paragraph 21 of Article 5 of the company Bylaws as follows: ***"The Board of Directors may, pursuant to Article 2443 of the Italian Civil Code, increase the share capital without a consideration, pursuant to Article 2349 of the Italian Civil Code, also on one or more occasions and for a maximum of five years i) from the date of the meeting resolution of 27 April 2023, up to a maximum of EUR 177,097.47, with the issue of up to 536,659 new ordinary FinecoBank shares, and (ii) from the date of the meeting resolution of 24 April 2024, up to a maximum of EUR 39,933.30 by issuing a maximum of 121,010 new ordinary FinecoBank shares; with full allocation to capital at EUR 0.33 per share, equal to the unit nominal value of each share, having the same characteristics as those in circulation and with regular dividends, to be allocated to the Personnel of FinecoBank who hold positions of particular importance for the purposes of the 2023 Incentive System."***

3. To grant the Board of Directors, pursuant to article 2443 of the Italian Civil Code, the power to resolve - even on several occasions and for a maximum period of five years from the date of the shareholders' resolution - on a bonus share capital increase, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of EUR 200,566.74 (to be charged entirely to share

capital) through the issue of up to 607,778 new ordinary FinecoBank shares with a par value of EUR 0.33 each, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank's Key Personnel in execution of the 2024 System approved by today's ordinary shareholders' meeting. This capital increase will be carried out using the special "Reserve connected to the medium/long-term incentive system for FinecoBank Personnel", which, where necessary, may be increased through the allocation of the part of the profits or the available statutory reserves formed following the allocation of the Company's profits to be identified by the Board of Directors when it exercises the authority;

4. To introduce the new paragraph 22 in Article 3 of the Bylaws, as resolved in point 5 above, with the following wording: **"The Board of Directors has the power, pursuant to Article 2443 of the Italian Civil Code, to resolve, from time to time and for a maximum period of five years from the shareholders' resolution of 24 April 2024, to increase the share capital free of charge, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of EUR 200,566.74 (to be charged entirely to the share capital), by issuing a maximum of 607,778 new ordinary FinecoBank shares with a par value of EUR 0.33 each, equal to the par value per share, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank's Key Personnel for the purposes of implementing the 2024 Incentive System"**;

5. To grant the Board of Directors, in accordance with Article 2443 of the Italian Civil Code, the power to resolve, from time to time and for a maximum period of five years from the shareholders' resolution, to increase the share capital free of charge, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of EUR 460,286.64 (to be charged entirely to the share capital) by issuing a minimum of 1,394,808 new ordinary FinecoBank shares with a par value of EUR 0.33 each, having the same characteristics as those already in circulation, with regular dividend entitlement, to be assigned to the Beneficiaries of the 2024–2026 Long Term Incentive Plan as approved by today's Ordinary Shareholders' Meeting in order to execute the same. The above capital increase is to be made by using the reserve specifically set up for this purpose, named "Reserve for the medium term bonus plan for FinecoBank personnel" which if necessary may be increased by allocating a share of the profits or of the available statutory reserves formed from the appropriation of the Company's profits, to be identified by the Board of Directors when the authority is exercised;

6. To introduce the new paragraph 23 in Article 5 of the Bylaws, as resolved in point 5 above, with the following wording: **"The Board of Directors has the power, pursuant to Article 2443 of the Italian Civil Code, to resolve, from time to time and for a maximum period of five years from the shareholders' resolution of 24 April 2024, to increase the share capital free of charge, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of EUR 460,286.64 (to be charged entirely to the share capital), by issuing a maximum of 1,394,808 new ordinary FinecoBank shares with a par value of EUR 0.33 each, equal to the par value per share, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank Group's Personnel for the purposes of implementing the 2024-2026 Long-Term Employment Incentive Plan"**;

7. to grant the Board of Directors all the powers necessary for the issue of the new shares;

8. To grant the Chief Executive Officer and General Manager every appropriate power to:

(i) implement the above resolutions under the terms and conditions of the laws and regulations

in force;

(ii) accept or introduce into those resolutions any amendments (provided that they do not alter the substance of the resolutions already passed) as necessary to fully meet the requirements for registration of the resolution in the Companies Register;

(iii) arrange for the legal filing and registration, with an advance declaration of approval and ratification;

(iv) make the consequential amendments to Article 5 of the Bylaws as per the above resolution".

On the proposal referred to in the first item (extraordinary part) on the Agenda: the Meeting approved the resolution by majority vote.

For: 480,507,363 shares.

Against: 2,015,864 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

On the proposal referred to in the second item (extraordinary part) on the Agenda: the Meeting approved the resolution by majority vote.

For: 442,839,008 shares.

Against: 39,684,219 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

On the proposal referred to in the third item (extraordinary part) on the Agenda: the Meeting approved the resolution by majority vote.

For: 480,325,874 shares.

Against: 2,197,353 shares.

Abstained: 15,258 shares.

Non-voting: 0 shares.

As per the attached details.

The Chairman announced the result.

The discussion of the agenda having been completed, and with nobody asking to speak, the meeting was declared closed at 1:45 p.m.

Annexes to these minutes:

- Slides explaining the items on the agenda, in Annex "A";
- Directors' Explanatory Reports on the items on the agenda, in Annex "B";
- List of attendees and details of the votes, in Annex "C";
- Bylaws which incorporate the deliberate amendments, in Annex "D";
- authorisation to repurchase treasury shares, issued by the ECB and the investigatory provision issued by the ECB pursuant to

Articles 56 and 61 of the Consolidated Banking Act (TUB), under "E".

These minutes were signed by me as Notary Public at 2:45 p.m.

This document consists of eight sheets written by mechanical means by a trusted person and by my own hand completed for twenty-nine pages and the thirtieth hereto.

Signed Carlo Marchetti, Notary Public



Agenda items 1, 2 and 3

Shareholders' Meeting, Extraordinary
Session

Milan, 24 April 2024

Agenda

-
1. Delegation of capital increase to service the Incentive System 2024
 2. Delegation of capital increase to service the Incentive System 2023
 3. Delegation of capital increase to service the 2024-2026 Long-Term Incentive Plan for employees
-

Related and consequent resolutions

Agenda Item 1

1. Authority for capital increase to service the 2024 Incentive Scheme

Authority for capital increase to service the 2024 Incentive Scheme

With regard to item 1 on the Agenda, please note the following:

- On 16 January 2024, the Board of Directors, taking into account the positive opinion provided by the Remuneration Committee, resolved to submit to the Shareholders' Meeting the 2024 Incentive Scheme, which has already been approved by today's Shareholders' Meeting in ordinary session.
- The 2024 Incentive Scheme envisages the payment of incentives over a multi-year period (2025–2030) through a balanced structure of immediate and deferred payments, both in cash and in FinecoBank ordinary shares, upon the occurrence of the conditions set out in the plan.
- Given that part of the incentives under the 2024 Incentive Scheme consist of FinecoBank shares, the Shareholders' Meeting in Extraordinary Session is invited to grant authority to the Board of Directors to carry out the free capital increase necessary for the issue of those shares, making consequent amendments to the company's Articles of Association.
- With reference to Article 2443 of the Italian Civil Code, considering the number of beneficiaries and the total number of shares to be awarded, the ordinary capital increase for the 2024 Scheme to be carried out within five years from the date of the shareholders' resolution (i.e. by 2029), will be equal to a maximum nominal amount of Euro 200,566.74 corresponding to a maximum number of 607,778 ordinary shares, to be awarded to FinecoBank's personnel. This increase will be carried out using the special reserve, "Reserve connected to the medium/long-term incentive scheme for FinecoBank Personnel", specifically set up for that purpose.
- The maximum number of shares to be granted to FinecoBank's personnel in execution of the 2024 Scheme is 737,337 including 129,559 shares for the award of the last share tranche scheduled for 2030, for which a proposal for the supplementation of the above-mentioned authority will be submitted to a subsequent Shareholders' Meeting.
- The maximum impact of the 2024 Scheme on FinecoBank's share capital will be approximately 0.12%, assuming that all the free shares are awarded to the employees.

Agenda Item 2

2. Authority for capital increase to service the 2023 Incentive Scheme

Authority for capital increase to service the 2023 Incentive Scheme

With regard to item 2 on the Agenda, please note the following:

- the Ordinary Shareholders' Meeting held on 27 April 2023 approved the 2023 Incentive Scheme aimed at awarding an incentive, in cash and/or in free ordinary shares, to be paid to FinecoBank's Key Personnel, over the period 2024-2029, through a balanced structure of "immediate" payments (i.e. made at the time of the performance evaluation) and "deferred" payments.
- During that meeting, the Shareholders resolved, in an extraordinary session, to grant the Board of Directors authority to issue the free ordinary shares necessary to implement the 2023 Scheme.
- Under Article 2443 of the Civil Code, the Directors' authority to increase the capital may not be granted for a period of more than five years from the date of the shareholders' resolution (therefore until 2028). Therefore, at the time of the above-mentioned resolution, the shareholders were asked to submit a proposal to a subsequent Shareholders' Meeting to grant a further authority for the award of the last tranche of shares to be carried out in 2029, in accordance with the provisions of the 2023 Scheme.
- In light of the above, it is proposed that today's Shareholders' Meeting grant the Board of Directors an authority, exercisable in 2029 in accordance with law, to increase the share capital by a maximum of 121,010 ordinary shares, corresponding to a maximum of Euro 39,933.30 calculated on the basis of the unit par value of the FinecoBank shares of Euro 0.33, making the consequent amendments to the Articles of Association.
- The above-mentioned capital increase will be carried out using the special reserve, "Reserve connected to the medium/long-term incentive scheme for FinecoBank Personnel", specifically set up for that purpose, which, where necessary, may be increased through the allocation of the part of the profits or available statutory reserves formed following the allocation of the Company's profits to be identified by the Board of Directors when it exercises the authority.

Agenda item 3

3. Authority to increase the share capital to service the 2024-2026 Long-Term Employee Incentive Plan

Authority to increase the share capital to service the 2024-2026 Long-Term Employee Incentive Plan

With regard to item 3 on the Agenda, please note that:

- On 16 January 2024, the Board of Directors, taking into account the positive opinion provided by the Remuneration Committee, resolved to submit to the Shareholders' Meeting the 2024-2026 Long-Term Incentive Plan for employees, which has already been approved by today's Shareholders' Meeting in ordinary session.
- The Plan envisages the payment of incentives over a multi-year period (2027-2033) through payments in FinecoBank ordinary shares, upon the occurrence of the conditions set out in the Plan.
- As the Plan provides for bonuses in the form of FinecoBank shares, the Extraordinary Part of the Meeting is asked to authorise the Board of Directors to proceed with the free capital increase necessary for the issue of those shares, making consequent amendments to the company's Articles of Association.
- With reference to Article 2443 of the Italian Civil Code, considering the number of beneficiaries and the financial instruments to be awarded, the ordinary capital increase for the Plan, to be carried out within five years from the date of the shareholders' resolution (i.e. by 2029), will be equal to a maximum nominal amount of Euro 460,286.64 corresponding to a maximum number of 1,394,808 FinecoBank ordinary shares, to be awarded to FinecoBank's personnel. This increase will be carried out using the special reserve, "Reserve connected to the medium/long-term incentive scheme for FinecoBank Personnel", specifically set up for that purpose.
- The maximum number of shares to be allocated to FinecoBank personnel in execution of the Plan is 2,038,881, including the 644,073 shares for the allocation of the tranches for 2030, 2031, 2032 and 2033, for which a motion to supplement this authority will be presented to a subsequent Shareholders' Meeting.
- The maximum impact of the Plan on the share capital of FinecoBank will be approximately 0.33% if all the free shares are allocated to personnel.

Related and consequent resolutions

Items 1, 2 and 3 on the Agenda - Extraordinary Shareholders' Meeting

Shareholders are invited to pass the following resolutions:

1. to grant the Board of Directors, pursuant to Article 2443 of the Italian Civil Code, the power to approve - in 2029, in accordance with law - a bonus share capital increase, pursuant to Article 2349 of the Italian Civil Code, of a maximum of Euro 39,933.30 corresponding to a maximum number of 121,010 ordinary FinecoBank shares, with a par value of Euro 0.33 per share, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank's Key Personnel, to complete the implementation of the 2023 Scheme approved by the Ordinary Shareholders' Meeting of 27 April 2023. This capital increase will be carried out using the special "Reserve connected to the medium/long-term incentive scheme for FinecoBank Personnel", which, where necessary, may be increased through the allocation of the part of the profits or the available statutory reserves formed following the allocation of the Company's profits to be identified by the Board of Directors when it exercises the authority;

2. to amend, following the resolution in point 1. above, paragraph 21 of Article 5 of the Articles of Association to the following new wording:

"The Board of Directors has the power, pursuant to Article 2443 of the Italian Civil Code, to carry out the free share capital increase pursuant to Article 2349 of the Italian Civil Code, also in several instalments and for a maximum period of five years i) from the shareholders' meeting resolution of 27 April 2023, for a maximum amount of Euro 177,097.47, with the issue of a maximum of 536,659 new ordinary FinecoBank shares ii) as well as from the shareholders' meeting resolution of 24 April 2024 for a maximum amount of Euro 39,933.30 with the issue of a maximum of 121,010 new ordinary FinecoBank shares; with full allocation to capital at Euro 0.33 per share, equal to the unit nominal value of each share, having the same characteristics as those in circulation and with regular dividends, to be allocated to the Personnel of FinecoBank who hold positions of particular importance for the purposes of the 2023 Bonus Plan.

Items 1, 2 and 3 on the Agenda - Extraordinary Shareholders' Meeting

(continued)

3. *to grant the Board of Directors, pursuant to Article 2443 of the Italian Civil Code, the power to pass a resolution - also on several occasions and for a maximum period of five years from the date of the shareholders' resolution - on a free share capital increase, pursuant to Article 2349 of the Civil Code, for a maximum of Euro 200,566.74 (to be allocated entirely to share capital) through the issue of up to 607,778 new ordinary FinecoBank shares with a par value of Euro 0.33 each, with the same characteristics as those in circulation and regular dividend entitlement, to be assigned to FinecoBank's Key Personnel in execution of the 2024 Plan approved by today's ordinary Shareholders' meeting. This capital increase will be carried out using the special "Reserve connected to the medium/long-term incentive scheme for FinecoBank Personnel", which, where necessary, may be increased through the allocation of the part of the profits or the available statutory reserves formed following the allocation of the Company's profits to be identified by the Board of Directors when it exercises the authority;*

4. *To introduce the new paragraph 22 in Article 3 of the Bylaws, as resolved in point 5 above, with the following wording:*

"The Board of Directors has the power, pursuant to Article 2443 of the Italian Civil Code, to resolve, from time to time and for a maximum period of five years from the shareholders' resolution of 24 April 2024, on a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of Euro 200,566.74 (to be charged entirely to the share capital), by issuing a maximum of 607,778 new ordinary FinecoBank shares with a par value of Euro 0.33 each, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank's Key Personnel for the purposes of implementing the 2024 Incentive Scheme";

Items 1, 2 and 3 on the Agenda - Extraordinary Shareholders' Meeting

(continued)

5. *to grant the Board of Directors, pursuant to Article 2443 of the Italian Civil Code, the power to pass a resolution - also on several occasions and for a maximum period of five years from the date of the shareholders' resolution - on a free share capital increase, pursuant to Article 2349 of the Civil Code, for a maximum of Euro 460,286.64 (to be allocated entirely to share capital) through the issue of up to 1,394,808 FinecoBank new ordinary shares with a par value of Euro 0.33 each, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to beneficiaries of the 2024-2026 Long-Term Incentive Plan, approved by today's ordinary Shareholders' meeting. The above capital increase is to be made by using the reserve specifically set up for this purpose, named "Reserve for the medium term bonus plan for FinecoBank personnel" which if necessary may be increased by allocating a share of the profits or of the available statutory reserves formed from the appropriation of the Company's profits, to be identified by the Board of Directors when the authority is exercised;*

6. *To introduce the new paragraph 23 in Article 5 of the Bylaws, as resolved in point 5 above, with the following wording:*

"The Board of Directors has the power, pursuant to Article 2443 of the Italian Civil Code, to resolve, from time to time and for a maximum period of five years from the shareholders' resolution of 24 April 2024, on a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of Euro 460,286.64 (to be charged entirely to the share capital), by issuing a maximum of 1,394,808 new ordinary FinecoBank shares with a par value of Euro 0.33 each, having the same characteristics as those in circulation, with regular dividend entitlement, to be assigned to FinecoBank Group Personnel for the purposes of implementing the 2024-2026 Long-Term Incentive Plan for employees";

7. *to grant the Board of Directors all the powers necessary for the issue of the new shares;*

Items 1, 2 and 3 on the Agenda - Extraordinary Shareholders' Meeting

(continued)

8. *To grant the Chief Executive Officer and General Manager every appropriate power to:*

(i) implement the above resolutions under the terms and conditions of the laws and regulations in force;

(ii) accept or introduce into those resolutions any amendments (provided that they do not alter the substance of the resolutions already passed) as necessary to fully meet the requirements for registration of the resolution in the Companies Register;

(iii) arrange for the legal filing and registration, with an advance declaration of approval and ratification;

(iv) make the consequential amendments to Article 5 of the Bylaws as per the above resolution".



Agenda Items 3-8

Shareholders' Meeting, Ordinary Session
Milan, 24 April 2024

Agenda

3. 2024 Remuneration Policy.

4. 2023 Remuneration Report..

5. 2024 Incentive System for Employees "Identified Staff".

6. 2024-2026 Long Term Incentive Plan for employees.

7. 2024 Incentive System for Personal Financial Advisors "Identified Staff".

8. Authorization to purchase and dispose of treasury shares for the purpose of the 2024 incentive system for personal financial advisors (PFA) identified staff.

Related and consequent resolutions

Agenda items 3 and 4

- 3. 2024 Remuneration Policy.
- 4. Report on remuneration paid in 2023.

Structure

The **FinecoBank Group's Report on the remuneration policy and payments made (Report) for 2024** is the reference for the definition of remuneration schemes.

The Fineco Group's **approach** to remuneration is consistent with regulations and best market practices, and ensures that pay is linked to business strategies and the long-term interests of shareholders, a prudent risk management and *performance*.

- The document consists of an **Executive Summary** that summarises the aspects of the remuneration approach adopted for 2024, and the main results for 2023, highlighting data on the variable and fixed remuneration of the CEO and General Manager. Once again this year - in accordance with widespread market practice - the section is preceded by the **Letter from the Chairman of the Remuneration Committee to Shareholders**.
- This is followed by two separate sessions, pursuant to Article 123-ter of the Consolidated Law on Finance (TUF), in which the Shareholders' Meeting is requested to cast a separate vote:
 - **Section I** - 2024 Report on the Remuneration Policy (**binding vote**)
 - **Section II** - Annual report on remuneration paid in 2023 (**advisory non-binding vote**)
- The data subject to public disclosure pursuant to Article 450 of Regulation (EU) No 575/2013 and Article 114-bis of the TUF on remuneration plans based on financial instruments are set out in specific Annexes to the Report.

Section I – 2024 Report on the remuneration policy

Section I of the 2024 Report on the remuneration policy contains:

Clear and transparent governance with a description of the role of corporate bodies and functions in remuneration processes.

Alignment with the Group's ESG strategy.

Pay for sustainable performance by maintaining consistency between pay, performance and value creation.

Monitoring **market trends and practices** in order to retain and motivate all staff.

Compliance with regulatory requirements and principles of good professional conduct.

The Core Principles of the Group Remuneration Policy

the Remuneration Structure of Employees and Personal Financial Advisors

the 2024 Employees and Personal Financial Advisors Incentive Schemes;

The 2024-2026 Long-Term Incentive (LTI) Share Plan for Employees.

Detailed description of the items making up the **remuneration for Employees and Personal Financial Advisors** and the ratio between fixed and variable remuneration.

A description of the process identifying **Key Personnel** and the **elements comprising the incentive schemes** for 2024.

Details of the Plan structure, with specific reference to entry/malus conditions, performance targets, risk adjustment and payment schemes.

Section II – Report on remuneration paid in 2023

Section II, pursuant to Article 123-*ter* of the TUF, provides a description of the **remuneration practices** adopted in line with the Remuneration Policy approved by the Shareholders' Meeting for the **2023 financial year**.

The **topics** covered in this section are:

- The main **business results recorded** in the 2023 financial year and the definition of the **bonus pool** following the achievement of the entry conditions.
- The description of the role of the Remuneration Committee and of the Compliance, Risk Management and Internal Audit functions in the definition and implementation of the 2023 remuneration schemes.
- Details of the **implementation of the 2023** Incentive Schemes, the previous years' Incentive Schemes for Employees and Personal Financial Advisors that qualify as Key Personnel, and the 2021-2023 Long-Term Incentive Plan.
- The **remuneration approved** for the members of the Board of Directors and Board of Statutory Auditors.
- **Disclosures of remuneration paid** pursuant to Article 84-quater of the Regulation on Issuers in table form.

Annexes to the Report

Annex I

Public Disclosure pursuant to Article 450 of Regulation (EU) No. 575/2013 and Implementing Regulation (EU) No. 637/2021

Qualitative disclosure with a description of the main elements of the remuneration policy and how they are implemented

Quantitative disclosure with data on the remuneration paid to the Board of Directors, Board of Auditors and other employees belonging to the most significant personnel, and deferred remuneration

Annex II

Share-based compensation plans for FinecoBank employees

Description of the 2023/2024 Incentive Plans and the Plans to be executed in 2023 based on financial instruments, in accordance with the provisions of Article 114-bis of Legislative Decree No. 58/1998 and the Issuers' Regulation issued by Consob with resolution No. 11971 of 14 May 1999.

Main changes

The main changes to the 2024 Remuneration Policy are outlined below:



2024-2026 Long-Term Share-Based Incentive Plan for employees

The new Long-Term Incentive Share Plan for the three-year period 2024-2026 has been defined in line with relevant regulations and with the Group's 2024-2026 Multi-Year Plan, in order to align Management's interests with long-term value creation for shareholders, as well as incentivise, motivate and retain selected Group resources.



Sustainability parameters within the incentive schemes for Employees and Personal Financial Advisors

In the 2024 Short-Term Incentive Schemes for Employees and Personal Financial Advisors and in the 2024-2026 Long-Term Incentive Plan, new sustainability targets in line with the KPIs and targets envisaged in the 2024-2026 ESG MYP, among others, have been included.

In detail, with reference to the gender neutrality of the Remuneration Policy, **objectives concerning the improvement of the Gender Equity Pay Gap and Gender Balance** were included in the new LTI Plan and, with reference to the year 2023, the **results** of the monitoring of the gender pay gap were reported.



Annual performance-related incentive scheme for the CEO/GM

In line with the principle of transparency and the insights gained during engagement with investors and *proxy advisors*, improvements were made to the CEO/GM's *scorecard* related to the 2024 short-term incentive scheme.

Agenda Item 5

2024 Incentive Plan for Employees identified as Key Personnel

Features of the 2024 Incentive Scheme

The 2024 Incentive Scheme for employees identified as Key Personnel, in line with the 2023 Scheme, features:

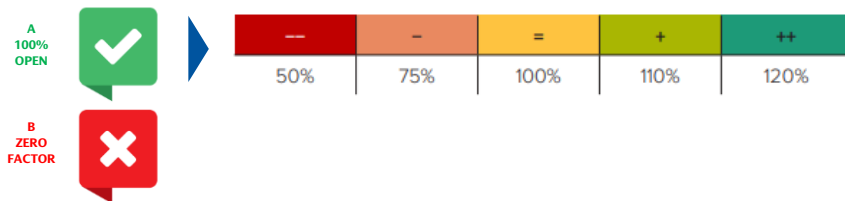
- a **bonus pool approach** initially determined as a percentage of Profit Before Tax based on budget estimates
- profitability, capital and liquidity **entry and malus conditions**
- specific **individual malus and claw-back** conditions
- **risk weighting** through the evaluation of the so-called **CRO Dashboard**
- a **balanced structure of 'immediate' and 'deferred' payments** in the form of cash and shares
- a free capital increase

Entry conditions and risk weighting

The **entry conditions** are shown in the following table:

ENTRY CONDITIONS
Net Operating Profit adjusted >0
Net Profit >0
CET1 Ratio >10.7%*
Liquidity Coverage Ratio >150%*
Net Stable Funding Ratio >125%*
* Corresponding to an intermediate threshold between the Risk Tolerance and the Risk Capacity levels defined in the 2024 RAF.

As in the case of 2023, *Entry Conditions* work according to an on/off mechanism whereby the bonus pool can be subject to further adjustment through the risk-weighting mechanism known as the **CRO Dashboard**, only if all entry conditions are met.



The additional rights of the Remuneration Committee and the BoD have also been confirmed. The Board can increase the bonus pool by a further 20%, on the basis of the results actually achieved, whereas there is no limit on the possibility of reducing the bonus pool.

Beneficiaries and Payment Schemes

- The 2024 Scheme beneficiaries are employees identified as Key Personnel
- As required by the regulations, no deferral will be applied and the amount will be paid entirely in cash to Identified Staff whose annual variable remuneration is equal to or less than **Euro 50,000** and is equal to or less than one third of the total annual remuneration.
- The payment schemes are unchanged from 2023:

CEO/GM AND OTHER ROLES WITH A HIGH VARIABLE REMUNERATION*	PAYMENT		Upfront	N+1	N+2	N+3	N+4	N+5	Total
		Cash	20%		12%			12%	44%
		Equities		20%		12%	12%	12%	56%
ROLES REQUIRED BY LAW WITH A VARIABLE REMUNERATION THAT IS NOT HIGH	PAYMENT		Upfront	N+1	N+2	N+3	N+4	N+5	Total
		Cash	25%		10%			10%	45%
		Equities		25%		10%	10%	10%	55%
IDENTIFIED STAFF WITH A VARIABLE REMUNERATION THAT IS NOT HIGH	PAYMENT		Upfront	N+1	N+2	N+3	N+4	Total	
		Cash	30%			10%	10%	50%	
		Equities		30%	10%	10%		50%	

* Variable remuneration in the year exceeding Euro 435,000, equal to 25% of the total remuneration of Italian High Earners according to the EBA Benchmarking and High Earners Report. This threshold includes both the short-term variable pay and the annual share of the long-term variable pay. It is less than 10 times the total average remuneration of the bank's employees. As required by the regulation (Circular 285/2013), that threshold has been set for the three-year period 2022-2024

Agenda item 6

6. 2024 – 2026 Long-Term Employee Incentive Plan

Features of the 2024-2026 LTI Plan

The **2024-2026 Long-Term Incentive Plan** aims to incentivise, retain and motivate selected Group resources and align Management's interests with long-term value creation for shareholders.

In particular, the Plan provides for:

- **financial** and **sustainability** performance targets, each with a specific weight in relation to the final bonus and a specific method of measurement (average/end of period/summation).
- capital, liquidity and profitability **entry** and **malus** conditions, individual compliance conditions, claw-back and continuity clauses;
- **risk-weighted measures** in order to ensure long-term sustainability and compliance with the Authorities' guidelines;
- **individual** bonuses in FinecoBank shares defined taking into account the roles of the beneficiaries;
- a **three-year performance** period (2024-2026) in line with the Group's Multi-Year Plan and a payment structure over a multi-year period, defined according to the categories of beneficiaries and in line with regulatory requirements;
- a free capital increase.

Entry conditions and risk weighting

The following are defined, in line with current regulatory provisions:

- **entry conditions** measured within the performance period of the Plan, which may confirm, reduce or reset the individual bonus.
- **malus conditions** measured over the bonus deferral period, which may confirm, reduce or reset the deferred quotas.

In line with regulations and market practice, **the same capital, liquidity and profitability indicators** are used to trigger the short-term incentive scheme.

For the purposes of **adjusting the Plan for risk**, consistent with the Risk Appetite Framework, the results of the annual CRO Dashboard assessments are taken into account, for each performance year of the Plan. On the basis of this assessment, a possible gradual reduction of the maximum bonus to zero is envisaged:

CRO DASHBOARD ASSESSMENT				
<div> <div>--</div> <div>-</div> <div>=</div> <div>+</div> <div>++</div> </div>				
CRO DB ASSESSMENT	0 negative assessments	1 negative assessment	2 negative assessments	3 negative assessments
% BONUS	100%	75%	50%	0%

Performance targets

FINANCIAL KPIs

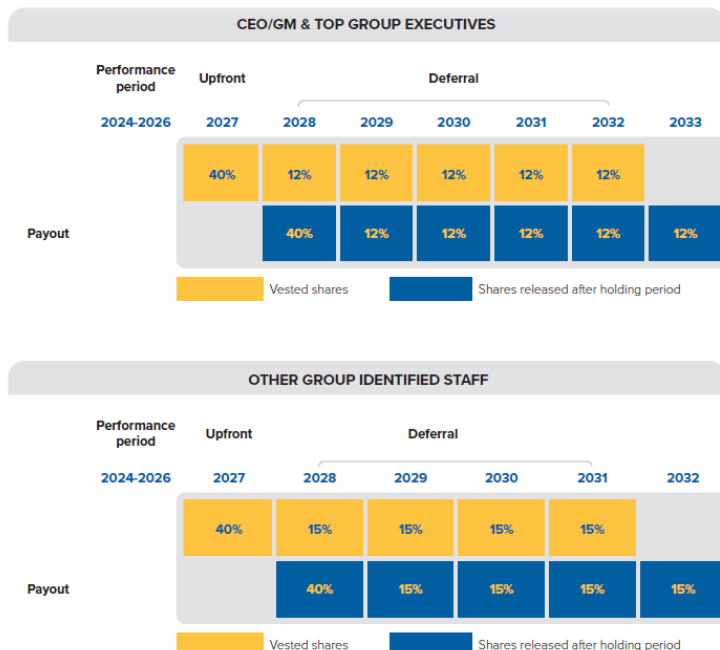
	WEIGHT	METRIC	THRESHOLD	PAYOUT
ROAC	35%	Avg 2024-2026	≥ 74% 54%-74% ≤ 54%	100% 0%-100% 0%
Net sales AuM	10%	Σ 2024-2026	≥ 14bn 10bn-14bn ≤ 10bn	100% 0%-100% 0%
Total Net Sales	10%	Σ 2024-2026	≥ 34.7bn 25bn-34.7bn ≤ 25bn	100% 0%-100% 0%
Cost Income Ratio	15%	Avg 2024-2026	≤ 29.4% 35%-29.4% ≥ 35%	100% 0%-100% 0%
Operational Losses on Revenues	15%	Avg 2024-2026	≤ 0.9% 1.85%-0.9% ≥ 1.85%	100% 0%-100% 0%

SUSTAINABILITY KPIs

Scope 1 and Scope 2 emission reduction (market-based)	5%	EOY 2026	≥ 55% <55%	100% 0%
Achievement of Diversity, Equity & Inclusion goals	5%	EOY 2026	all sub-goals need to be achieved	
KPI 1	Definition of an awareness plan on D&I for external and internal stakeholders and initiatives to support parenting.		Implementation of at least 13 contents and a supplementary allowance for parental leave by 2026.	
KPI 2	Increase in the percentage of the least represented gender in managerial roles.		5% minimum increase over the three-year period.	
KPI 3	Gender Equity pay gap between the least and most represented gender.		The gender equity pay gap for all categories of employees with equal work is below 5%.	
Enlargement of the ESG product offer. % new funds ex artt. 8 and 9 SFDR:	5%	EOY 2026	≥ 50 <50	100% 0%

Beneficiaries and Payment Schemes

- The recipients of the Plan are employees selected from among the **Group's 'key' resources** (an estimated 120 resources), with the exclusion of the Heads of the Corporate Control Functions (Risk Management, Compliance, Internal Audit and Anti-Money Laundering).
- Bonuses are paid entirely in free ordinary FinecoBank shares, in accordance with specific payment schemes defined in line with the regulations applicable to "Significant Institutions", as shown below:



Agenda item 7

7. 2024 Incentive Scheme for Personal Financial Advisors identified as “Key Personnel”.

Features of the 2024 Incentive Scheme

The 2024 PFA Scheme - in addition to retaining and incentivising beneficiaries - confirms alignment with national and international regulatory requirements and features:

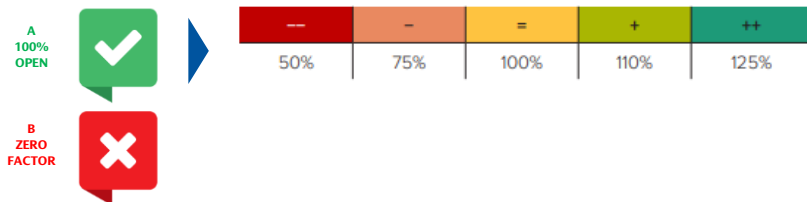
- a **bonus pool approach** initially determined as a percentage of *Profit Before Tax* based on budget estimates
- profitability, capital and liquidity **entry conditions**
- **malus & clawback conditions**
- a **risk weighting** considering the performance of the so-called **CRO Dashboard**
- a balanced structure of "instant" and "deferred" payments in the form of cash and shares bought on the market

Entry conditions and risk weighting

The **entry conditions** are shown in the following table:

ENTRY CONDITIONS
Net Operating Profit adjusted >0
Net Profit >0
CET1 Ratio >10.7%*
Liquidity Coverage Ratio >150%*
Net Stable Funding Ratio >125%*
* Corresponding to an intermediate threshold between the Risk Tolerance and the Risk Capacity levels defined in the 2024 RAF.

As in the case of 2023, *Entry Conditions* work according to an on/off mechanism, therefore the bonus pool can be subject to further adjustment through the risk-weighting mechanism known as the **CRO Dashboard**, only if all entry conditions are met.



The additional rights of the Remuneration Committee and the BoD have also been confirmed. The Board can increase the bonus pool by a further 20%, on the basis of the results actually achieved, whereas there is no limit on the possibility of reducing the bonus pool.

Beneficiaries and Payment Schemes

The beneficiaries of the 2024 PFA Scheme are the Personal Financial Advisors identified as Key Personnel, who number **11**.

No deferral will be applied and the amount will be paid entirely in cash to Personal Financial Advisors that are Identified Staff, whose annual non-recurrent remuneration is equal to or less than **Euro 50,000** and is equal to or less than **one third** of the total annual remuneration.

The bonuses are paid by means of deferment mechanisms, over a period of several years, in line with the 2023 Scheme.

IDENTIFIED STAFF WITH A PARTICULARLY HIGH AMOUNT*	PAYMENT		Upfront	N+1	N+2	N+3	N+4	Total
		Cash	20%	5%	5%	10%	10%	50%
		Equities		20%	15%	15%		50%

OTHER IDENTIFIED STAFF	PAYMENT		Upfront	N+1	N+2	N+3	N+4	Total
		Cash	30%			10%	10%	50%
		Equities		30%	10%	10%		50%

* Variable remuneration in the year exceeding Euro 435,000, equal to 25% of the total remuneration of Italian High Earners according to the EBA Benchmarking and High Earners Report. This threshold includes both the short-term variable pay and the annual share of the long-term variable pay. It is less than 10 times the total average remuneration of the bank's employees. As required by the regulation (Circular 285/2013), that threshold has been set for the three-year period 2022-2024.

Agenda item 8

Authorisation for the purchase and disposal of treasury shares for the 2024 PFA Incentive Scheme.

Authorisation for the purchase and disposal of treasury shares to service the 2024 PFA Plan

In order to **implement the 2024 Incentive Scheme for Personal Financial Advisors identified as Key Personnel**, the Shareholders' Meeting must be asked to **give authorisation** pursuant to and for the purposes of Article 2357 of the Italian Civil Code, **for the purchase and disposal of treasury shares**.

The proposal requires that the Board of Directors be given the authority to carry out a series of repeated purchase and sale operations (or other acts of disposition) of treasury shares on a revolving basis, also for parts of the maximum authorised number, such that at any given time the quantity of shares covered by the proposal to purchase and held by the Company does not exceed the legal limits or the limits of the authority granted by the Meeting.

The request for authorisation relates to a maximum of **256,740 ordinary shares**, equal to **0.04% of the share capital and thus far below the maximum limit of 20% provided for in the applicable regulations**.

It is proposed that the authority to purchase be granted for a period of **18 months** from the date of approval of the Shareholders' Meeting, save for authorisations of the Supervisory Authority.

Related and consequent resolutions

Item 3 on the Agenda - Ordinary Shareholders' Meeting

Shareholders are invited to pass the following resolutions:

- 1. to approve - also pursuant to Article 123-ter, paragraphs 3-bis and 3-ter of the TUF - Section I - Report on the FinecoBank Group's 2024 Remuneration Policy, which establishes the Fineco Group's principles for the definition, implementation and monitoring of the remuneration schemes for members of the Board of Directors, the Board of Statutory Auditors, employees and financial advisors authorised to offer their services outside their offices.*
- 2. to grant the Chief Executive Officer and General Manager all the most appropriate powers to make any additions and amendments to the aforesaid 2024 Remuneration Policy that may be required by the competent supervisory authorities or that may become necessary as a result of amendments to the reference legislative and/or regulatory framework, as well as any amendments that do not change the substance of the document.*

Item 4 on the Agenda - Ordinary Shareholders' Meeting

The Shareholders are asked to pass the following resolutions:

"In favour, pursuant to and for the purposes of Article 123-ter, paragraph 6 of the TUF, Section II - of the Annual Report on remuneration paid in the 2023 financial year - in order to assess the result of the implementation of the remuneration policy and schemes by viewing the detail and rationale behind the remuneration of key personnel, considering that the company will provide an adequate explanation, in the "Annual Report on remuneration paid in the 2024 financial year", of how it took into account the vote cast".

Item 5 on the Agenda - Ordinary Shareholders' Meeting

The Shareholders are asked to pass the following resolutions:

- 1. to adopt the 2024 Incentive Scheme, which provides for the assignment of an incentive, in cash and/or in ordinary free FinecoBank shares, to be carried out by April 2030, to selected beneficiaries among FinecoBank's Key Personnel in the terms and conditions described above;*
- 2. the granting to the Chief Executive Officer and Director General of all the appropriate powers to implement this resolution and the annexed documents. This includes making any amendments and/or additions as necessary to implement the resolutions passed by today's Shareholders' Meeting (provided that they do not alter the substance of the resolution).*

Item 6 on the Agenda - Ordinary Shareholders' Meeting

The Shareholders are asked to pass the following resolutions:

- 1. to adopt the 2024-2026 Long-Term Employee Incentive Plan, which provides for the payment of an incentive, in ordinary free FinecoBank shares, to be carried out by April 2033, to selected beneficiaries among FinecoBank Group Employees in the terms and conditions described;*
- 2. the granting to the Chief Executive Officer and Director General of all the appropriate powers to implement this resolution and the annexed documents. This includes making any amendments and/or additions as necessary to implement the resolutions passed by today's Shareholders' Meeting (provided that they do not alter the substance of the resolution).*

Item 7 on the Agenda - Ordinary Shareholders' Meeting

The Shareholders are asked to pass the following resolutions:

- 1. to adopt the 2024 Incentive Scheme for Personal Financial Advisors identified as 'Key Personnel', which provides for the assignment of an incentive, in cash and/or ordinary FinecoBank shares, to be carried out by July 2029, under the terms and conditions described above;*
- 2. the granting to the Chief Executive Officer and Director General of all the appropriate powers to implement this resolution and the annexed documents. This includes making any amendments and/or additions as necessary to implement the resolution passed by the Shareholders' Meeting (provided that they do not alter the substance of the resolution).*

Item 8 on the Agenda - Ordinary Shareholders' Meeting

The Shareholders are asked to pass the following resolutions:

- 1. to authorise the purchase and disposal of a maximum of 256,740 treasury shares, of a par value of Eurocents 0.33 each, for the 2024 PFA Scheme, in compliance with the terms and conditions described herein, without prejudice to share buy-backs taking place after having obtained the required authorisation from the Supervisory Authority, pursuant to Articles 77-78, Regulation (EU) No 575/2013 (CRR) of 26 June 2013 as amended by Regulation No 2019/876/EU of 20 May 2019, save for any purchases of treasury shares based on this resolution, or in any case in the portfolio of FinecoBank, in excess of the shares that would actually be used for the aforesaid 2024 PFA Scheme or previous incentive schemes that could be used also to be assigned for any future incentive plans;*
- 2. To grant the Board of Directors and, on its behalf, the Chief Executive Officer and General Manager, all appropriate powers to implement this resolution and to provide information to the market, under applicable regulations.”*



FINECO. SIMPLIFYING BANKING.

2023 results

Shareholders' Meeting

24 April 2024

Agenda

- ✓ **Approval of the FinecoBank S.p.A. 2023 year-end financial statements and presentation of the consolidated financial statements**
- ☐ Allocation of FinecoBank S.p.A. 2023 net profit of the year
- ☐ Resolutions to be passed (items 1 and 2 of the Agenda)
- ☐ Disclosure Requirements

Main observations

- **2023 net profit adjusted for non-recurring items, ⁽¹⁾ at 609.1 million (+42.0% y/y), showing strong growth thanks to the quality and sustainability of the Bank's business model**
- **2023 Cost Income Ratio adjusted for non-recurring items⁽¹⁾ at 24.1%, thanks to the increase in revenues (1,237.6 million, +30.5% y/y, adjusted for non-recurring items(1)), mainly supported by investing activities (+6.8% y/y) and the Financial Margin (+75.4% y/y), and costs under control (298.3 million, +4.7% y/y (2)), confirming the Bank's operating leverage**
- **Strong capital position: CET1 ratio at 24.3%, TCR at 34.9% and Leverage ratio at 4.95%, with a proposed dividend per share of Euro 0.69**
- **Business results in 2023:**
 - **Net sales amounting to 8.8 billion, of which 2.7 billion managed**
 - **Total Financial Assets equal to 122.6 billion, of which 58.0 billion managed**

⁽¹⁾ 2022 non-recurring items: -0.5 million gross (-0.3 million net) related to the Voluntary Scheme.

⁽²⁾ Excluding costs strictly related to business growth, mainly FAM (-1.7 mln y/y) and marketing (-2.8 mln y/y)

Solid results at every stage

Net profit adjusted for non-recurring items at Euro 609.1m, +42.0% y/y supported by the acceleration of Investing activities, confirming the effectiveness of our initiatives, and the Net Financial Margin. Strong operational leverage confirmed.

<i>mln</i>	FY22 Adj. ⁽¹⁾	FY23 Adj. ⁽¹⁾	FY23/ FY22
Net financial income	392.2	688.0	75.4%
<i>o/w Net interest income</i>	342.8	687.7	100.6%
<i>o/w Profit from treasury</i>	49.4	0.2	-99.6%
Net commissions	465.6	489.9	5.2%
Trading profit	90.4	60.4	-33.2%
Other expenses/income	0.2	-0.6	-462.9%
Total revenues	948.1	1237.6	30.5%
Staff expenses	-117.3	-126.9	8.2%
Other admin.expenses	-136.7	-144.3	5.6%
D&A	-26.9	-27.1	1.0%
Operating expenses	-280.8	-298.3	6.2%
Gross operating profit	667.2	939.3	40.8%
Provisions	-57.8	-63.6	10.1%
LLP	-3.1	-3.6	15.5%
Profit from investments	-1.6	0.1	-107.2%
Profit before taxes	604.8	872.2	44.2%
Income taxes	-176.0	-263.1	49.5%
Net profit	428.8	609.1	42.0%
ROE ⁽²⁾	24%	30%	
Cost/Income ⁽²⁾	30%	24%	

Revenues

- Strong growth in the Financial Margin (**+75.4%** y/y, with a Net Interest Income at **+100.6%** y/y) mainly thanks to our capital light Net Interest Income (**71% excluding loans**), driven by the high-value transactional liquidity of our customers and not by loans (not affected by additional costs and provisions due to impaired loans).
- Net commissions up by **+5.2%** y/y, driven by Investing activities (**+6.8%** y/y)

Costs

The annual increase is mainly related to costs referring to the growth of the business, in particular to:

- **FAM** , which is increasing the efficiency of the value chain
- **Marketing expenses**

Excluding these items, in 2023⁽³⁾: **+4.7%** y/y

Net profit

+54% y/y excluding 2022 Treasury Management Profits

⁽¹⁾ 2022 Non-recurring items: -0.5 million gross (-0.3 million net) due to the Voluntary Scheme

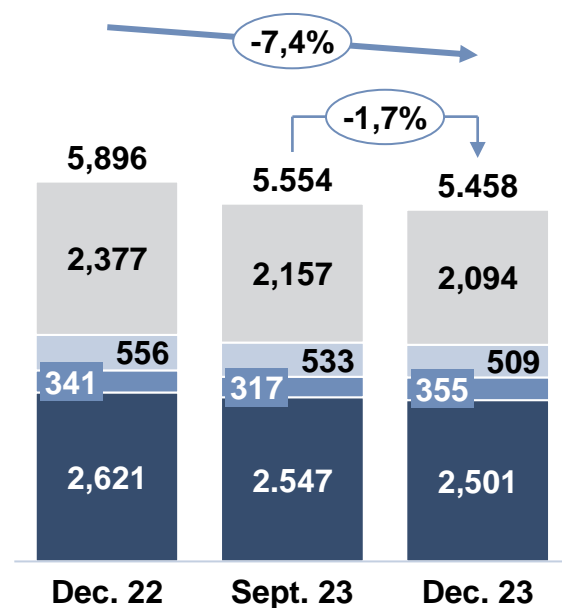
⁽²⁾ Adjusted Cost/Income and Adjusted ROE are calculated net of non-recurring items. The ROE is calculated as annualised adjusted earnings divided by average assets for the period (excluding valuation reserves)

⁽³⁾ Excluding costs strictly related to business growth, mainly FAM (-1.7 million y/y) and marketing (-2.8 million y/y).

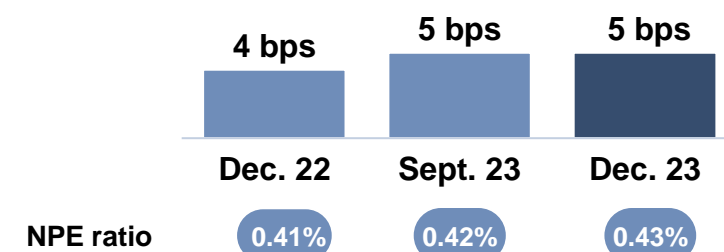
Continued focus on high quality of lending

Commercial Loans Portfolio, eop mln

Current Accounts Receivable/Accounts Receivable ⁽¹⁾
 Personal loans
 Mortgages



Cost of risk on commercial loans ⁽²⁾



- **Cost of Risk well under control** thanks to the constant improvement in the quality of credit, which is mainly secured and low risk
- **The Bank's strategy aims to build a low-risk, high-quality lending portfolio**, offering these products exclusively to our very well known base of clients and leveraging our strong internal IT culture
- **NPE at 24 mln with a coverage ratio at 84%, an NPE ratio at 0.43%.**
- **LLP of 3.6 mln in 2023**

⁽¹⁾ Current accounts/overdrafts include Lombard Loans

⁽²⁾ Cost of Risk: net adjustments on trade receivables over the past 12 months on average trade receivables over the past 12 months

Solvency and liquidity ratios

Capital position well above requirements

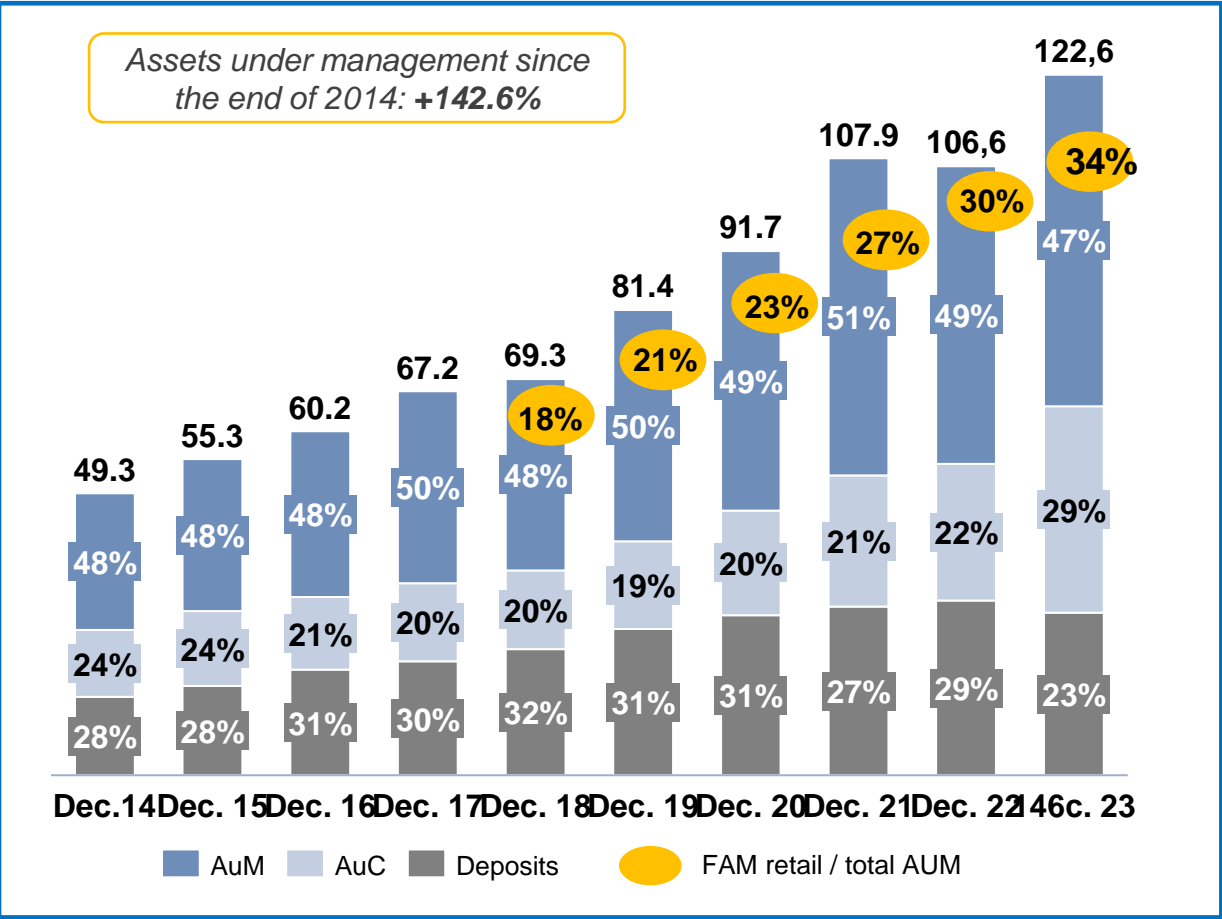
		Dec.22	Sept.23	Dec.23	Current Requirement	
SOLVENCY	CET1 Ratio	20.82%	24.73%	24.34%	8.23%	(2)
	Total Capital Ratio	31.37%	35.90%	34.91%	12.60%	(2)
	Leverage Ratio	4.03%	4.96%	4.95%	3.00%	
LIQUIDITY	LCR ⁽¹⁾	729%	808%	823%	100%	
	NSFR	353%	389%	378%	100%	
	HQLA/Deposits	64%	66%	68%		

(€/bn)	Dec.22	Sept.23	Dec.23
CET1 Capital	0.99	1.11	1.15
Tier1 Capital	1.49	1.61	1.65
Total Capital	1.49	1.61	1.65
RWA	4.74	4.48	4.73
o/w credit	3.31	3.04	3.07
o/w market	0.04	0.06	0.05
o/w operational	1.38	1.38	1.61
HQLA	19.47	19.38	19.46

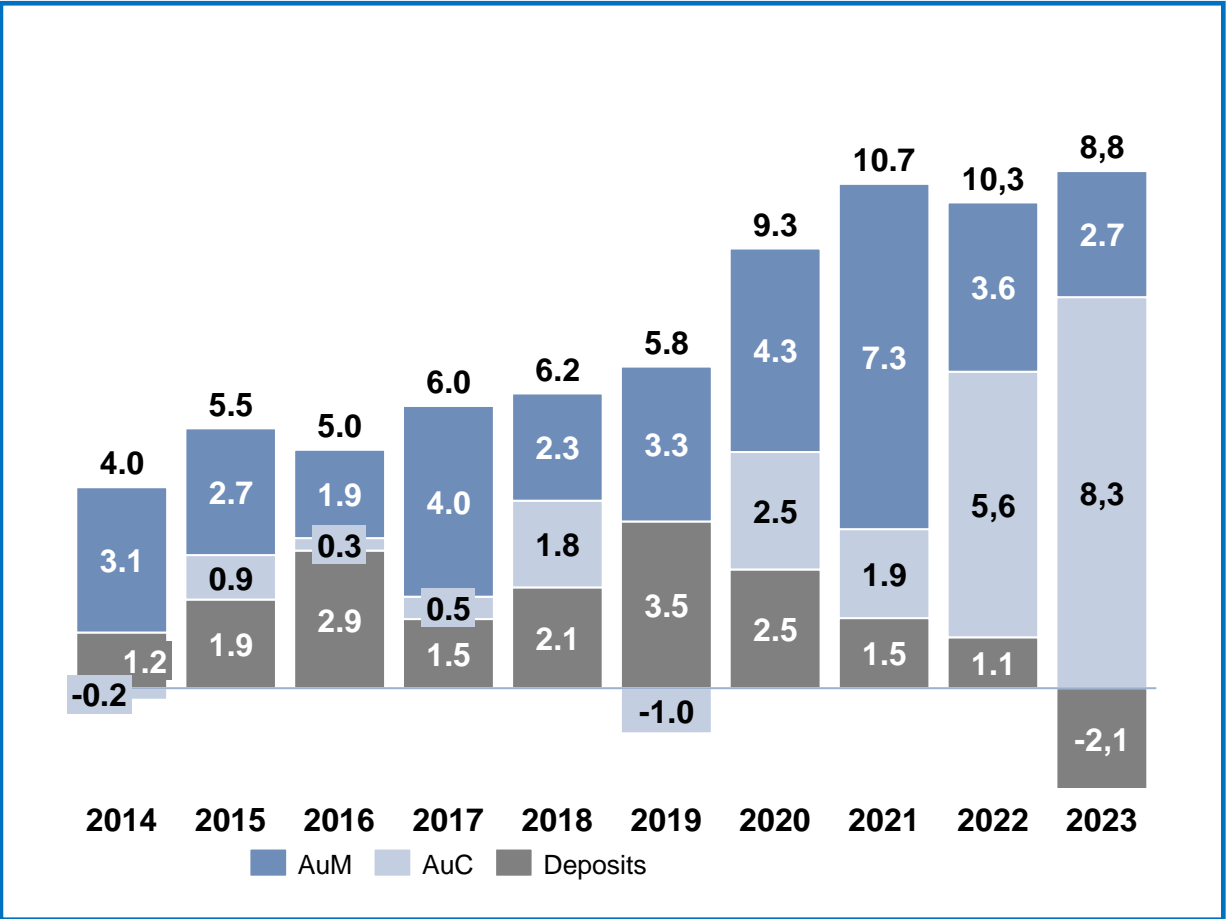
Evolution of TFA and Net Sales

Successful shift towards high added value products thanks to strong productivity of the network

TFA breakdown, bln

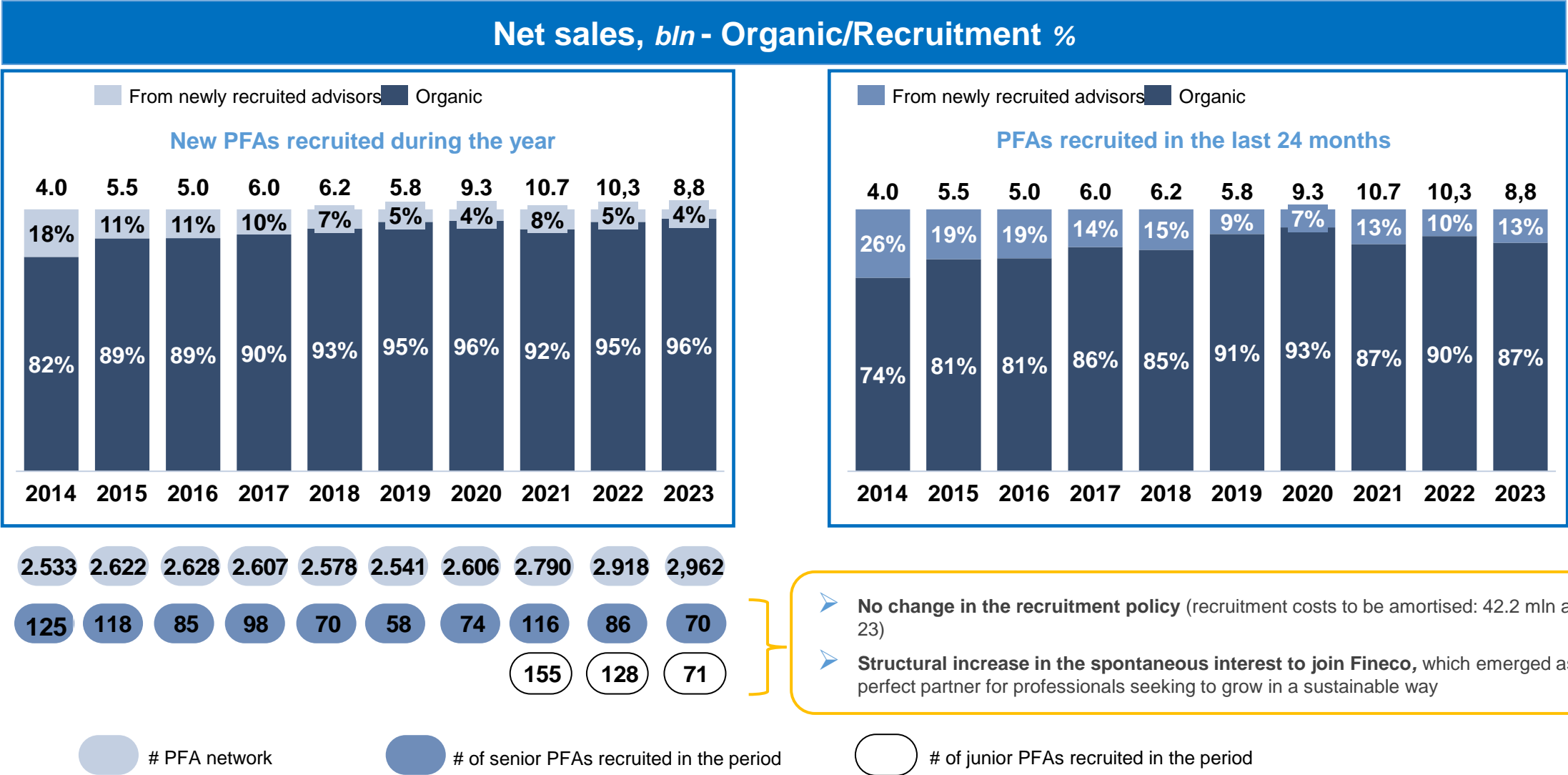


Composition of net sales, bln



Organic growth

The structure of recruiting is changing: more interest in the quality of the business model by PFAs



Agenda

- ☐ Approval of the FinecoBank S.p.A. 2023 year-end financial statements and presentation of the consolidated financial statements
- ✓ **Allocation of FinecoBank S.p.A. 2023 net profit of the year**
- ☐ Resolutions to be passed (items 1 and 2 of the Agenda)
- ☐ Disclosure Requirements

Allocation of FinecoBank 2023 net profit of the year

On 12 March 2024, the Board of Directors approved the Bank's draft financial statements for the year ended 31 December 2023 and the accompanying report on operations, which showed a **profit for the year of Euro 604,497,541.49**, which the Board of Directors proposed to allocate as follows:

- **a dividend per share of Euro 0.69 for a total of Euro 421,589,604.63** to the 610,999,427 ordinary shares with a par value of Euro 0.33, constituting the share capital, including 367,792 shares relating to the capital increase to support the employee incentive scheme approved by the Board of Directors on 6 February 2024;
- **Euro 24,274.27 to the Legal Reserve**, equal to 0.004% of the profit for 2023, due to the reserve having reached one fifth of the share capital;
- **Euro 30,478,590.00 to the non-distributable reserve pursuant to Article 26, paragraph 5-bis of Decree-Law 104 of 10 August 2023**, corresponding to the amount of the extraordinary tax determined pursuant to the aforementioned decree;
- **Euro 460,656.46 to the unavailable reserve pursuant to Article 6, paragraph 2 of Legislative Decree 38/2005**;
- **Euro 151,944,416.13 to the Extraordinary Reserve**.

If the above proposal is approved, the payment of the dividend in the above amount, in accordance with the provisions of law, will be made as follows:

- Coupon detachment: 20 May 2024
- Record date: 21 May 2024
- Payment: 22 May 2024

The Board of Directors specifies that the amount of dividends not distributed in respect of treasury shares held by the Bank on the record date will be transferred to the Extraordinary Reserve.

Agenda

- ☐ Approval of the FinecoBank S.p.A. 2023 year-end financial statements and presentation of the consolidated financial statements
- ☐ Allocation of FinecoBank S.p.A. 2023 net profit of the year
- ☒ **Resolutions to be passed (items 1 and 2 of the Agenda)**
- ☐ Disclosure Requirements

Item 1 on the agenda of the ordinary session

Approval of the FinecoBank S.p.A. 2023 year-end financial statements

Shareholders are requested to approve the Financial Statements of FinecoBank S.p.A. for the year 2023 as presented by the Board of Directors.

The financial statements are comprised of the balance sheet, the income statement, the statement of comprehensive income, the statement of changes in shareholders' equity, the cash flow statement, the notes to the financial statements and the report on operations, for which reference has been made to the consolidated report on operations, which contains the reclassified financial statements and comments on the Bank's results for the year.

In addition, the Financial Statements contain:

- Financial Statements certification pursuant to Article 81-ter of Consob Regulation no. 11971 of May 14, 1999, as amended.
- Board of Statutory Auditors' Report pursuant to Article 153 of Legislative Decree no. 58 of February 24, 1998.
- Report of the External Auditors pursuant to Article 14 of Legislative Decree no. 39 of 27 January 2010 and Art. 10 of Regulation (EU) No. 537/2014

Item 2 on the agenda of the ordinary session

Allocation of FinecoBank S.p.A. 2023 net profit of the year

Shareholders are invited to adopt the following resolution, having regard to the decisions taken by the Board of Directors on 12 March 2024:

- to pay a **dividend per share of Euro 0.69 for a total of Euro 421,589,604.63** to the 610,999,427 ordinary shares with a par value of Euro 0.33, constituting the share capital, including 367,792 shares relating to the capital increase to support the employee incentive scheme approved by the Board of Directors on 6 February 2024;
- to allocate **Euro 24,274.27 to the Legal Reserve**, equal to 0.004% of the profit for 2023, due to the reserve having reached one fifth of the share capital;
- to allocate **Euro 30,478,590.00 to the Non-Distributable Reserve** pursuant to Article 26, paragraph 5-bis of Decree-Law 104 of 10 August 2023, corresponding to the amount of the extraordinary tax determined pursuant to the aforementioned decree;
- to allocate **Euro 460,656.46 to the Unavailable Reserve pursuant to Article 6, Paragraph 2 of Legislative Decree 38/2005**;
- to allocate **Euro 151,944,416.13 to the Extraordinary Reserve**.

The Board of Directors specifies that the amount of dividends not distributed in respect of treasury shares held by the Bank on the record date will be transferred to the Extraordinary Reserve.

Agenda

- ☐ Approval of the FinecoBank S.p.A. 2022 year-end financial statements and presentation of the consolidated financial statements
- ☐ Allocation of FinecoBank S.p.A. 2022 net profit of the year
- ☐ Resolutions to be passed (items 1 and 2 of the Agenda)
- ☒ **Disclosure Requirements**

Disclosure requirements for companies awarded engagements to audit financial statements

The information in relation to the disclosure requirements imposed by CONSOB in its Communication no. 96003558 of 18 April 1996 for companies awarded the engagement to audit financial statements, is provided below.

The Shareholders' Meeting held on 28 April 2021 approved the reasoned proposal, presented by the Board of Statutory Auditors, to assign KPMG S.p.A., for the period 2022-2030, the statutory auditing of the accounts, the determination of the relative fee and the relative alignment criteria.

The annual expenditure for the year 2023 (net of out-of-pocket expenses, Consob supervisory contribution and VAT) amounted to a total of Euro 200,488, corresponding to 3,589 working hours, of which:

- audit of the financial statements at 31 December 2023, including checks during the year: fees of Euro 167,321 for 2,963 hours worked;
- audit of the consolidated financial statements at 31 December 2023: fees of Euro 5,948 for 200 hours worked;
- limited audit of the condensed half-yearly financial statements at 30 June 2023: fees of Euro 27,669 for 426 hours worked.

It should be noted that the fees include Euro 35,000 in addition to the fees requested by KPMG S.p.A. on 2 February 2023, in consideration of the additional activities that it is required to perform in view of the changes in the regulatory framework concerning the preparation of annual financial reports and the statutory audit introduced by (i) Commission Delegated Regulation (EU) 2019/815 - issued in exercise of the delegation contained in Directive 2004/109/EC (the so-called Transparency Directive) and (ii) by Law no. 238 of 23 December 2021 (the so-called European Law 2019-2020), as approved by the Shareholders' Meeting held on 27 April 2023.

ORDINARY AND EXTRAORDINARY SHAREHOLDERS' MEETING

DIRECTORS' REPORT

This is an English translation of the original Italian document.
The original version in Italian takes precedence.

ORDINARY SHAREHOLDERS' MEETING

DIRECTORS' REPORT

**APPROVAL OF THE FINECOBANK S.P.A. 2023 YEAR-END FINANCIAL STATEMENTS
AND PRESENTATION OF THE CONSOLIDATED FINANCIAL STATEMENTS**

ALLOCATION OF FINECOBANK S.P.A. 2023 NET PROFIT OF THE YEAR.

Dear Shareholders,

We have called this Ordinary meeting to resolve, inter alia, on the approval of the 2023 year-end Financial Statements and the allocation of the net profit for the year 2023 of FinecoBank S.p.A. (the “**Company**” or “**FinecoBank**”).

In connection with the above, the proposals submitted for your approval are described below.

**1. APPROVAL OF THE 2023 YEAR-END FINANCIAL STATEMENTS AND ALLOCATION OF
FINECOBANK S.P.A. 2023 NET PROFIT OF THE YEAR**

We submit for your approval the Financial Statements 2023 of the Parent Company FinecoBank, as a whole and as individual items, and the proposed allocation of the net profit for the year 2023, which amounts to Euro 604,497,541.49, as follows:

- (i) a dividend per share of Euro 0.69, for a total of Euro 421,589,604.63 to the 610,999,427 ordinary shares with a par value of Euro 0.33, making up the share capital and including 367,792 shares resulting from the share capital increase in support of the incentive systems for employees approved by the Board of Directors on February 6th, 2024;
- (ii) Euro 24,274.27 to the legal reserve, corresponding to 0.004% of the profit for the year 2023, having reached the limit of one-fifth of the share capital;
- (iii) Euro 30,478,590.00 to the non-distributable reserve pursuant to Article 26 paragraph 5-bis Decree Law No. 104 of August 10, 2023, corresponding to the amount of the one-off tax calculated pursuant to the aforementioned decree;
- (iv) Euro 460,656,46 to the reserve of unavailable profit pursuant to Article 6 paragraph 2 Legislative Decree 38/2005;
- (v) Euro 151,944,416.13 to the extraordinary reserve.

The dividend will be paid, in accordance with applicable laws, on May 22nd, 2024 with an “ex-dividend” date on May 20th, 2024. Pursuant to Art. 83-terdecies of Legislative Decree no. 58 of February 24th, 1998 (“Consolidated Law on Finance”), those who are shareholders on the basis of the accounting

ORDINARY SHAREHOLDERS' MEETING
ITEMS NO. 1 AND 2 ON THE AGENDA

records at the end of the accounting day of May 21st, 2024 ("record date") will therefore be entitled to receive the dividend.

With reference to the non-distributable reserve determined in accordance with Article 26 of Decree Law No. 104 of August 10, 2023, it should be noted that the aforementioned decree introduced a one-off tax for the year 2023 to be borne by banks, calculated on the amount of the interest margin included in Item 30 of the income statement prepared in accordance with the formats approved by the Bank of Italy relating to the fiscal year prior to the year in progress as of January 1, 2024 that exceeds the same margin by at least 10 percent in the fiscal year prior to the year in progress as of January 1, 2022. The amount of one-off tax, in any case, may not exceed a portion equal to 0.26 percent of the total amount of risk exposure on an individual basis, determined in accordance with paragraphs 3 and 4 of Article 92 of Regulation (EU) No. 575/2013 of the European Parliament and of the Council of June 26, 2013, with reference to the closing date of the fiscal year prior to the fiscal year in progress on January 1, 2023.

In lieu of the payment provided for in paragraph 4 of Article 26 of Decree Law No. 104 of August 10, 2023, paragraph 5-bis of the same decree provides that banks may allocate, when approving the financial statements for the fiscal year prior to the one in progress as of January 1, 2024, to a non-distributable reserve identified for this purpose an amount not less than two and a half times the tax calculated pursuant to this article. This reserve shall meet the conditions set forth in Regulation (EU) No. 575/2013 for its eligibility as an element of CET 1 Capital. In the event of operating losses or operating profits of less than the aforementioned amount, the reserve shall also be established or supplemented by using prioritized profits from previous years starting with the most recent ones and then other available capital reserves. If the reserve is used for the distribution of profits, the tax referred to in this Article, increased, as of the expiration of the deadline for payment referred to in paragraph 4, by an amount equal, on a yearly basis, to the interest rate on deposits with the European Central Bank, shall be paid within thirty days of the approval of the relevant resolution. For this purpose, the amount of euro 30,478,590.00 was allocated to a non-distributable reserve.

With reference to the reserve of unavailable profit pursuant to Art. 6 paragraph 2 Legislative Decree 38/2005, please note that, pursuant to Article 6, paragraph 1, letter a) and paragraph 2 of Legislative Decree 38/2005, a portion of net profit corresponding to capital gains recognised in the income statement, net of the related tax charge and other than the net income from trading financial instruments and foreign exchange and hedging transactions, arising from application of the *fair value* or shareholders' equity criteria, must be recorded in an unavailable reserve. This reserve will therefore be increased by the amount of Euro 460,656.46, corresponding to the change in unrealised capital gains recognised in the year 2023.

The Board of Directors clarifies that the portion of undistributed dividends with respect to the treasury shares held by the Bank at the abovementioned record date, will be transferred to the extraordinary Reserve.

The documentation referred to in art. 154-ter of the TUF will be made available to the public at least twenty-one days before the date of the Shareholders' Meeting in single call (i.e. by 2 April 2024).

2. RESOLUTIONS PROPOSED TO THE ORDINARY SHAREHOLDERS' MEETING

Dear Shareholders,

if you agree with the contents shown in this report, we invite you to adopt the following resolution:

1. to approve the FinecoBank S.p.A. Financial Statements for the year 2023;
2. to approve the allocation of the net profit for the year of Euro 604,497,541.49, as follows: (i) a dividend per share of Euro 0.69, corresponding to total Euro 421,589,604.63 to the 610,999,427 ordinary shares with a par value Euro 0.33 each, making up the share capital and including 367,792 shares resulting from the share capital increase in support of the incentive systems for employees approved by the Board of Directors on February 6th, 2024; (ii) Euro 24,274.27 to the legal reserve, corresponding to 0.004% of the profit for the year 2023, having reached the limit of one-fifth of the share capital; (iii) Euro 30,478,590.00 to the non-distributable reserve pursuant to Article 26 Decree Law No. 104 of August 10, 2023; (iv) Euro 460,656,46 to the reserve of unavailable profit pursuant to Art. 6 paragraph 2 D. Lgs. 38/2005; (v) Euro 151,944,416.13 to the extraordinary reserve.

ORDINARY SHAREHOLDER'S MEETING

DIRECTORS' REPORT

2024 REMUNERATION POLICY

Dear Shareholders,

We called you at the Ordinary Shareholders' Meeting to submit the proposal for approval of Section I "2024 remuneration policy" of "FinecoBank Group Remuneration policy and report", that will be available to the public at least twenty-one days before the date of the Shareholders' Meeting in single call, drawn up in compliance with the provisions of art. 123-ter of Legislative Decree 58/98 (also "TUF") and of Bank of Italy Circular no. 285 of 17 December 2013 on the "*Supervisory Provisions for Banks*" (hereafter, the "**Supervisory Provisions**"). Such provisions require that the ordinary Shareholders' Meeting approves, among other things, Section I – *2024 remuneration policy* for the members of the Board of Directors, members of the Supervisory Board, employees and staff not linked to the company by an employment relationship (in FinecoBank, the financial advisors authorized to offer off-site services), and holds an advisory vote 4 on Section II – *2023 remuneration report*. The compensation policy and incentive systems are consistent with prudent risk management and long-term strategies, also providing for a correct balance between the fixed and variable components of the remuneration as required by the applicable regulations and, with regard to the latter, risk-weighted systems and mechanisms aimed at ensuring the connection of the remuneration with actual and lasting results.

Therefore, it is proposed that this Shareholders' Meeting approves Section I – *2024 remuneration policy*, which illustrates the principles that FinecoBank Group applies to develop, implement and monitor the compensation systems. The proposal was formulated by the Human Resources function, with the contribution, among others, of the Compliance, Risk Management, Chief Financial Officer and Network Control, Monitoring and Network Services functions, according to their area of expertise.

1. 2024 REMUNERATION POLICY

The fundamentals of the Group's compensation policy, as illustrated in Section I – 2024 remuneration policy are summarized below:

- (a) clear and transparent governance, providing information on the role and activities of the Remuneration Committee, as well as the role of the Compliance, Internal Audit, Risk Management and Human resources functions;
- (b) continuous monitoring of market trends and practices, aimed at formulation of competitive compensation ensuring transparency, internal equity and motivation and retention of all staff;
- (c) alignment with the Group's ESG strategy, oriented to sustainable and organic growth, with an integration of the principles of environmental and social sustainability within business and operational management choices;
- (d) compliance with regulatory requirements and principles of good professional conduct;
- (e) pay for sustainable performance by maintaining consistency between remuneration and performance;

Furthermore, in line with national and international regulations, the main contents of Section I are:

- (a) the compensation structure for both Employees and Financial Advisors, providing an adequate representation of each remuneration component;
- (b) the ratio between variable remuneration and fixed remuneration. In particular, for employees belonging to business functions, the maximum level of 2:1 - approved by the Fineco Shareholders' Meeting of 5 June 2014 – remains unchanged; for the rest of the staff a maximum ratio of 1:1 is generally applied. The variable remuneration of the Corporate Control Functions Identified Staff cannot exceed one third of the fixed remuneration. The remuneration of the Head of Human Resources and the Manager in charge of the financial statements is predominantly fixed. With regard to Financial Advisors Identified Staff, a ratio of 2:1 applies between the so-called non-recurring remuneration and the recurring remuneration. The adoption of the 2:1 ratio between variable and fixed remuneration has no implications on the Bank's ability to continue to comply with prudential rules and in particular with regard to own funds requirements;
- (c) the identification of the 2024 Identified Staff for both Employees and Financial Advisors;
- (d) a description of the 2024 Incentive Systems for Identified Staff (Employees and Financial Advisors);
- (e) the performance targets set for the Chief Executive Officer and General Manager for the year 2024, confirming the focus on ESG topics and sustainable development;

2. Resolutions submitted to the Ordinary Shareholders' Meeting

Dear Shareholders,

If you share the contents and the arguments presented in this Report, we invite you to take the following resolutions:

“The Ordinary Shareholder’s Meeting of FinecoBank S.p.A., considering the Directors’ Report drafted according to art. 123-ter of Legislative Decree n. 58/1998 and other applicable regulations,

DECIDES

1. To approve - also pursuant to art. 123-ter, paragraph 3-*bis* and 3-*ter* of TUF – *Section I - 2024 remuneration policy* of FinecoBank Group, that establishes the principles that Fineco Group applies in defining, implementing and monitoring the remuneration systems for the members of the Board of Directors, the members of the Supervisory Board, the employees and Financial Advisors authorized to offer off-site services.
2. To grant the Chief Executive Officer and General Manager all the appropriate powers to amend the aforementioned 2024 Remuneration policy and report, as it might be required by the competent supervisory authorities or as it might be necessary in view of changes in the relevant regulatory/legislative framework, as well as to implement any adjustment that won’t alter substantially the document.

ORDINARY SHAREHOLDER'S MEETING

DIRECTORS' REPORT

2023 REMUNERATION REPORT

Dear Shareholders,

We called you at the Ordinary Shareholders' Meeting in order to hold an advisory vote on Section II – “2023 remuneration report” of the “2024 FinecoBank Group Remuneration policy and report”, that will be available to the public at least twenty-one days before the date of the Shareholders' Meeting in single call, prepared in compliance with the provisions of art. 123-ter of Legislative Decree 58/98 (also “TUF”) and of Bank of Italy Circular no. 285 of 17 December 2013 on the “*Supervisory Provisions for Banks*” (hereafter, the “**Supervisory Provisions**”). Such provisions require that the ordinary Shareholders' Meeting approves, among other things, Section I – *2024 remuneration policy* for the members of the Board of Directors, the members of the Supervisory Board, the employees and staff not linked to the company by an employment relationship (in FinecoBank, the financial advisors authorized to offer off-site services) and holds an advisory vote on Section II – *2023 remuneration report*. The compensation policy and the incentive systems are consistent with prudent risk management and long-term strategies, also providing for a correct balance between the fixed and variable components of the remuneration as required by the applicable regulations; with regard to the latter, risk-weighted systems and mechanisms aimed at ensuring the connection of the remuneration with actual and lasting results.

Therefore, shareholders are invited to hold an advisory vote on the information regarding the implementation of the 2023 FinecoBank Group compensation policy approved by the Shareholders' Meeting on April 27th 2023 and included in Section II – *2023 remuneration report*.

1. 2023 REMUNERATION REPORT

Section II – 2023 remuneration report, namely for the members of administrative and control bodies and for general managers and, in an aggregated, form for the executives with strategic responsibilities, provides an adequate representation of each remuneration component, pointing out its consistency with the company's compensation policy in the referred financial year. Moreover Section II analytically explains the remuneration awarded in the referred financial year, highlighting the compensation components that are likely to be referred to activities carried out in previous financial years and, as well, highlighting the compensation that has to be awarded in one or more of the following financial years in view of the activities carried out in the referred financial year, possibly stating an estimated value for the components that are not objectively measurable in the referred financial year.

In line with national and international regulations, the main contents of the 2023 remuneration report are:

- (a) the main Company's results of the 2023 Financial Year and the definition of the bonus pool after meeting the entry conditions;
- (b) the description of the role and activities of the Remuneration Committee, as well as the role of the Compliance, Internal Audit and Risk Management functions in the definition and implementation of the 2023 Incentive Systems;
- (c) a description of the execution of the 2023 Incentive Systems for Identified Staff (employees and Financial Advisors);
- (d) performance and remuneration structure of the Chief Executive Officer and General Manager for the 2023 Financial Year;
- (e) a detailed focus on the execution of previous years' short-term and long-term Incentive Systems for Identified Staff (Employees and Financial Advisors), subject to the achievement of the relevant entry conditions;
- (f) a complete disclosure of the data requested by national and international regulators.

According to art. 123-ter, par. 6 of TUF the Shareholders' Meeting is required to hold an advisory vote on the aforementioned Section II. The vote is not binding.

* * *

2. Resolution submitted to the Ordinary Shareholders' Meeting

Dear Shareholders,

If you share the contents and the arguments presented in this Report, we invite you to decide:

“Favorably, pursuant to art. 123-ter, paragraph 6 of TUF, on Section II – 2023 remuneration report in order to assess the results of the execution of the policy and the remuneration systems, with an overview on details and reasons for the remuneration awarded to Identified Staff, considering that the company will anyway provide a detailed explanation, in the 2024 remuneration report, on how the vote has affected its practices”.

ORDINARY SHAREHOLDER'S MEETING

**DIRECTORS' REPORT
ON
2024 INCENTIVE SYSTEM FOR IDENTIFIED STAFF EMPLOYEES**

Dear Shareholders,

We have called you to the Ordinary Shareholders' Meeting to submit for your approval the 2024 Incentive System aimed at granting an incentive, in cash and / or in free ordinary shares, to be paid over a multi-year period to FinecoBank Identified Staff employees, according to the methods described below and subject to the achievement of specific performance targets (hereafter, the "**2024 System**" or "**2024 Incentive System**").

This proposal has been prepared in compliance with the provisions of art. 125-ter and art. 114-bis of the Legislative Decree no. 58, 24 February 1998, and in accordance with the provisions set forth by Consob with reference to compensation plans based on financial instruments for corporate officers, employees or independent contractors; moreover, in compliance with the aforementioned provisions, and information document pursuant to art. 84-bis of Consob Regulation 11971/99 and subsequent amendments were made available to the public within the terms of the law and to which reference is made for the detailed description of the Incentive System illustrated in this Report.

The proposal is in line with FinecoBank's Remuneration Policy, with the provisions issued by Bank of Italy on remuneration and incentive policies and practices¹, which implement the provisions of the Directive 2013/36/EU (Capital Requirements Directive or CRD IV as modified by Directive 2019/878/UE), as well as the guidelines issued by the EBA (European Banking Authority).

1. 2024 INCENTIVE SYSTEM FOR IDENTIFIED STAFF EMPLOYEES

GOALS

The 2024 System aims at incentivizing, retaining and motivating the beneficiaries, in compliance with the provisions issued by national and international authorities targeting - in the interest of all stakeholders - remuneration systems that are: aligned with the company's long-term strategies and objectives, linked to company results, risks adjusted in order to meet both capital and liquidity requirements needed to sustain the business and, in any case, designed to avoid incentives that could drive excessive risk taking behavior or lead to violations of the law.

BENEFICIARIES

The following potential beneficiaries of the 2024 System have been classified - in line with the criteria defined by the current regulation - as "**Identified Staff**":

¹ Circular no. 285/2013

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- the Chief Executive Officer and General Manager (CEO/GM), the Deputy General Managers (DGM), the Executive Vice Presidents (EVP), the Senior Vice Presidents (SVP)²;
- other selected roles (including new hires) identified by applying the criteria established by the regulatory provisions.

The total number of beneficiaries, as of 16 January 2024, is 23.

ELEMENTS OF THE 2024 SYSTEM

Below, the main elements of the 2024 system. In particular:

- (a) in line with the approach adopted in 2023, the maximum variable remuneration that will be granted in 2024 under the 2024 System is based on a bonus pool. The link between profitability, risk and remuneration is guaranteed by directly linking the bonus pool to company results, the cost of capital and the relevant risk profiles as defined in the relevant framework for determining the risk appetite;
- (b) the bonus pool will be defined on the basis of company performance and awarded to the Identified Staff according to individual performance;
- (c) the 2024 System - in addition to attract, retain and motivate the beneficiaries - is aligned with both national and international regulatory requirements, providing for:
 - the award of a variable incentive that is defined on the basis of the established bonus pool, the evaluation of the individual performance and the internal benchmark for specific roles, as well as consistent with the maximum ratio between the fixed and variable components defined by the ordinary Shareholders' Meeting;
 - the definition of a balanced structure of "upfront" (made at the time of the performance appraisal) and "deferred" payments, in cash and shares;
 - payments in free FinecoBank shares consistent with the applicable regulatory provisions, which require periods of unavailability on them. In fact, the payment structure provides for the actual allocation of the shares (both "upfront" and "deferred" installments) at the end of a one-year retention period;
 - risk-weighted measures, in order to guarantee long-term sustainability with reference to the company's financial position in line with the Authority's indications;
 - entry and malus conditions of capital, liquidity and profitability, individual compliance conditions and a specific claw-back clause;
- (d) the individual performance assessment is based on the achievement of specific goals that are adequately balanced on both financial and sustainability factors;
- (e) the payment of the total incentive so determined will be made over a multi-year period (2025 - 2030) as outlined below, subject to the beneficiaries being in service at the time of each payment³:
 - in 2025 the first cash installment of the overall incentive ("1st tranche"), as well as the first tranche in shares (without prejudice to the retention period) in absence of any individual values/compliance breach, considering also the gravity of any internal/external findings by the competent Functions or

² Defined according to the Global Job Model, a system describing, standardizing and allowing for the calibration of all roles. The Banding system (Global Banding Structure) is one of the fundamental elements of the Global Job Model.

³ To be understood as the final vesting of the right to the incentive and not as the actual instalment of the shares at the end of the holding period.

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Authorities (e.g. Internal Audit, European Central Bank, Bank of Italy, Consob and/or analogous local authorities);

- in the period 2026 - 2030 the residual amount of the total incentive will be delivered in several installments in cash and/or FinecoBank free ordinary shares; each individual tranche will be subject to the application of the "Zero Factor" related to the year of competence and to the verification of compliance for each beneficiary with the compliance rules and with the principles of conduct and behavior, also considering the seriousness of any internal / external inspections by the competent Functions or Authorities (e.g. Internal Audit, European Central Bank, Bank of Italy, Consob and/or similar local authorities);

- (f) the assessment of "sustainable performance" parameters (entry and malus conditions) and the alignment between risk and remuneration are examined by the Remuneration Committee, as well as by the Risk and Related Parties Committee and defined by the Board of Directors;
- (g) the payments schedule is established according to the category of beneficiaries, as shown in the following table:

Payout view

	2024	2025	2026	2027	2028	2029
CEO/GM and other roles provided by law with a "significant amount" ³ of total variable remuneration	20% cash	20% shares	12% cash	12% shares	12% shares	12% cash 12% shares
Other roles provided by law ⁴ with no "significant amount" of total variable remuneration	25% cash	25% shares	10% cash	10% shares	10% shares	10% cash 10% shares
Other identified staff with no "significant amount" of total variable remuneration	30% cash	30% shares	10% shares	10% cash 10% shares	10% cash	-

- (h) in compliance with the applicable regulatory provisions⁵, no deferral will be applied and the entire amount will be paid in cash when the annual variable remuneration is equal or less than the minimum threshold of Euro 50.000 and is equal or less than one third of the total annual remuneration;
- (i) the 2024 System may be applicable to Identified Staff hired from the external market;
- (j) the number of shares to be paid in the respective tranches will be defined in 2025 on the basis of the arithmetic mean of the official closing prices of the FinecoBank ordinary shares recorded in the month prior to the Board resolution that evaluates the results achieved in 2024. The estimated maximum number of shares to be awarded is equal to 737,337 FinecoBank free or-

³ Threshold of Euro 435,000, equal to 25% of the total remuneration of the Italian High Earners according to the EBA report (Benchmarking and High Earners Report). The threshold includes both the short-term variable remuneration and the annual tranche of the long-term variable remuneration, and it is equal to less than 10x the overall average remuneration of the company's employees. As required by the regulatory provisions (Circular 285/2013), the threshold has been defined for the three-year period 2022-2024.

⁴ Cf. Circular no. 285 of Bank of Italy

⁵ Circular no. 285 of Bank of Italy (cf. 37th update of 2021)

dinary shares, representing approximately the 0.12% of Fineco's share capital, including Fineco-Bank ordinary shares that may eventually be allocated to hiring Identified Staff from the external market and/or for severance payments;

- (k) FinecoBank ordinary shares awarded free of charge will be freely transferable.

CHANGES TO THE 2024 SYSTEM

During the implementation of the 2024 System, it is deemed appropriate to propose delegation of powers to the Chief Executive Officer and General Manager, to amend the System without altering the substance of the resolutions of the Board of Directors and the Shareholders' Meeting, also by resorting to different solutions that fully comply with the principles of the 2024 System and that allow the same results to be achieved (i.e. a different percentage distribution of the payments of the different tranches, a different deferral period, a different period of restriction on granted shares, the extension of the 2024 System to beneficiaries other than the Identified Staff, also using trust companies, the use of instruments other than FinecoBank's shares where required by the regulations, the payment of an equivalent amount in cash instead in lieu of shares, to be determined on the basis of the market value of FinecoBank shares, taking into account the arithmetic mean of the official market closing prices of the ordinary shares recorded in the month preceding the board resolution executing the payment of a share installment).

It is understood that the aforementioned changes will be in any case adopted in compliance with the applicable legal and regulatory provisions pro tempore in force.

2. SHARES REQUESTED FOR THE 2024 INCENTIVE SYSTEM FOR IDENTIFIED STAFF EMPLOYEES

The issuance of free ordinary shares necessary for the implementation of the 2024 System, as in the past, will be carried out in compliance with the provisions of art. 2349 of the Italian Civil Code on the basis of the delegation granted to the Board of Directors, pursuant to art. 2443 of the Italian Civil Code.

For this reason, the Shareholders' Meeting in extraordinary session will be called to approve the proposal to assign such delegation to the Board of Directors.

In particular, for the purpose of issuing FinecoBank ordinary shares for the 2024 System, it is submitted for approval the proposal to grant a delegation to the Board of Directors pursuant to art. 2443 of the Civil Code, to proceed with the increase in share capital, in compliance with the provisions of art. 2349 of the Italian Civil Code, for a maximum amount of Euro 200,566.74 (to be allocated entirely to capital), by issuing a maximum number of 607,778 new ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement.

In line with the provisions of art. 2443 of the Italian Civil Code, pursuant to which the Directors may exercise the right to increase the capital for a maximum period of five years from the date of registration of the Shareholders' Meeting resolution granting the delegation (and therefore with respect to the date of the Shareholders' Meeting resolution up to 2029), for the actual allocation of the last tranche of shares in 2030, a proposal to integrate the delegation already conferred on the Board of Directors must be submitted to a future Shareholders' Meeting, so as to complete the execution of the 2024 System.

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The above mentioned capital increase will be carried out using the special reserve called "Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank" which, if necessary, may be reconstituted or increased by allocating a portion of available statutory profits or reserves created as a result of the allocation of company profits which will be identified by the Board of Directors upon exercise of the delegation.

In the event that it is not possible to proceed with the issuance (full or partial) of the shares serving the 2024 System (including the case in which the "Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank" is not sufficient), the beneficiaries will receive an equivalent amount in cash to be determined on the basis of the arithmetic mean of the official market prices of FinecoBank ordinary shares recorded in the month preceding the Board resolution executing the bonus payment.

Dear Shareholders,

if you agree with the above, we invite you to approve the proposal on the agenda and, therefore, to take the following resolution:

“The Ordinary Shareholders' Meeting of FinecoBank S.p.A., having heard the proposal of the Board of Directors,

RESOLVES

- 1. to adopt the 2024 Incentive System, which provides for the award of an incentive, in cash and / or FinecoBank ordinary shares, to be carried out by the month of April 2030, to FinecoBank Identified Staff employees, under the terms and with the methods illustrated above;*
- 2. to confer on the Chief Executive Officer and General Manager, every opportune power of attorney to execute the present resolution and the documents forming part thereof, as well as any amendments and/or integrations that may be required to implement the present resolutions of today's Shareholders' Meeting (provided that they do not substantially alter the content of the resolutions)”.*

ORDINARY SHAREHOLDER'S MEETING

DIRECTORS' REPORT

ON

2024-2026 LONG TERM INCENTIVE PLAN FOR EMPLOYEES

Dear Shareholders,

We have called you to the Ordinary Shareholders' Meeting to request your approval for the 2024-2026 Long Term Incentive Plan for employees (hereinafter also the “**2024-2026 Plan**” or the “**Plan**”), providing for the grant of an incentive in FinecoBank free ordinary shares to selected employees of FinecoBank Group, over a multi-year period, according to the conditions described below and subject to the achievement of specific performance conditions.

This proposal has been prepared in compliance with the provisions of article 125-*ter* and article 114-*bis* of the Legislative Decree n. 58, 24 February 1998, and in accordance to the provisions set forth by Consob with reference to incentive plans based on financial instruments for corporate officers, employees or independent contractors; moreover, in compliance with the aforementioned provisions, an information document pursuant to art. 84-*bis* of the Consob Regulation no. 11971/99 and subsequent amendments were made available to the public under the terms of law and to which reference is made for a detailed description of the Plan illustrated in this report.

The proposal is also in line with the Group's Remuneration Policy, with the provisions issued by Bank of Italy on remuneration and incentive policies and practices¹, which implements the provisions of the Directive 2013/36/EU as modified by the Directive 2019/878/UE, as well as the guidelines issued by the EBA (European Banking Authority).

1. 2024-2026 LONG TERM INCENTIVE PLAN FOR EMPLOYEES

GOALS

The 2024-2026 Plan aims at incentivizing, retaining and motivating in the long term the beneficiaries, in compliance with the provisions issued by national and international authorities targeting - in the interest of all stakeholders - remuneration systems that are: aligned with the company's long-term strategies and objectives, linked to company results, risks adjusted in order to meet both capital and liquidity requirements needed to sustain the business and, in any case, designed to avoid incentives that could drive excessive risk taking behavior or lead to violations of the law.

BENEFICIARIES

The beneficiaries of the Plan are estimated on 16 January 2024 in 120 employees selected from the Group's "key" resources, including FinecoBank Executives with Strategic Responsibility. The

¹ Circular no. 285/2013

Heads of the Corporate Control Functions, for which is applied a maximum incidence of variable remuneration of 33% on fixed remuneration, are excluded from the Plan.

ELEMENTS OF THE PLAN

- (a) The Plan aims to incentivize, retain and motivate the beneficiaries for the 2024-2026 performance period and sets goals linked to the 2024-2026 Multi-Year Plan;
- (b) specifically, the Plan sets financial and sustainability performance targets such as ROAC, Net Sales of AUM, Total Net Sales, Cost Income Ratio, Operational Losses on Revenues, Scope 1 and 2 (market-based) emissions reduction, the achievement of Diversity, Equity & Inclusion goals, and the enlargement of the ESG product offering with funds pursuant to article 8 and 9 SFDR. Each goal has a relative weight in terms of impact on the total bonus. For the financial KPIs, specific targets have been defined in line with the Group's 2024-2026 Multi-Year Plan and their assessment is based on progressive thresholds, corresponding to increasing bonus percentages from 0% to 100% in a linear progression. For sustainability KPIs, targets were defined in line with the 2024-2026 ESG MYP and their assessment operates according to an on/off mechanism.
- (c) The Plan provides for:
 - entry and malus conditions of capital, liquidity and profitability, as well as individual compliance conditions, a claw-back clause and a continuous employment clause²;
 - risk-weighted measures to ensure long-term sustainability with reference to the company's financial position in line with the Authority's guidelines;
 - individual bonuses in FinecoBank ordinary shares, defined taking into account the roles of the beneficiaries;
 - a payment structure over a multi-year period, defined according to the categories of beneficiaries and in line with the applicable regulatory provisions, as outlined in the following table:

<i>Vesting</i>	2027	2028	2029	2030	2031	2032	2033
CEO and General Manager	40% shares	12% shares	12% shares	12% shares	12% shares	12% shares	
Top Group Executives	40% shares	12% shares	12% shares	12% shares	12% shares	12% shares	
Other Group Identified Staff	40% shares	15% shares	15% shares	15% shares	15% shares		

² Shares will be awarded only if the beneficiary will still be employed at each date of the assignment of the shares, to be understood as the final vesting of the right to the incentive, and not as the actual instalment of the shares at the end of the holding period.

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<i>Payout</i>	2027	2028	2029	2030	2031	2032	2033
CEO and General Manager		40% shares	12% shares	12% shares	12% shares	12% shares	12% shares
Top Group Executives		40% shares	12% shares	12% shares	12% shares	12% shares	12% shares
Other Group Identified Staff		40% shares	15% shares	15% shares	15% shares	15% shares	

- (d) in relation to the ratio between the variable and fixed remuneration component, in compliance with the applicable regulatory provisions and consistently with the provisions of the Group's Remuneration Policy, the respect of the maximum limits envisaged is confirmed, also taking into account the variable short-term remuneration related to each year of performance;
- (e) the assessment of the "sustainable performance" parameters (entry and malus conditions) and the alignment between risk and remuneration are examined by the Remuneration Committee, as well as by the Risk and Related Parties Committee and defined by the Board of Directors;
- (f) all payments in shares for the Beneficiaries included among the Group Identified Staff, in accordance with the current regulatory provisions, require a one-year retention period;
- (g) the maximum number of shares to be awarded under the Plan, to be attributed following the verification of the achievement of the performance targets, will be determined in 2024 on the basis of the arithmetic mean of the official market closing prices of FinecoBank ordinary shares during the month preceding the day on which the Board of Directors of FinecoBank will execute the General Shareholders' Meeting resolution related to the Plan. It is estimated that a maximum of 2,038,881 free ordinary FinecoBank shares will be awarded, representing approximately 0.33% of FinecoBank's share capital;
- (h) FinecoBank ordinary shares awarded free of charge will be freely transferable;
- (i) specific clauses also apply in the event of termination of the employment contract and change of control.

CHANGES TO THE PLAN

During the implementation of the Plan, it's deemed appropriate to propose delegation of powers to the Chief Executive Officer and General Manager, to amend the Plan without altering substantially the content of the resolutions of the Board of Directors and the General Shareholders' Meeting, also by resorting to different solutions that fully comply with the principles of the Plan and that allow the same results to be achieved (i.e. a different percentage distribution of the payments of the different tranches, a different deferral period, a different retention period on granted shares, the extension of the Plan to other beneficiaries, also using trust companies; the use of instruments other than FinecoBank's shares where required by the regulations, the payment of an equivalent amount in cash in lieu of shares, to be determined on the basis of the market value of FinecoBank shares, taking into account the

arithmetic mean of the official market closing price of ordinary shares during the month preceding the Board resolution executing the payment of a share installment).

It is understood that the aforementioned amendments will be in any case adopted in compliance with the applicable legal and regulatory provisions pro tempore in force.

2. SHARE REQUEST FOR THE 2024-2026 LONG TERM INCENTIVE PLAN FOR EMPLOYEES

The issuance of free ordinary shares necessary for the implementation of the Plan, will be carried out in compliance with the provisions of art. 2349 of the Italian Civil Code on the basis of the delegation granted to the Board of Directors, pursuant to art. 2443 of the Italian Civil Code.

For this reason, an Extraordinary Shareholders' Meeting will be called to approve the proposal to assign such delegation to the Board of Directors.

In particular, for the purpose of issuing FinecoBank ordinary shares for the execution of the Plan, it is submitted for approval the proposal to grant a delegation to the Board of Directors pursuant to art. 2443 of the Civil Code to proceed with an increase in share capital, in compliance with the provisions of art. 2349 of the Italian Civil Code, for a maximum amount of Euro 460,286.64 (to be allocated entirely to capital), corresponding to up to 1,394,808 FinecoBank new ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement.

In line with the provisions of art. 2443 of the Italian Civil Code, pursuant to which the Directors may exercise the right to increase the capital for a maximum period of five years from the date of registration of the Shareholders' Meeting resolution granting the delegation (and therefore with respect to the date of the Shareholders' Meeting resolution up to 2029), for the actual allocation of shares in 2030, 2031, 2032 and 2033, a proposal to integrate the delegation already conferred on the Board of Directors must be submitted to a future Shareholders' Meeting, so as to complete the execution of the Plan.

The above-mentioned capital increase will be carried out using the special reserve called "Provisions Linked to the Medium-Term Incentive System for the staff of FinecoBank" which, if necessary, may be reconstituted or increased by allocating a portion of available statutory profits or reserves created as a result of the allocation of company profits which shall be identified by the Board of Directors upon exercise of the delegation.

In the event that it is not possible to proceed with the issuance (full or partial) of the shares serving the Plan (including the case in which the "Provisions Linked to the Medium-Term Incentive System for the staff of FinecoBank" is not sufficient), the beneficiaries will receive an equivalent amount in cash to be determined on the basis of the arithmetic mean of the official market prices of the FinecoBank ordinary shares recorded in the month preceding the Board resolution executing the payment of a share installment.

Dear Shareholders,

ORDINARY SHAREHOLDERS' MEETING
ITEM NO. 6 ON THE AGENDA

if you agree with the above, we invite you to approve the proposal on the agenda and, therefore, to take the following resolution:

“The Ordinary Shareholders' Meeting of FinecoBank S.p.A., having heard the proposal of the Board of Directors,

RESOLVES

1. *to adopt the 2024-2026 Long Term Incentive Plan for employees, which provides for the payment of an incentive in FinecoBank ordinary shares, to be carried out by the month of April 2033, to selected beneficiaries, under the terms and with the methods illustrated above;*
2. *to grant to the Chief Executive Officer and General Manager, every opportune power of attorney to execute the present resolution and the documents forming part thereof, as well as any amendments and/or integrations that may be required to implement the present resolutions of today's Shareholders' Meeting (provided that they do not substantially alter the content of the resolutions).”*

ORDINARY SHAREHOLDER'S MEETING

DIRECTORS' REPORT

ON

**2024 INCENTIVE SYSTEM FOR PERSONAL FINANCIAL ADVISORS (PFA)
IDENTIFIED STAFF**

AND ON

**AUTHORIZATION TO PURCHASE AND DISPOSE OF TREASURY SHARES FOR
THE PURPOSE OF THE 2024 INCENTIVE SYSTEM FOR PERSONAL FINANCIAL
ADVISORS (PFA) IDENTIFIED STAFF. CONSEQUENT AND INHERENT
RESOLUTIONS**

(pursuant to article 73, Consob Regulation)

**2024 INCENTIVE SYSTEM FOR PERSONAL FINANCIAL ADVISORS (PFA)
IDENTIFIED STAFF**

Dear Shareholders,

We have called this ordinary Meeting to request your approval of the 2024 Incentive System for Personal Financial Advisors (hereinafter “**Personal Financial Advisors**” or “**PFA**”), aimed at allocating an incentive in cash and/or in FinecoBank free ordinary shares, to be granted over a multi-year period to FinecoBank Personal Financial Advisors classified as Identified Staff, according to the conditions described below.

This proposal has been formulated in compliance with the provisions of art. 125-ter and art. 114-bis of Decree 58 dated February 24, 1998, and in accordance with the provisions set forth by Consob with reference to incentive plans based on financial instruments assigned to corporate officers, employees and independent contractors; for a detailed description of the 2024 Incentive System described in this report, please refer to the document describing the details of the incentive systems that has been prepared pursuant to art. 84-bis of the Consob Regulation no. 11971/99 and subsequent amendments and has been made available to the public under the terms of law.

The proposal is in line with the FinecoBank Group Remuneration Policy, the regulation issued by Bank of Italy¹ on remuneration policies and practices, which implements the provisions set by the European Directive 2013/36/UE as modified by Directive 2019/878/UE and by the EBA (European Banking Authority) guidelines. With this regard, it should be noted that FinecoBank's Shareholders' Meeting has approved the adoption of a maximum 2:1 ratio between the non-recurring and the recurring remuneration for Personal Financial Advisors Identified Staff, within the regulatory limit.

¹ Circular no. 285 of December 17, 2013

GOALS

The 2024 Incentive System for Personal Financial Advisors Identified Staff (hereinafter also the “**2024 PFA System**”) aims to retain and motivate Personal Financial Advisors, in compliance with national and international regulatory requirements and with the aim to define – in the interest of all stakeholders – incentive systems aligned with long-term company strategies and goals, linked to Company results, adjusted in order to consider all kind of risks, in coherence with capital and liquidity levels needed to cover the activities in place and, in any case, able to avoid misleading incentives that could drive excessive risk taking behaviour or lead to violations of the law (e.g. transparency, fairness in customer relationship or anti financial crime regulation).

BENEFICIARIES

The potential beneficiaries of the 2024 PFA System are:

- Personal Financial Advisors identified by applying the criteria established by the regulatory provisions;
- Personal Financial Advisors Managers who coordinate a structure to which is linked an overall portfolio equal or greater than 5% of the total network assets.

The total estimated number of beneficiaries, as of January 16, 2024, is 10.

ELEMENTS OF THE 2024 PFA SYSTEM

- (a) The maximum amount of non-recurring remuneration to be granted under the 2024 PFA System is defined within a bonus pool. The link between profitability, risk and reward is assured by directly linking the bonus pool to company results, cost of capital and relevant risk profiles as stated in the Risk Appetite Framework;
- (b) the bonus pool will be defined based on the performance of FinecoBank Group and assigned to beneficiaries according to individual performance;
- (c) the 2024 PFA System - in addition to retain and motivate beneficiaries - is aligned with the national and international regulatory requirements providing for:
 - the allocation of a non-recurring incentive defined on the basis of the available bonus pool, of the individual performance evaluation and within the bonus cap set by the ordinary Shareholders' Meeting;
 - the definition of a balanced structure of “upfront” (carried out at the moment of the performance appraisal) and “deferred” payments, in cash and in FinecoBank free ordinary shares (also “shares”);
 - payments in shares consistent with the applicable regulatory provisions regarding the application of share retention periods. The payment structure requires in fact one-year retention period on both upfront and deferred instalments;
 - risk-weighted metrics in order to guarantee long-term sustainability with respect to the company's financial position in line with the Authority's indications;
 - entry and malus condition of capital, liquidity and profitability, individual compliance conditions regarding also the quality of behaviors/operation and a claw-back clause;
- (d) incentive payouts will be made over a multi-year period (2025-2029), as indicated below and provided that the agency relationship of the beneficiaries is in place at the time of each payment:

- in 2025 the first instalment of the overall incentive will be delivered in cash ("1st instalment") as well as the first tranche in shares (without prejudice to the retention period) in absence of any individual values/compliance breach, considering also the gravity of any internal/external findings by the competent Functions or Authorities (e.g. Internal Audit, European Central Bank, Consob and/or analogous local authorities);
- over the period 2026-2029 the remaining amount of the overall incentive will be paid in several instalments in cash and/or FinecoBank ordinary shares; each further instalments will be subject to the application of the "Zero Factor" for the year of allocation and only awarded in absence of any individual values/compliance breach, considering also the gravity of any internal/external findings by the competent Functions or Authorities (e.g. Internal Audit, European Central Bank, Consob and/or analogous local authorities);
- (e) the final evaluation of sustainable performance parameters (entry and malus condition) and risk-reward alignment are reviewed by the Remuneration Committee, by the Risk and Related Parties Committee and defined by the Board of Directors;
- (f) the percentages of payments in cash and shares are defined as described in the following tables:

	2025	2026	2027	2028	2029
Personal Financial Advisors Identified Staff with "significant" ² amount of non-recurring remuneration	20% cash	5% cash 20% shares	5% cash 15% shares	10% cash 15% shares	10% cash
Personal Financial Advisors Identified Staff with no "significant" amount of non-recurring remuneration	30% cash	30% Shares	10% shares	10% cash 10% shares	10% cash

- (g) in compliance with the provisions of Circular no. 285/2013 of Bank of Italy, the deferral mechanism will not be applied and the entire amount will be paid in cash when the annual non-recurring remuneration is equal to or less than the minimum threshold of Euro 50,000 and is equal to or less than one third of the total annual remuneration;
- (h) the number of ordinary shares to be allocated with the second, third and fourth instalments will be defined in 2025, on the basis of the arithmetic mean of the official closing price of FinecoBank ordinary shares during the month following the Board resolution that verifies the 2024 performance results;
- (i) the estimated maximum number of shares to be allocated is equal to 256,740, representing about 0.04% of FinecoBank share capital, therefore, well below the maximum limit of 20% provided by the applicable regulation³, also taking into consideration the 91,459 treasury shares owned by the Company at the date of the present report, equal to 0.015% of share capital, and also the maximum number of treasury shares that at the moment is estimated to be assigned to carry out Incentive Systems already approved or that will be approved in the future, or other needs not foreseeable at the moment;
- (a) the FinecoBank ordinary shares to be allocated will be freely transferable.

² Threshold of Euro 435,000, equal to 25% of the total remuneration of the Italian High Earners according to the EBA report (Benchmarking and High Earners Report). The threshold includes both the short-term non-recurring remuneration and the annual tranche of the long-term non-recurring remuneration, and it is equal to less than 10x the overall average remuneration of the company's employees. As required by the regulatory provisions (Circular 285/2013), the threshold has been defined for the three-year period 2022-2024.

³ Art. 2357 of the Italian Civil Code.

CHANGES TO THE 2024 PFA SYSTEM

For the purpose of the implementation of 2024 PFA System, it is deemed appropriate to propose delegation of powers to the Chief Executive Officer and General Manager to implement any eventual change to the 2024 PFA System that do not change substantially the content of the resolutions of the Board and of today's General Shareholders' Meeting, also through alternative solutions that fully comply with the principles of 2024 PFA System and allow achievement of the same results (i.e. a different percentage distribution of the payments of the different tranches; a different deferral period; a different period of restriction on the sale of the shares; the payment of an equivalent amount in cash in lieu of granting shares, to be determined on the basis of the market value of FinecoBank shares, considering the arithmetic mean of the official closing price of FinecoBank ordinary shares during the month following each Board resolution to execute the actual grant; the extension of the 2024 PFA System to other beneficiaries considered equivalent to Identified Staff).

It is understood that these amendments will be adopted in any case in accordance with the applicable regulatory provisions.

Dear Shareholders,

If you agree with the above proposal, you are invited to approve it by adopting the following resolution:

"FinecoBank's ordinary Shareholders' Meeting, having heard the Board of Directors proposal,

RESOLVES

1. *to adopt the 2024 Incentive System for Personal Financial Advisors (PFA) Identified Staff which provides for the allocation of an incentive in cash and/or FinecoBank ordinary shares, to be performed by July 2029 in the manner and terms described above;*
2. *to confer on the Chief Executive Officer and General Manager every opportune power of attorney to implement the present resolution and the documents which represent part of it, also rendering any amendments and/or integrations which should be necessary to enact the present deliberations of today's Shareholders' Meeting (not changing substantially the content of the resolutions)."*

**AUTHORIZATION TO PURCHASE AND DISPOSE OF TREASURY SHARES FOR THE
PURPOSE OF THE 2024 INCENTIVE SYSTEM FOR PERSONAL FINANCIAL ADVISORS
(PFA) IDENTIFIED STAFF. RELATED AND CONSEQUENT RESOLUTIONS**

Dear Shareholders,

We have called this ordinary Meeting to submit to your approval the authorization request to purchase and to dispose of treasury shares and to carry out the related and consequent resolutions.

SUPPLY RELATED TO THE 2024 PFA SYSTEM

In order to acquire the financial instruments needed to carry out the 2024 PFA System for the Personal Financial Advisors Identified Staff, it is necessary to propose to the Shareholders' Meeting the authorization, pursuant to article 2357 civil Code, to purchase and to dispose of treasury shares. Thus, the Company will have, by purchasing them on the market, the shares needed to execute the 2024 PFA System through the assignment of those shares to the beneficiaries who have the right to receive them.

The proposal foresees to confer on the Board of Directors the faculty to carry out repeated and subsequent transactions to buy and sell (or other kind of disposals) treasury shares on a revolving base, also for fractions of the maximum amount authorized, so that, at any time, the number of shares to be purchased under the above-mentioned proposal plus those in the Company's ownership do not exceed the limit set by the law and are in line with the authorization provided by the Shareholders' Meeting.

The authorization request is for a maximum number of 256,740 ordinary shares, equal to 0.04% of share capital and, therefore, well below the maximum limit of 20% provided by the applicable regulation, also taking into consideration the 91,459 treasury shares owned by the Company at the date of the present report, equal to 0.015% of share capital, and also the maximum number of treasury shares that at the moment is estimated to be assigned to execute Incentive Systems already approved or that will be approved in the future, or other needs not foreseeable at the moment.

The purchase of treasury shares will be executed within the limits of the distributable earnings and of the available provisions as per the last approved annual financial report, at the moment of the purchasing operations.

The purchasing of treasury shares reduces the net worth of an equal amount, through the inclusion among the liabilities in the balance sheet of a specific item with a negative sign.

The proposal foresees that purchasing and disposition orders of treasury shares have to be made on regulated capital markets, according to art. 132 of the Consolidated Finance Act (TUF) and to art. 144-bis (1) (b) of Consob regulation 11971/99, with the same operational procedures described in the regulations of organization and management of such markets in order to guarantee equal treatment for all Shareholders and to avoid the direct matching of purchase orders against pre-determined sell orders; in particular, these purchases will have to be made:

- (i) by public offering for purchase or trade;
- (ii) on regulated capital markets, according to the operational procedures described in the regulations of organization and management of such markets, which do not allow the direct matching of purchase orders against pre-determined sell orders;
- (iii) by allocating to Shareholders, proportionally to their own shares, a put option to be exercised during the period of the authorization granted by the Shareholders' Meeting to purchase treasury shares.

Sell operations of treasury shares in portfolio will be executed in the manner deemed most appropriate in the Company's interest, including transfer and/or the assignment to execute equity incentive plans.

With reference to the amount of the purchasing operations, it is proposed that it should not be below the nominal value per share, equal to Euro 0.33 and not above, as a maximum, the official closing price of FinecoBank ordinary shares registered in the Euronext Milan the day preceding the purchase, increased by 15%.

Regarding the disposal of the treasury shares, the Board of Directors will establish from time to time the criteria for the definition of the corresponding fees and/or modalities, terms and conditions of purpose of treasury shares in portfolio, taking into consideration the procedure followed, the share price trend in the period prior to the transactions and the best interest of the Company.

Finally, it is proposed that the authorization to purchase is released for a period of eighteen months from the date of the Shareholders' Meeting that passed the resolution for authorization, notwithstanding the required authorizations of the Supervisory Authorities.

Dear Shareholders,

If you agree with the above proposal, you are invited to approve it by adopting the following resolution:

"FinecoBank's ordinary shareholders' Meeting, having heard the Board of Directors proposal, according to the provisions of articles 2357 and 2357-ter of the Civ. Cod., 132 D, Lgs. D. n. 58/1998 and 114-bis of 11971/99 Consob Regulation

RESOLVES

1. *to authorize the purchase and the disposal of a maximum of number 256,740 treasury shares, equal to a nominal value of Euro 0.33 each, for the purposes of the "2024 PFA System" under the terms and conditions described above, considering that buy-back operations of treasury shares could be executed after having received the necessary authorization of the Regulator, according to articles 77-78 Reg. EU no. 575/2013 (CRR) as modified by Reg. EU no. 876/2019. It is understood that any treasury shares purchased under the present resolution or already in FinecoBank's possession, if exceeding the amount needed for the purposes of the "2024 PFA System" or previous years' incentive systems, could be assigned for the purposes of other future incentive plans;*
2. *to confer on the Board of Directors and consequently on the Chief Executive Officer and General Manager, every opportune power of attorney to implement the present resolution and to communicate it to the market, in accordance with the applicable regulations."*

EXTRAORDINARY SHAREHOLDERS' GENERAL MEETING

DIRECTORS' REPORT

1. **Delegation to the Board of Directors, under the provisions of article 2443 of the Italian civil Code, of the authority to resolve, in one or more instances for a maximum period of five years from the date of the Shareholders' resolution, to carry out a free share capital increase, pursuant to article 2349 of the Italian civil Code, for a maximum amount of Euro 200,566.74 (to be allocated in full to share capital) corresponding to up to 607,778 FinecoBank new ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the 2024 Identified Staff employees of FinecoBank in execution of the 2024 Incentive System; consequent amendments to the Articles of Association.**
2. **Delegation to the Board of Directors, under the provisions of article 2443 of the Italian civil Code, of the authority to resolve in 2029 a free share capital increase, pursuant to article 2349 of the Italian civil Code, for a maximum amount of Euro 39,933.30 corresponding to up to 121,010 FinecoBank new ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the 2023 Identified Staff employees of FinecoBank in execution of the 2023 Incentive System; consequent amendments to the Articles of Association.**
3. **Delegation to the Board of Directors, under the provisions of article 2443 of the Italian civil Code, of the authority to resolve, in one or more instances for a maximum period of five years from the date of the Shareholders' resolution, to carry out a free share capital increase, pursuant to article 2349 of the Italian civil Code, for a maximum amount of Euro 460,286.64 (to be allocated in full to share capital) corresponding to up to 1,394,808 FinecoBank new ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the beneficiaries of the 2024-2026 Long-Term Incentive Plan for employees in execution of the plan itself; consequent amendments to the Articles of Association.**

Dear Shareholders,

We have called this Extraordinary Shareholders' Meeting to submit for your approval the proposal to delegate authority to the Board of Directors, pursuant to article 2443 of the civil Code, to increase the share capital under article 2349 of the civil Code (granting of free ordinary shares to employees of FinecoBank Group) in order to:

1. execute the "2024 Incentive System" (hereinafter the "**2024 System**") submitted for approval to the ordinary session of the Shareholders' Meeting;
2. complete the execution of the "2023 Incentive System" (hereinafter the "**2023 System**") approved by the Shareholders' Meeting held on April 27, 2023;
3. execute the "2024-2026 Long-Term Incentive Plan" (hereinafter the "**2024-2026 LTIP**") submitted for approval to the ordinary session of the Shareholders' Meeting;

We also submit for your approval the consequent required amendments to the Articles of Association.

1. DELEGATION FOR CAPITAL INCREASE TO SUPPORT THE 2024 INCENTIVE SYSTEM

It has been submitted for approval to the Ordinary Shareholders' Meeting the 2024 System based on financial instruments, in order to align shareholders' and Management interests, to reward long-term value creation and to motivate and retain key resources of FinecoBank.

The 2024 System aims to incentive over a multi-year period the following employees: Chief Executive Officer and General Manager (CEO/GM), Deputy General Managers (DGM), Executive Vice Presidents (EVP), Senior Vice Presidents (SVP)¹, and all other Identified Staff (including new hires) identified under the criteria established by the regulatory provisions. The overall number of beneficiaries as of January 16, 2024 is equal to 23.

Individual bonuses will be allocated to the beneficiaries of the 2024 System based on the available bonus pool, individual performance evaluation, internal benchmarking for specific roles in coherence with the maximum 2:1 ratio between the variable remuneration component and the fixed remuneration component defined by the Ordinary Shareholders' Meeting.

The overall bonus amount will be paid over a multi-year period (2025-2030) with a balanced structure of "upfront" (made at the time of the performance evaluation) and deferred payments, in cash and in shares, providing that the beneficiaries will still be employees at the moment of each payout ⁽²⁾, pursuant to the schemes below:

<i>Payout view</i>	2025	2026	2027	2028	2029	2030
CEO/GM and other roles provided by law with a 'significant amount' ⁽³⁾ of variable remuneration	20% cash	20% shares	12% cash	12% shares	12% shares	12% cash 12% Shares
Other roles provided by law with no 'significant amount' ⁽⁴⁾ of variable remuneration	25% cash	25% shares	10% cash	10% shares	10% shares	10% cash 10% shares
Other Identified Staff with no 'significant amount' of variable remuneration	30% cash	30% shares	10% shares	10% cash 10% shares	10% cash	-

¹ As defined by the Global Job Model: an evaluation system that describes, standardizes and allows for the calibration of all roles. The "Banding" system is one of the pillars of the Global Job Model.

⁽²⁾ To be understood as the actual vesting of the right to the incentive and not as the share-installment at the end of the holding period.

⁽³⁾ Threshold of Euro 435,000, equal to 25% of the total remuneration of the Italian High Earners according to the EBA report (Benchmarking and High Earners Report). The threshold includes both the short-term variable remuneration and the annual tranche of the long-term variable remuneration, and it is equal to less than 10x the overall average remuneration of the company's employees. As required by the regulatory provisions (Bank of Italy Circular 285/2013), the threshold has been defined for the three-year period 2022-2024.

⁽⁴⁾ Cf. Circular no. 285/2013 of Bank of Italy.

The number of shares to be allocated in the respective instalments shall be defined in 2025, on the basis of the arithmetic mean of the official closing market price of Fineco ordinary shares during the month preceding the Board resolution that evaluates the results achieved in 2024 (the maximum number of shares to execute the 2024 System is estimated equal to 737,337).

Considering the number of beneficiaries and the total number of financial instruments to be allocated, the optimal method identified to execute the 2024 System is the resolution – in one or more instances – by the Board of Directors upon power of attorney delegated by this Shareholders' Meeting under article 2443 of the Italian civil Code, of a free capital increase, as allowed by article 2349 of the Italian civil Code, within five years of the date of the Shareholders' resolution, for a maximum amount of Euro 200,566.74 (to be allocated entirely to capital), by issuing up to 607,778 new FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the Identified Staff of FinecoBank. In compliance with article 2349 of the civil Code, the consequent amendments to the Articles of Association are submitted to today's Shareholders' Meeting.

Being understood that, under the provision of article 2443 of the Italian civil Code, the power of attorney to the Board of Directors for capital increase expires after five years from the date of the relevant Shareholders' resolution, in order to complete the execution of 2024 Incentive System – having a 6-years duration – it will be submitted for approval to one of the future Shareholders' Meetings the proposed assignment of a further power of attorney to the Board of Directors for capital increase to service the above mentioned 2024 System through the allocation of a maximum overall number of 129,559 Fineco ordinary shares, corresponding to a capital increase of a maximum of Euro 42,754.47.

It is highlighted that a residual number of Fineco ordinary shares may be devoted to hiring new Identified Staff from the external market and for severance payments.

The capital increase would be carried out using the special reserve known as “Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank” set up for this purpose which, if case, may be increased via allocation of profits or a portion of available statutory reserves, formed as a result of the allocation of company profits that shall be identified by the Board of Directors at the time of the exercise of the proxy.

If is not possible to proceed with the issuance (full or partial) of the Fineco ordinary shares to support the 2024 System (including the case in which the amount of the “*Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank*” would not be sufficient), an equivalent amount in cash will be allocated to the beneficiaries, determined on the basis of the arithmetic mean of the official closing market price of Fineco ordinary shares during the month preceding the Board resolution concerning the pay-out.

Should the aforementioned delegation of power of attorney be exercised to its maximum amount, the newly issued shares would represent an overall 0.10% of existing share capital (0.12% considering the maximum number of shares equal to 737,337 which include also the 129,559 shares for the allocation of the last instalments in shares in 2030).

2. DELEGATION FOR CAPITAL INCREASE TO CARRY OUT THE 2023 INCENTIVE SYSTEM

As known, on April 27, 2023 the Ordinary Shareholders' Meeting approved the 2023 Incentive System aimed to incentivize the Identified Staff of FinecoBank, over a multi-year period (2024-2029), through a balanced structure of "upfront" (made at the time of the performance evaluation) and deferred payments, in cash and/or in Fineco ordinary shares.

The above-mentioned Extraordinary Shareholders' Meeting approved for the Board of Directors the power of attorney to issue the necessary free ordinary shares to execute the 2023 System.

Considering that, pursuant to article 2443 of the civil Code, the power of attorney to the Directors for capital increase expires after five years from the date of the relevant Shareholders' Meeting resolution, during the above-mentioned meeting it was anticipated to the Shareholders the need to submit to a future Shareholders' Meeting for approval the proposed assignment of a further power of attorney to allocate the last share instalment to be executed in 2029, as foreseen by 2023 System.

Having said that, it is submitted for the approval of today's meeting, the proposal to give to the Board of Directors the power of attorney, that will be executed in 2029, to resolve a free capital increase for a maximum number of 121,010 ordinary shares, corresponding to up to Euro 39,933.30 calculated on the basis of the nominal value of Fineco ordinary share equal to Euro 0.33, consequently amending the Articles of Association.

The above-mentioned capital increase would be carried out using the special reserve known as "*Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank*" set up for this purpose which, if case, may be increased via allocation of profits or a portion of available statutory reserves, formed as a result of the allocation of company profits that shall be identified by the Board of Directors at the time of the exercise of the proxy.

3. DELEGATION FOR CAPITAL INCREASE TO SUPPORT THE 2024-2026 LONG TERM INCENTIVE PLAN FOR EMPLOYEES

It has been submitted to the approval of today's Ordinary Shareholders' Meeting the 2024-2026 Long Term Incentive Plan based on FinecoBank shares, in order to align shareholders' and Beneficiaries interests, reward long term value creation and in the meantime to motivate and retain key resources of the FinecoBank Group.

The 2024-2026 Plan (also "2024-2024 Plan) sets goals linked to the 2024-2026 FinecoBank multiyear Plan.

The 2024-2026 Plan provides for individual bonuses in FinecoBank shares, defined taking into account the roles of the Beneficiaries as well as the maximum limits provided for the ratio between variable remuneration, included the short-term pay, and fixed remuneration.

The individual bonuses will be delivered through a multiyear payout scheme, defined taking into account the categories of beneficiaries and in line with the regulatory provisions, as shown in the following table;

EXTRAORDINARY SHAREHOLDERS' MEETING
ITEMS NO. 1, 2 AND 3 ON THE AGENDA

<i>Vesting</i>	2027	2028	2029	2030	2031	2032	2033
CEO and General Manager	40% shares	12% shares	12% shares	12% shares	12% shares	12% shares	
Group Top Executives (Identified Staff)	40% shares	12% shares	12% shares	12% shares	12% shares	12% shares	
Other Group Identified Staff	40% shares	15% shares	15% shares	15% shares	15% shares		

<i>Payout</i>	2027	2028	2029	2030	2031	2032	2033
CEO and General Manager		40% shares	12% shares	12% shares	12% shares	12% shares	12% shares
Group Top Executives (Identified Staff)		40% shares	12% shares	12% shares	12% shares	12% shares	12% shares
Other Group Identified Staff		40% shares	15% shares	15% shares	15% shares	15% shares	

The maximum number of shares to be allocated in the respective instalments, to be attributed pursuant to the verification of the achievement of the performance targets, shall be defined in 2024 on the basis of the arithmetic mean of the official closing market price of FinecoBank ordinary shares during the month preceding the FinecoBank Board resolution that executes the Shareholder's Meeting resolution related to the 2024-2026 Plan. It is estimated that a maximum of 2,038,881 free ordinary FinecoBank shares will be allocated, representing ca. 0,33% of the existing share capital.

Considering the number of beneficiaries and the total number of financial instruments to be allocated, the optimal method identified to execute the 2024-2026 Plan is the resolution – in one or more instances – by the Board of Directors upon power of attorney delegated by this Shareholders' Meeting under section 2443 of the Italian civil Code, of a free share capital increase, pursuant to section 2349 of the Italian civil Code, within five years of the date of the Shareholders' resolution, for a maximum amount of Eur 460,286.64 (to be allocated entirely to capital), by issuing up to 1,394,808 new FinecoBank ordinary shares with a nominal value of €0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the beneficiaries of the 2024-2026 LTI Plan in execution of the plan itself. In compliance with section 2349 of the civil Code, the consequent amendments to the Articles of Association are submitted to today's Shareholders' Meeting.

Pursuant to the provisions of section 2443 of the Italian civil Code, the Board of Directors may exercise the right to increase for capital for a maximum period of five years from the date of the relevant Shareholders' resolution granting the delegation (and therefore with respect to the date of the Shareholders' Meeting resolution up to 2029). Therefore, in order to complete the execution of the 2024-2026 Plan, for the share-instalments to be allocated in 2030, 2031, 2032 and 2033, a proposal for an additional delegation to be conferred on the Board of Directors for capital increase, through the allocation of a maximum overall number of 644,073 Fineco ordinary shares, corresponding to a capital increase of a maximum of Eur 212,544.09 will be submitted to one of the future Shareholders' Meetings.

The above mentioned capital increase will be carried out using the special reserve known as “Provisions Linked to the Medium-Term Incentive System for the staff of FinecoBank” set up for this purpose which, if necessary, may be reconstituted or increased by allocating a portion of available statutory profits or reserves, created as the result of the allocation of company profits that shall be identified by the Board of Directors upon exercise of the delegation.

In the event that it is not possible to proceed with the issuance (full or partial) of the shares serving the 2024-2026 Plan (including the case in which the “Provisions Linked to the Medium-Term Incentive System for the staff of FinecoBank” is not sufficient), the beneficiaries will receive an equivalent amount in cash to be determined on the basis of the arithmetic mean of the official market prices of the FinecoBank ordinary shares recorded in the month preceding the Board resolution executing the payment of a share instalment.

Should the aforementioned delegation of power of attorney be exercised to its maximum amount, the newly issued shares would represent the 0.23% of the existing share capital (0.33% considering the maximum number of shares equal to 2,038,881 which include also the 644,073 shares for the allocation of the last instalments in shares in 2030, 2031, 2032 and 2033).

In light of the above, it is proposed to amend Art. 5 of the Articles of Association, by amending paragraph no. 21 and by adding paragraphs no. 22 and 23. The changes submitted for approval to the Shareholders are shown in the synoptic table below:

CURRENT TEXT	PROPOSED AMENDMENT
TITLE II – SHARE CAPITAL – SHARES – BONDS	
<p>Article 5</p> <p><i>Omissis</i></p> <p>21. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve a free increase in share capital, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years from the date of the shareholders' resolution dated April 27, 2023 for a maximum amount of Eur 177,097,47 (attributable entirely to capital) with the issue of up to 536,659 new FinecoBank ordinary shares with a par value of Euro 0.33 per share, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2023 Incentive System.</p>	<p>Article 5</p> <p><i>Omissis</i></p> <p>21. The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve carry out a free capital increase in share capital, pursuant to Article 2349 of the Italian civil Code, in one or more times instances and for a maximum period of five years i) from the date of the shareholders' resolution dated April 27, 2023, for a maximum amount of Euro 177,097,47 (attributable entirely to capital) with the issue of by issuing up to 536,659 new FinecoBank ordinary shares with a par value of Euro 0.33 per share, ii) from the date of the shareholders' resolution dated April 24, 2024, for a maximum amount of Euro 39,933.30 by issuing up to 121,010 new FinecoBank ordinary shares; attributable entirely to capital with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation; and with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2023 Incentive System.</p>

	<p>22. The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve, in one or more instances and for a maximum period of five years from the date of the shareholders' resolution dated April 24, 2024, a free increase in share capital, pursuant to Article 2349 of the Italian civil Code, for a maximum amount of Euro 200,566.74 (attributable entirely to capital) by issuing up to 607,778 new FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2024 Incentive System.</p> <p>23. The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve, in one or more instances and for a maximum period of five years from the date of the shareholders' resolution dated April 24, 2024, a free increase in share capital, pursuant to Article 2349 of the Italian civil Code, for a maximum amount of Euro 460,286.64 (attributable entirely to capital) by issuing up to 1,394,808 new FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the employees of FinecoBank Group in execution of the 2024-2026 Long-Term Incentive Plan for employees.</p>
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It should be noted that the amendments to the Articles of Association of FinecoBank submitted for approval to today Shareholders' Meeting are subject to the "provision of verification" by the Supervisory Authorities pursuant to the provisions of Article 56 of Legislative Decree September 1st 1993 no. 385/93.

The aforementioned amendments will be effective starting from the registration of the Extraordinary Shareholders' Meeting resolution at the relevant "Registro delle Imprese".

Dear Shareholders,

in relation to the above, considering as approved by the ordinary Shareholders' Meeting the adoption of the 2024 Incentive System and of the 2024-2026 Long-Term Incentive System and taking

into account the resolutions approved by the April 27, 2023 Meeting, related to the 2023 Incentive System, you are invited to approve the following resolution:

“The Extraordinary Shareholders’ Meeting of FinecoBank S.p.A., having heard the Board of Directors’ proposal,

RESOLVES

1. *to grant the Board of Directors, under the provisions of article 2443 of the Italian civil Code, the authority to resolve – in 2029 – a free capital increase, pursuant to article 2349 of the Italian civil Code, for a maximum amount of Euro 39,933.30 corresponding to up to 121,010 Fineco ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to FinecoBank Identified Staff, in order to complete the execution of the 2023 Incentive System approved by the Ordinary Shareholders’ Meeting on April 27, 2023. Such an increase in capital shall be carried out using the special reserve known as “Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank” set up for this purpose which, if case, may be increased via allocation of a portion of profits or available statutory reserves, formed a result of the allocation of company profits that shall be identified by the Board of Directors at the time of the exercise of the proxy;*
2. *further to the resolution passed in point 1, to amend paragraph 21 of article 5 of the Articles of Association with the following new text*

The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to carry out a free share capital increase, pursuant to Article 2349 of the Italian civil Code, in one or more instances and for a maximum period of five years (i) from the date of the shareholders’ resolution dated April 27, 2023, for a maximum amount of Euro 177,097.47 by issuing up to 536,659 new FinecoBank ordinary shares (ii) from the date of the shareholders’ resolution dated April 24, 2024, for a maximum amount of Euro 39,933.30 by issuing up to 121,010 new FinecoBank ordinary shares; attributable entirely to capital with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2023 Incentive System.

3. *to grant the Board of Directors, under the provisions of article 2443 of the Italian civil Code, the authority to resolve, in on one or more instances for a maximum period of five years from the date of Shareholders’ resolution, a free capital increase, pursuant to article 2349 of the Italian civil Code, for a maximum amount of Euro 200,566.74 (attributable entirely to capital), corresponding to up to 607,778 FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those outstanding and with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2024 Incentive System approved by today’s Ordinary Shareholders’ Meeting. Such an increase in capital shall be carried out using the special reserve known as “Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank” set up for this purpose which, if case, may be increased via allocation of a portion of profits or available statutory reserves, formed a result of the allocation of company profits that shall be identified by the Board of Directors at the time of the exercise of the proxy;*
4. *to insert a new paragraph (no. 22) in article 5 of the Articles of Association with the following text:*

“The Board of Directors has the right, pursuant to Article 2443 of the civil Code, to resolve, in one or more instances and for a maximum period of five years from the date of the shareholders’ resolution dated April 24, 2024, a free increase in share capital, pursuant to Article 2349 of the Italian civil Code, for a maximum amount of Euro 200,566.74 (attributable entirely to capital) by issuing up to 607,778 new FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2024 Incentive System”.

5. *To grant the Board of Directors, under the provisions of article 2443 of the Italian civil Code, the authority to resolve, in on one or more instances for a maximum period of five years from the date of Shareholders’ resolution, a free capital increase, pursuant to article 2349 of the Italian civil Code, for a maximum amount of Euro 460,286.64 (attributable entirely to capital), corresponding to up to 1,394,808 FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those outstanding and with regular dividend entitlement, to be granted to the beneficiaries of the 2024-2026 Long-Term Incentive Plan for employees approved by today’s Ordinary Shareholders’ Meeting in execution of the plan itself. Such an increase in capital shall be carried out using the special reserve known as “Provisions Linked to the Medium-Long Term Incentive System for the staff of FinecoBank” set up for this purpose which, if case, may be increased via allocation of a portion of profits or available statutory reserves, formed a result of the allocation of company profits that shall be identified by the Board of Directors at the time of the exercise of the proxy;*

6. *to insert a new paragraph (no. 22) in article 5 of the Articles of Association with the following text:*

“The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve, in one or more instances and for a maximum period of five years from the date of the shareholders’ resolution dated April 24, 2024, a free increase in share capital, pursuant to Article 2349 of the Italian civil Code, for a maximum amount of Euro 460,286.64 (attributable entirely to capital) by issuing up to 1,394,808 new FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the employees of FinecoBank Group in execution of the 2024-2026 Long-Term Incentive Plan for employees.”

7. *to delegate to the Board of Directors all the necessary powers for issuing the new shares;*

8. *to confer on the Chief Executive Officer and General Manager all necessary power of attorney to:*

- a. implement the above resolutions under the terms of the law;*
- b. accept or adopt any amendments and additions to the above resolutions (not changing substantially the content of the resolutions) which should be necessary for registration at the “Registro delle Imprese”;*
- c. proceed with the deposit and registration, under the terms of the law, with explicit and advanced approval and ratification;*
- d. make the consequent amendments to article 5 of the Articles of Association, per the resolution above.”*

Abb. "C" al m. 14/88 / 3612 di rep.

* ELENCO DELEGANTI *
FinecoBank S.p.A.
Assemblea Ordinaria/Straordinaria
in unica convocazione

2. Deleganti di **COMPUTERSHARE SPA RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO**
135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI

Tessera n° 2

1895 FONDS FGR
1895 FONDS STICHTING I
1934 GLOBAL INVESTMENT FUND LP
1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES
OF SOUTHERN CALIFORNIA EDISON COMPANY
A.A. CANDRIAM DIVERSIFIE
AA SSGA ACTIONS INDICE EURO
AB SICAV III - DYNAMIC ALL MAR
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO
ABB PENSION FUND
ABERDEEN INTERNATIONAL SMALL CAP FUND
ABN AMRO FUNDS
ABRDN OEIC I-ABRDN EUROPEAN SMALLER COMPANIES FUND
ABRDN OEIC II-ABRDN EUROPE EX UK INCOME EQUITY FUND
ABRDN OEIC II-ABRDN EUROPE EX UK SMALLER COMPANIES FUND
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND
ABRDN OEIC V-ABRDN EUROPE EX UK ETHICAL EQUITY FUND
ABRDN SICAV II
ABU DHABI PENSION FUND
ACHMEA PENSIOEN EN LEVENSVZERKERINGEN NV
ACHMEA VARIABLE SECURITIES HEALTH FUND
ACS 30:70 GLOBAL EQUITY TRACKER FUND
ACTIAM DUURZAAM INDEX AANDELENFONDS EUROPA
ACTIAM DUURZAAM INDEX AANDELENFONDS WERELD
ADASINA SOCIAL JUSTICE ALL CAP GLOBAL ETF
ADVANCE PLANNING LIMITED
ADVANCED SERIES TRUST AST T ROWE PRICE GROWTH OPPORTUNIT
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND
AEGON CUSTODY B.V.
AF CLIMATE TRANSITION GLOBAL EQUITY
AFFILIATED INDEPENDENT DISTRIBUTORS, INC.
AGIFI ACTIONS EUROPE
AGIFI AMBITION
AGMF MANDAT ACTION
AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD
AIB GROUP IRISH PENSION SCHEME
AIF- TACTICAL PORTFOLIO INCOME
AKTIEN EUROPA - UI
ALABAMA TRUST FUND
ALASKA COMMON TRUST FUND
ALASKA PERMANENT FUND CORPORATION
ALBERTA INVESTMENT MANAGEMENT CORPORATION
ALEXIARES LLC
ALFRED L DUPONT CHARITABLE TRUST
ALLEANZA ASSICURAZIONI SPA
ALLEANZA OBBLIGAZIONARIO
ALLEGHENY COLLEGE
ALLIANZ ACTIONS EURO PMEETI
ALLIANZ AZIONI ITALIA ALL STARS LL STARS
ALLIANZ EUROPEAN PENSION INVESTMENTS
ALLIANZ GLOBAL INVESTORS FUND
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN
ALLIANZ ITALIA 50 SPECIAL
ALLIANZ PV-WS RCM SYSPRO INDEXING EUROLAND
ALLIANZGI FONDS LUNA A
ALLIANZGI S AKTIEN
ALLIANZGI-FONDS DSPT
ALLIANZGI-FONDS SURPRISE SEGMENT EUROPA SMALL & MID CAP
ALLIANZGI-SUBFONDS BAT-LS 2
ALLOCATION INVEST EQUITY CORE
ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH
ALW 2010 FAMILY TRUST.
AMERICAN BUREAU OF SHIPPING
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF
AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST
AMERICAN ELECTRIC POWER SYSTEM RETIRE MEDICAL TRUST FOR CE S
AMERICAN FUNDS GLOBAL BALANCED FUND
AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND
AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND

Azioni
12.906
36.229
63.114
1

196.303
165.407

1.552

31

133

1.403

97.117

491.829

156.033

174.957

48.828

56.937

35.345

314.773

1.520.045

58.482

69.529

27.211

8.491

144.489

4.453

5.251

1.586

4.834

749

331.986

1.994

100.264

485.558

18.464

20.170

4.194

26.820

16.272

13.884

9.291

173.621

20.953

37.113

65.700

7.600

10.674

14.190

139.650

2.200

100.558

440.000

624.730

730.075

6.140

13.000

95.417

575.954

19.011

59.831

213.842

58.949

36.772

6.868

33.405

399

221.944

10.293

6.687

5.058

28.235

11.246

2.079.356

29.029

141.544



* ELENCO DELEGANTI *

AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH FUND	635.542
AMERICAN FUNDS INSURANCE SERIESINTERNATIONAL FUND	1.271.778
AMERICAN HEART ASSOCIATION, INC.	104.816
AMG TIMESSQUARE GLOBAL SMALL CAP FUND	900
AMG TIMESSQUARE INTERNATIONAL SMALL CAP FUND	102.933
AMIF - EMU EQUITY	34.683
AMIF - EUROPEAN EQUITY	28.605
AMP INTERNATIONAL EQUITY INDEX FUND	49.187
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	4.475
AMP WHOLESALE GLOBAL EQUITIES FUND	6.773
AMUNDI ACTIONS EURO ISR	116.342
AMUNDI ACTIONS EUROPE ISR	25.176
AMUNDI ACTIONS FRANCE ISR	114.655
AMUNDI ACTIONS PME	544.001
AMUNDI DEUTSCHLAND GMBH	42.117
AMUNDI DEUTSCHLAND GMBH - SUEDINVEST 43	10.000
AMUNDI DIVIDENDO ITALIA	290.000
AMUNDI ESG SELECTION BILANCIATO	14.394
AMUNDI ESG SELECTION CONSERVATIVO	5.934
AMUNDI ESG SELECTION DINAMICO	7.704
AMUNDI ETF ICAV	22.906
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	48.013
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	114.880
AMUNDI ETF PEA S P 500 UCITS E	700.000
AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB	31.802
AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	28.126
AMUNDI FTSE MIB	394.572
AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	19.843
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	2.498
AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	175.896
AMUNDI FUNDS EQUITY EURO RISK PARITY	25.548
AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	28.783
AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	312.409
AMUNDI FUNDS MULTI ASSET CONSERVATIVE	15.531
AMUNDI FUNDS PIONEER GLOBAL EQUITY	2.032.119
AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	423.973
AMUNDI FUNDS TOP EUROPEAN PLAYERS	946.923
AMUNDI HK PORTFOLIOS	76.937
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685
AMUNDI INDEX MSCI EMU SRI	102.173
AMUNDI INDEX MSCI EUROPE	211.588
AMUNDI INDEX MSCI EUROPE SRI	813.691
AMUNDI INDEX MSCI WORLD	61.233
AMUNDI INDEX MSCI WORLD SRI	19.132
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.083
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.626
AMUNDI IPSA ACTIONS	17.555
AMUNDI MSCI ACWI SRI PAB UCITS ETF	2.125
AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT	12.913
AMUNDI MSCI EMU ESG LEADERS SELECT	550.135
AMUNDI MSCI EMU ESG UNIVERSAL SELECT	8.585
AMUNDI MSCI EUROPE	30.057
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB	9.832
AMUNDI MSCI EUROPE EX SWITZERLAND	55.515
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	4.523
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR	4.113
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	3.536
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	559
AMUNDI PRIME EUROZONE	12.230
AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739
AMUNDI PROG INC REALE 2026	4.129
AMUNDI PROGETTO INCOME 2025	3.896
AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131
AMUNDI PROGETTO INCOME 2028	884
AMUNDI PROGETTO INCOME AGOSTO 2026	3.308
AMUNDI PROGETTO INCOME REALE 2027	5.278
AMUNDI PROGETTO INCOME REALE 2027 DUE	3.063
AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.114
AMUNDI PROGETTO INCOME REALE 2027 TRE	1.144
AMUNDI PULSATIONS	88.874
AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	292.722
AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	755.000
AMUNDI SGR SPA/CORE PENSION FONDO PENSIONE APERTO	207.101
AMUNDI SGR SPA/SECONDA PENSIONE FONDO PENSIONE APERTO	509.336
AMUNDI STOXX EUROPE 600	456.317
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	3.811
AMUNDI STRATEGIES ACTIONS EURO CORE +	52.594
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323
AMUNDI TOP WORLD	175.137
AMUNDI TRANSMISSION ACTIONS	3.262
AMUNDI TRANSMISSION PATRIMOINE	10.346

* ELENCO DELEGANTI *

AMUNDI VALORE ITALIA PIR	61.500
AMUNDI WELTPORTFOLIO	398
ANDRA AP-FONDEN	1.015
ANTHEM MASTER TRUST	66.340
ANZ WHOLESALE INTERNATIONAL SHARE NO 5 FUND	66.113
AP ACTIONS 1 EURO	26.903
APEX FUND SERVICES PTY LTD	27.461
AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	11.303
AQR GLOBAL MACRO MASTER ACCOUNT L.P. OGIER FIDUCIARY SERVICES	49.798
AQR INNOVATION FUND L.P. - SE RIES	280
AQR TAX AWARE HELIX FUND L.P. C/O COGENCY GLOBAL INC.	480
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	2.315
AQUARIUS INTERNATIONAL FUND	224.761
ARABELLE ROTHSCHILD	2.268
ARERO - DER WELTFONDS - ESG	15.670
ARGENTA DP	113.215
ARIZONA PSPRS TRUST	89.287
ARIZONA STATE RETIREMENT SYSTEM	171.579
ARRCO QUANT 2	52.751
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	39.003
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	10.573
ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	13.447
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED	1.790
ARROWSTREET CAPITAL COPLEY FUND LIMITED	1.686
ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE PORTFOLIO MARGIN ACCT 200.	6.749
ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE	2.806
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND	8.683
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	33.987
ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	47.719
ARROWSTREET COLLECTIVE INVESTMENT TRUST	18.388
ARROWSTREET EAFE ALPHA-EXTENSION TRUST FUND	1.153
ARROWSTREET GLOBAL EQUITY FUND	84.246
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	11.545
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND	76.148
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812
ARROWSTREET INTERNATIONAL-EQUITY - EAFE EXTENSION FUND	15.202
ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	36.120
ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	22.155
ARROWSTREET US GROUP TRUST	142.503
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	10.804
ARROWSTREET(CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	23.054
ARVEST FOUNDATION	394
ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTA PENSIENSPAARFONDS	487.700
ASCENSION ALPHA FUND LLC	7.309
ASI - BILANC PERCOR ATTI VI	7.698
ASI - BILANCIATO PERC ATTIV II	2.968
ASI BIL PER ATTIVO III	7.564
ASI PROG AZIONE SOSTENIB III	779
ASR INSTITUT FONDS EN EUR AANDELEN	54.055
ASSET MANAGEMENT EXCHANGE UCITS CCF.	25.829
ASSET MANAGEMENT EXCHANGE UCITS CCF.	10.655
ASSURDIX	51.965
AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484
AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005
ATBIS INTERNATIONAL EQUITY POOL	80.295
ATCP-UI-FONDS	2.398
AURION GLOBAL EQUITY FUND	2.211
AUSTRALIAN CAPITAL TERRITORY	16.190
AUSTRALIAN RETIREMENT TRUST	253.418
AUSTRALIANSUPER	29.275
AUTORIDADE MONETARIA DE MACAU	10.803
AVADIS FUND - AKTIEN SMALL CAPS	54.172
AVADIS FUND-AKTIEN WELT AST 2	12.232
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2	4.844
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	2.947
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	52.795
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	977
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.994
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	5.754
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	82.580
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	19.677
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	29.319
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	177

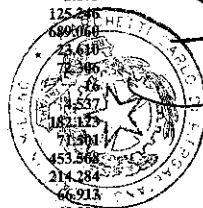


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AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.163
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	2.049
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630
AVIVA INVESTORS UK FUND SERVICES LIMITED	43.910
AVIVA LIFE & PENSIONS IRELAND DAC	22.636
AVIVA LIFE & PENSIONS UK LIMITED	322.543
AWARE SUPER	495.837
AXA AA DIVERSIFIE INDICIEL 1	42.191
AXA EURO VALEURS RESPONSABLES	255.000
AXA GENERATION EQUILIBRE	137.234
AXA GENERATION EUROPE ACTIONS	201.400
AXA IM EQUITY TRUST	245.000
AXA IM ETF ICAV	2.877
AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	20.208
AXA INVESTMENT MANAGERS SCHWEIZ AG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC	96.408
TRENDS EQUITY	
AXA INVESTMENT MANAGERS UK LIMITED	131.522
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO	520.000
AXA OPTIMAL INCOME	374.996
AXA VALEURS EURO	486.000
AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	21.480
AXA VORSORGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	16.391
AXA WORLD FUNDS SICAV	5.361.915
AXIOM EUROPEAN BANKS EQUITY	360.799
AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600
AZ FUND 1 AZ ALLOCATION GLOBAL	4.042
AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.887
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	12.100
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	249.000
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400
AZ FUND 1 AZ EQUITY EUROPE	175.000
AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000
AZ FUND 1-AZ ALLOCATION-STRATEGICBALANCED CATHOLIC VALUES	5.320
AZIMUT CAPITAL MANAGEMENT SGR S.P.A	55.900
AZIMUT STRATEGIC TREND	440
AZIMUT TRADING	440
AZIMUT TREND	13.400
AZL DFA INTERNATIONAL CORE EQUITY FUND	15.429
AZL INTERNATIONAL INDEX FUND	45.709
AZTF - AZ ALLOCATION -GLOBAL GOALS	5.569
AZTF - AZ EQUITY -NEW GENERATIONS	16.432
BAILLIE GIFFORD INTERNATIONAL ALPHA FUND	1.968.894
BAKER HUGHES INCORPORATED MASTER TRUST	192.596
BAKERY AND CONFECTIONERY UNION AND INDUSTRY INTERNATIONAL PE	27.396
BANCO CENTRAL DE TIMOR-LESTE (BCTL)	31.647
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FONDO DE AHORRO	5.299
DE PANAMA	
BANK OF BOTSWANA	4.993
BANK OF KOREA	21.268
BANSABADELL 2000 FP	340
BANSABADELL 36, F.P.	1.686
BARINGS EUROPE SELECT TRUST	773.597
BARINGS INTERNATIONAL UMBRELLA FUND	62.740
BAYERNINVEST WPW FONDS	49.000
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4.128
BEAR CREEK INC	9.577
BEAT DRUGS FUND ASSOCIATION	752
BEL EQUITY EUROPE ESG	110.895
BELFIUS EQUITIES NV	864.033
BELFIUS PENSION FUND BALANCED PLUS	169.264
BELFIUS PENSION FUND HIGH EQUITIES	556.733
BELFIUS PENSION FUND LOW EQUITIES	64.038
BERENBERG EUROZONE FOCUS FUND	67.866
BERESFORD FUNDS ICAV	2.755
BEST INVESTMENT CORPORATION	24.722
BEST INVESTMENT CORPORATION	49.537
BEST OF FUNDS	155.000
BESTSELECT - UBS SRI GLOBAL EQUITY	5.000
BETURN	38.382
BEVEILIGING MANDAAT SSGA RE AANDELEN	8.056
BFT EURO FUTUR ISR	16.500
BIMCOR GLOBAL DIVIDEND YIELD POOLED FUND	113
BIMCOR GLOBAL EQUITY POOLED FUND	40.308
BIRELEYS ORANGE JAPAN, S.A.	36.400
BKM	141.879
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG	24.635
SCREENED EQUITY INDEX	
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	772.076
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	14.606
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	98.661

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BLACKROCK CDN WORLD INDEX FUND	56.683
BLACKROCK COMMON CONTRACTUAL FUNDS	13.175
BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	1.307.308
BLACKROCK FUND MANAGERS LTD	540.704
BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646
BLACKROCK GLOBAL ALLOCATION FU	64.547
BLACKROCK GLOBAL ALLOCATION FUND (AUST)	775
BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	547
BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	16.573
BLACKROCK GLOBAL FUNDS	237.735
BLACKROCK GLOBAL INDEX FUNDS	35.348
BLACKROCK INDEX SELECTION FUND	488.617
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	62.207
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872
BLACKROCK INTERNATIONAL DIVIDEND FUND	1.529.004
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.920
BLACKROCK LIFE LIMITED	12.182
BLACKROCK LIFE LTD	147.221
BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	125.246
BLACKROCK SOLUTIONS FUNDS ICAV	699.066
BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610
BLACKROCK UCITS CCF	7.306
BMO MSCI ACWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	18.537
BMO MSCI EAFE ESG LEADERS INDEXETF	182.125
BMO MSCI EAFE INDEX ETF	71.301
BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	453.568
BNP PARIBAS ACTIONS PME ETI ISR	214.284
BNP PARIBAS ACTIONS PME ISR	66.913
BNP PARIBAS ACTIONS RENDEMENT ISR	69.980
BNP PARIBAS APOLLO MEDICAL TECH	171.991
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED	60.827
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	67.480
BNP PARIBAS EASY - MSCI EUROPE EX CW	372.731
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED	79.827
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	1.942
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF	71.736
BNP PARIBAS NEXT TECH	40.189
BNP PARIBAS RENDACTIS ISR	46.970
BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	48.943
BNPP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	20.201
BNY MELLON INTERNATIONAL EQUITY ETF	12.040
BNY MELLON INTERNATIONAL STOCK INDEX FUND	48.451
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	25.986
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	13.898
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	1
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	414
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	29.736
BOCI PRUDENTIAL TRUSTEE LIMITED BOCPFS EUIF	17.376
BOILERMAKERS NATIONAL ANNUITY TRUST	64.000
BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	18.433
BOWERS LLC	90.309
BOY SCOUTS OF AMERICA MASTER PENSION TRUST	1.195
BPB INVESTMENT LP	30.000
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	34.442
BRIDGE BUILDER INTERNATIONAL E	25.557
BRIDGE BUILDER TAX MANAGED	35.112
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	1.664
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	14.250
BROGLIE	1.142
BRUCE P BICKNER TRUST MAWER INTL	99.904
BRUCE POWERPENSION PLAN	848
BRUNEL SHELL RETIREMENT BENEFIT FUND	10.092
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR	1.020
BS PREVISION EMPRESAS EPSV DE EMPLEO	18.540
BSA COMMINGLED ENDOWMENT FUND LP	37.058
BUILDERS ASSET MANAGEMENT LLC	3.163
BUMA-UNIVERSAL-FONDS I	1.695
BUNRATTY HOLDINGS LLC	59.254
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	552.098
BUREAU OF LABOR FUNDS-LABOR PENSION FUND	145.593
BUREAU OF PUBLIC SERVICE PENSION FUND	491
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC	1.164.616
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	200
CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND	1.400
CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	254.686
CALVERT INTERNATIONAL OPPORTUNITIES FUND	2.723
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	35.236
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	5.458
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	

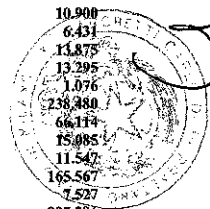


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CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	13.231
CANADA POST CORPORATION REGISTERED PENSION PLAN.	72.206
CANDRIAM BUSINESS EQUITIES SA	71.608
CANDRIAM EQUITIES L - EMU INNOVATION	177.249
CANDRIAM EQUITIES L - EUROPE INNOVATION	2.325.096
CANDRIAM EQUITIES L - EUROPE OPTIMUM QUALITY	1.029.811
CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	220.776
CANDRIAM SUSTAINABLE - EQUITY EUROPE	2.272.508
CANDRIAM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254
CANDRIAM SUSTAINABLE EQUITY EMU	1.048.161
CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	2.734.981
CAPITAL INTERNATIONAL FUND	55.818
CAPITAL WORLD GROWTH AND INCOME FUND	9.145.763
CAPULA TAIL RISK MASTER FUND LIMITED	3.886
CARBP DIVERSIFIED ACTION EURO	79.997
CARDANO COMMON CONTRACTUAL FUND	1.422
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512
CARL VICTOR PAGE MEMORIAL FOUNDATION	108.193
CAROL J BARNETT CRUT II	3.787
CAROL L BARNETT CHARITABLE REMAIND 10571068350	7.126
CARROLL AVENUE PARTNERS LLC.	71
CASTELLANA PENSIONES FP	467
CATHERINE KING	1.229
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	3.352
CBP GROWTH SMC	42.656
CC AND L Q 140/40 FUND	5.237
CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	3.796
CC&L MULTI-STRATEGY FUND	66
CC&L Q MARKET NEUTRAL FUND	309
CC&L U S Q MARKET NEUTRAL ONSHORE FUND II	18
CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	12.983
CENTRAL PROVIDENT FUND BOARD	1.685
CERVURITE INTERNATIONAL LLC	24.851
CFSIL RE CNEALTH GS FD 16	10.903
CGMPV, LLC	776
CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363
CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND I	77.973
CHARLES A FEAGIN 2012 TRUST FBO MOR	5.105
CHARLES FEAGIN	1.593
CHEVRON MASTER PENSION TRUST	9.924
CHEVRON UK PENSION PLAN	3.659
CHINAAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	1.713
CHURCH COMMISSIONERS FOR ENGLAND	6.243
CHURCH OF THE HOLYCOMFORTER	478
CIBC EUROPEAN EQUITY FUND	314.136
CIBC EUROPEAN INDEX FUND	2.938
CIBC INTERNATIONAL EQUITY INDEX ETF	1.140
CIBC INTERNATIONAL EQUITY INDEX POOL	921
CIBC INTERNATIONAL INDEX FUND	29.498
CINDY SPRINGS LLC	48.975
CITI RETIREMENT SAVINGS PLAN	19.596
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T	784.395
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO	64.363
CITITRUST LIMITED	12.638
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY	5.655
INDEX FUND	
CITY OF FRESNO RETIREMENT SYSTEMS.	222.573
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.213
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.652
CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.281
CITY OF NEW YORK GROUP TRUST	113.052
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	40.237
CIVIL SERVICE EMPLOYEES PENSION FUND	9.968
CLEOME INDEX - EMU EQUITIES	34.859
CLEOME INDEX - EUROPE EQUITIES	76.225
CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	2.121
CM GRAT LLC	650
CM-AM SMALL & MIDCAP EURO	146.000
CMLA INDEXED GLOBAL SHARE FUND	2.203
CNP ASSUR EUROPE CANDRIAM	148.246
COLLEGE RETIREMENT EQUITIES FUND	782.803
COLONIAL FIRST STATE INVESTMENT FUND 121	29.948
COLONIAL FIRST STATE INVESTMENT FUND 50.	10.546
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.	26.442
COLUMBIA THREADNEEDLE (UK) ICVCI - CT SELECT EUROPEAN EQUITY FUND	341.847
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	311.385
COMMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN	266.271
CHASE BANK, N.A.	
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554

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COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	97.890
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	652.405
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	3.940
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.278
COMPASS BALANCED GROWTH PORTFOLIO	295.231
COMPASS BALANCED PORTFOLIO	363.119
COMPASS CONSERVATIVE BALANCED PORTFOLIO	267.484
COMPASS CONSERVATIVE PORTFOLIO	46.639
COMPASS GROWTH PORTFOLIO	205.977
COMPASS MAXIMUM GROWTH PORTFOLIO	78.724
COMPT - EUROPE	26.971
CONCORDE 96 (ACTION EURO)	34.962
CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.359
CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST	13.996
CONSOLIDATED EDISON RETIREMENT PLAN	13.157
CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	52.781
CONSTELLATION FITZPATRICK QUALIFIED FUND	2.472
CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	530
CONSTELLATION PENSION MASTER TRUST	65.279
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE	1.331
HEALTH CARE AND	
CONVICTION PATRIMOINE	10.900
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.	6.431
CORDIUS WORLD EQUITIES QUALITY	11.875
CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	13.295
COUNSEL DEFENSIVE GLOBAL EQUITY	1.076
COUNSEL INTERNATIONAL GROWTH	238.480
COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	66.114
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	15.085
COUNTY OF SANTA CLARA	11.542
COX ENTERPRISES INC MASTER TRUST	165.567
CPR EUROLAND PREMIUM ESG	7.527
CPR SILVER AGE POCHE COR	897.296
CREDIT SUISSE FUNDS AG	10.820
CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	128.986
CREDIT SUISSE INDEX FUND (IE) ETF ICAV	14.523
CREDIT SUISSE INDEX FUND (LUX)	686.472
CRELAN INVEST BALANCED	3.160
CRELAN INVEST DYNAMIC	1.527
CSAA INSURANCE EXCHANGE	1.654
CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	236.209
CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	24.640
CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	370
CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	1.421
CUSTODY BANK OF JAPAN, LTD.	3.777
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY	51.260
16619-9962	
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE	96.393
FOR INTERNATIONAL EQUITY PASSIVE	
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX	2.604
MOTHER FUND	
CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7095	76.000
CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	76.000
CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAIWA/WELLINGTON DURABLE COMP ANIES FUND (FOFS ONLY) (QH ONLY)	328.013
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	7.048
CYSTIC FIBROSIS FOUNDATION	8.245
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	148
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C.	178
DANMARKS GRUNDFORSKNINGFOND	1.801
DANSKE INVEST SICAV	65.086
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC	88
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.	12.254
DEAM FONDS ZDV	5.101
DEAM-FONDS CPT	5.300
DECALIA SICAV - SUSTAINABLE SOCIETY	105.000
DEGROOF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	6.500
DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	91.340
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536
DEKA INVESTMENT GMBH GLOBALE AKTIEN	12.760
DEKA INVESTMENT GMBH W/ARIDEKA	800.000
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF	24.985
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	5.658
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	63.289
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	25.133
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.641
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	18.000
DEKA INVESTMENT GMBH W/DK.MSCI EURO CL.CH.ESG UCITS ETF	25.230
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF	7.246
DEKA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-FM 1 U05 CS	29.449



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DEKA INVESTMENT GMBH W/MASTER 172 W/AKTIE NEBENWERTE	40.000
DEKA INVESTMENT GMBH W/NASPA-FONDS AUSSCHÜTTUNG PLUS	809
DEKA VALUE PLUS	173.838
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.	32.000
DEKA-MASTER-HA&K I	28.019
DELA NATURA- EN LEVENSVZERZEKERINGEN N.V.	246.920
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	983
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	1.379
DESTINATIONS INTERNATIONAL EQU	13.861
DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	1.557
DEUTSCHE DCG EQ	2.323
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)	1.952
DFI LP EQUITY (PASSIVE	1.693
DIEZE	6.724
DIGNITY PRE ARRANGEMENT LIMITED	2.266
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	3.161
DIOCESE OF VENICE PENSION PLAN AND TRUST	266
DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	3.848
DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	11.170
DIVERSIFIED INTERNATIONAL FUND	856.016
DIVERSIS	30.669
DIVERSIS DYNAMIQUE	11.531
DNCA ACTIONS EURO PME	413.567
DNCA ACTIONS SMALL ET MID CAP EURO	254.750
DNCA INVEST-EURO DIVIDEND GROWER	645.516
DNCA SRI EURO QUALITY	1.872.723
DORIS CHRISTOPHER	41.936
DPAM B	2.797.703
DPAM DBI	114.100
DPAM L	66.010
DREW M ANDRADE 2016 TR UAD FEB 8 1991.	3.140
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	25.722
DUNHAM INTERNATIONAL STOCK FUND	6.555
DWS INVESTMENT GMBH FOR DEAMFONDS GSK I	7.250
DWS INVESTMENT GMBH FOR DEAMFONDS K&PENSIONEN	2.756
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ	15.639
DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY	28.388
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	5.396
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT	89.366
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO	2.680
DWS MULTI ASSET PIR FUND	57.000
DYNASTY INVEST LTD	1.354
EATON VANCE INTERNATIONAL SMALLCAP FUND	27.816
EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751
EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058
EBK-AKTIE-UNIVERSAL-FONDS	60.000
ECOFI AVENIR PLUS	36.000
ECOFI ENDURANCE EURO	10.000
ECUREUIL PROFIL 75 (ACTIONS)	139.564
ECUREUIL PROFIL 90 ACTIONS EUR	558.396
EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	2.172
EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620
EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	38.158
EDR GLOBAL EQUITIES RDT - DBI	6.866
EDR SICAV - EQUITY EURO SOLVE	63.407
EDR SICAV - EURO SUSTAINABLE EQUITY	1.106.050
EDR SICAV - EUROPEAN IMPROVERS	9.430
EFFEPILUX SICAV AZIONARIO EURO	54.822
EGEPARGNE 2 DIVERSIFIE	12.613
EGEPARGNE CROISSANCE	475.000
ELISABETH ROSSMAN	1.171
ELIZABETH E RIORDAN	2.961
EMBO-FONDS	15.230
EMERGENCY SERVICES SUPERANNUATION SCHEME	2.133
EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366
EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460
EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216
EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216
EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358
EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	11.975
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	789
EMPOWER ANNUITY INSURANCE COMPANY	22.131
ENERGY INSURANCE MUTUAL LIMITED	243
ENHANCED INDEX INTERNATIONAL SHARE FUND	3.398
ENSIGN PEAK ADVISORS INC	38.477
EPARGNE ETHIQUE ACTIONS	30.628
EPS	9.628
EPSILON ASSOCIATI SGR - EPSILONSGR QVALUE	1.807
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	40.584
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	5.173

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EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	11.046
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	16.809
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745
EQUINOR PENSION	20.000
EQUISUPER	11.610
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	3.742
EQUITY TRUSTEES LIMITED	9.321
ERAFP ACTIONS EURO I	529.700
ERAFP ACTIONS EURO IV	334.515
ERAFP ACTIONS EUROPE I	2.875.116
ERI BAYERNINVEST FONDS AKTIEN EUROPA	17.520
ERIE COMMUNITY FOUNDATION	4.400
ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	44.491
ESG INSIGHTS WORLD EX USA FUND B	22.211
ESSENTIA HEALTH	1.687
EURIZON AM FLEXIBLE TRILOGY	1.880
EURIZON AM GLOBAL MULTIASET 30	9.233
EURIZON AM GLOBAL MULTIASET II	3.664
EURIZON AM OBIETTIVO CONTROLLO	4.112
EURIZON AM OBIETTIVO STABILITA'	2.103
EURIZON AM RILANCIO ITALIA TR	19.833
EURIZON AM RITORNO ASSOLUTO	1.814
EURIZON AM SICAV	336.009
EURIZON AM TR MEGATREND	10.490
EURIZON AM TR MEGATREND II	48.890
EURIZON AZIONI ITALIA	75.000
EURIZON FUND	48.245
EURIZON GLOBAL LEADERS	40.017
EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	10.530
EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	40.728
EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	22.854
EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.640
EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	236.503
EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313
EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	221.005
EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	165.903
EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750
EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001
EURIZON INVESTMENT SICAV	131.309
EURIZON NEXT 2.0	29.253
EURIZON PIR ITALIA AZIONI	18.703
EURIZON PROGETTO ITALIA 40	105.584
EURIZON PROGETTO ITALIA 70	150.509
EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	33.077
EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	36.522
EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218
EURIZON TOP RECOVERY ESG GENNAIO 2026	23.417
EUROPACIFIC GROWTH FUND	29.888.102
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)	1.031
EUROPEAN CENTRAL BANK	155.817
EXEC FAMILY TRUST M POND 11 FAMILY TRUST	2.628
EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	3.362
EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE	117.205
FAMILY INVESTMENTS CHILD TRUST FUND	12.696
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONAL FUND	9.670
FC CARPIMKO (ACTIONS EURO)	93.300
FCM INTERNATIONAL LLC	2.451
FCP CARP - INDO	181.496
FCP ECUREUIL RETRAITE EURO ACTIONS 4	280.000
FCP GROUPAMA PHARMA DIVERSIFIE	53.000
FCP SODIUM I	25.467
FCP VILLIERS ACTIONS EUROPE CPR AM	460.945
FDRN AMUNDI	68.557
FEDERATED HERMES KAUFMANN FUND	1.051.000
FEDERATED KAUFMANN FUND II	26.900
FEDERATED KAUFMANN SMALL CAP FUND	1.132.500
FERROATLANTICA 92 FP	467
FGV ACTIONS EUROPE LM A	9.929
FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.427.012
FIAM SELECT INTERNATIONAL EQUITY FUND, LLC	53.020
FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	484.967
FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR OVERSEAS FUND	219.563
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.748
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	90.196
FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	103.465
FIDELITY DISRUPTORS CLASS	7.338
FIDELITY EUROPE FUND	70.372
FIDELITY FUNDS - EUROPE POOL	120.963



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FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	128.375
FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.750.366
FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	665.010
FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729
FIDELITY FUNDS - ITALY POOL	860.383
FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286
FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	94.191
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	609
FIDELITY GLOBAL FINANCIAL SERVICES FUND	23.810
FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616
FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000
FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	201.480
FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	438.200
FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	170.983
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	93.744
FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.437.241
FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419
FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	1.536
FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	291.635
FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874
FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL SMA COMPLETION FUND	438.676
FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085
FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY K	126.560
FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	6.045
FIDELITY LONGTERM LEADERS FUND	3.167
FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	1.804
FIDELITY OVERSEAS FUND	4.669.000
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	929.491
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	351.102
FIDELITY SAI INTERNATIONAL INDEX FUND	242.826
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	49.129
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL QUALITY INDEX FUND	186.245
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	245.618
FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.264
FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.598
FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	57.650
FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.606
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	3.295
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	8.670
FIDELITY VIP OVERSEAS PORTFOLIO	1.045.599
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986
FIRST CHURCH OF CHRIST SCIENTIST	738
FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	989
FISCHER FAMILY TRUST	1.040
FISHER GLOBAL SMALL CAP EQUITY FUND	33.033
FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	198.980
FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	20.886
FIARDE AP-FONDEN	130.077
FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	42.093
FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	302.760
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	3.648
FLORIDA GLOBAL EQUITY FUND LLC	8.246
FLORIDA RETIREMENT SYSTEM	14.608
FLORIDA RETIREMENT SYSTEM TRUST FUND	30.500
FLOURISH INVESTMENT CORPORATION	1.762.016
FONDACO LUX GLOBAL EQUITIES	151.599
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	4.020
FONDATION BOTNAR..	31.151
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303
FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	2.372
FONDO PENSIONE COMETA	98.864
FONECONOMISTES, FONS DE PENSIONS	496
FONSOLBANK FP	2.351
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	8.423
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181
FORD PENSION UNIVERSAL	10.008
FOREIGN STOCK INDEX MOTHER FUND	31.840
FORSTA AP - FONDEN	44.364
FOVERUKA PENSION UNIVERSAL	18.435
FP RUSSELL INVS ICVC FP RUSSELLINVS INT GROWTH ASSETS FUND	990
FRANCE D ACTIONS 2	74.682
FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011
FRANK RUSSELL INVESTMENT CO II PLC	26.037
FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	3.768

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FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	2.156
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	52.216
FRANKLIN TEMPLETON ICAV	324
FUNDACAO CALOUSTE GULBENKIAN	9.581
FUNDO DE PENSEOES	6.241
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	10.606
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	85.429
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	24.671
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	4.889
G FUND - AVENIR SMALL CAP EURO	410.341
G FUND - TOTAL RETURN ALL CAP EUROPE	240.000
G.A.-FUND-B - EQUITY BROAD EURO P	18.124
GAIL MCLACHLAN	3.753
GAM STAR FUND PLC	3.141.800
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	2.632
GENERAL MOTORS (VML) PENSION PLAN	2.425
GENERAL MOTORS PENSIOENFONDS OFF	1.639
GENERAL ORGANISATION FOR SOCIAL INSURANCE.	665.895
GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	11.715
GENERALI INVESTMENTS SICAV	2.979
GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	140.000
GENERALI ITALIA SPA	143.030
GENERALI SMART FUNDS	80.000
GEORGIA TECH FOUNDATION INC	566.260
GLOBAL BOND FUND WAYCROSSE INC	21.276
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	6.020
GLOBAL EQUITIES ENHANCED INDEX FUND	47.417
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059
GLOBAL MULTI-FACTOR EQUITY FUND	4.298
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	270.417
GLOBEFLEX INTERNATIONAL ALL CAP COMMINGLED TRUST	87.493
GMAS	166.071
GOLDMAN SACHS ASSET MANAGEMENT LP	135.581
GOLDMAN SACHS ETF ICAV	77
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	959
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	284.768
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	26.661
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213
GOLDMAN SACHS FUNDS	6.188
GOLDMAN SACHS PROFIT SHARING MASTER TRUST	81.053
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.069
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	17.553
GOVERNMENT OF GUAM RETIREMENT FUND	71.145
GOVERNMENT OF NORWAY	2.748.822
GOVERNMENT PENSION INVESTMENT FUND	3.313.141
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	1.306
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	1.706
GRAYHAWK GLOBAL GROWTH POOL	28.141
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	11.912
GREAT WEST INTERNATIONAL INDEX FUND	52.512
GREEN CENTURY MSCI INTERNATION	27.722
GROUPAMA AVENIR EURO	2.081.936
GROUPAMA CR AVENIR EUROPE	134.772
GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	47.000
GS+A INTERNATIONAL FUND	209.880
GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280
GUIDEMARK WORLD EX-US FUND	6.120
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	27.715
HAGFORS LIMITED	360.917
HAND COMPOSITE EMPLOYEE BENEFIT TRUST	81.666
HANG SENG INSURANCE COMPANY LIMITED	63.163
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637
HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	1.746
HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	6.294.056
HASLAM FAMILY INVESTMENT PARTNERSHI	202
HAWAII LLC	3.169
HAWTHORN DM LLC	9.145
HAWTHORN EQ LLC	19.517
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.831
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	344
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	12.251
HC RENTE	3.221
HELABA INV KAPITALANL GES MBH HI SZVA 2	15.550
HELABA INVEST KAG MBH HI KAPPA 10 SFONDS	12.100
HELIOS	85.061
HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	2.389
HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN	1.667
DUEBENDORF	
HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES	1.811



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VERMOEGEN DUEBENDORF	
HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL	3.726
GEBUNDENES VERMOEGEN DUEBENDORF	
HELVETIA I EUROPA	49.100
HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	51.684
HESTA	61.639
HI-KZVK-A1-FONDS	315.473
HL MULTI-MANAGER SPECIAL SITUATIONS TRUST	47.430
HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	27.960
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	395.415
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	19.087
HOSPTLUS POOLED SUPERANNUATION TRUST	25.338
HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.805
HPE COMMON CONTRACTUAL FUND	3.257
HRW TESTAMENTARY TRUST NO. 1	2.768
HRW TESTAMENTARY TRUST NO. 10	417
HRW TESTAMENTARY TRUST NO. 2	2.885
HRW TESTAMENTARY TRUST NO. 3	4.659
HRW TRUST NO. 2 UAD 01/17/03	4.319
HRW TRUST NO. 3 UAD 01/17/03	3.879
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S SCREENED INDEX EQUITY FUND	495.479
HSBC ETFs PLC	35.442
HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	1.735
HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	10.647
HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	7.178
HSBC EUROPE SMALL & MID CAP	105.216
HSBC GLOBAL FUNDS ICAV	513
HSBC GLOBAL INVESTMENT FUNDS	227.555
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	346.456
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	1
HSBC INTERNATIONAL EQUITY INDEX FUND	8.234
HSBC LIFE (INTERNATIONAL) LIMITED	592.184
HSBC POOLED INVESTMENT FUND	15.715
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294
HUTCHISON PROVIDENT FUND	5.581
HYMNOS ISR	7.800
I2C ACTIONS	410.000
IBM 401(K) PLUS PLAN TRUST	131.566
IBM PERSONAL PENSION PLAN TRUST	1.578
IBM RETIREMENT PLAN	2.112
IF IST - EUROPE INDEX SRI	12.363
IF IST - GLOBE INDEX	22.562
IF IST - GLOBE INDEX SRI	1.937
IFSL MARLBOROUGH EUROPEAN SPECIAL SITUATIONS FUND	186.000
II	7.360
ILA - A-ILDSCG	2.666
ILA - A-ILEZEQG	13.982
ILA - A-ILGLOEQG	5.240
ILA - A-ILGLOBQN	1.131
ILA - A-ILHYEQG	14.164
ILA - RAFIMF	3.056
ILA-A-ILMCFHY	3.446
ILA-A-ILSDMH	88.142
ILA-ILSAFE - SUSTAINABLE EAFE EQUITY	32.869
ILA-LA WORLD ESG SCREENED FUND	4.886
ILLINOIS MUNICIPAL RETIREMENT FUND	198.931
IMPERIAL GLOBAL EQUITY INCOME POOL	15.151
IMPERIAL INTERNATIONAL EQUITY POOL	21.962
INCARNATE WORD CHARITABLE TRUST	32.226
INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	685
INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	29.035
INDIANA PUBLIC RETIREMENT SYSTEM	675.632
INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774
ING DIRECT SICAV	28.532
INKA PBEAKK	10.074
INSTITUTIONAL RETIREMENT TRUST	1.104.169
INTE KAPITALANLAGEGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	90.351
INTE KAPITALANLAGEGESELLSCHAFT MBH FOR ENTSORGUNGSFONDS	62.483
INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENTAKTIEN	18.000
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	11.104
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	17.639
INTERMEDE INTERNATIONAL EQUITY SERIES	15.475
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	9.903
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	1.359.767
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	814
INTERNATIONAL EQUITIES SECTOR TRUST	1.387
INTERNATIONAL EQUITY FUND	12.063
INTERNATIONAL EQUITY FUND LLC	8.157
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	2.860
INTERNATIONAL MONETARY FUND	38.260
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	1.237

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INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157
INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	64.769
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	514.243
INVERSABADELL 25, FI	11.907
INVERSABADELL 50, FI	8.123
INVERSABADELL 70, FI	2.284
INVESCO EQV EUROPEAN EQUITY FUND	751.371
INVESCO EQV INTERNATIONAL EQUITY CLASS	170.036
INVESCO EQV INTERNATIONAL EQUITY FUND	3.319.998
INVESCO EUROPLUS FUND	239.594
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF	22.590
INVESCO FUNDS	1.256.296
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	300
INVESCO INTERNATIONAL GROWTH FUND	25.731
INVESCO MARKETS II PLC	25.498
INVESCO MARKETS II PUBLIC LTD CO	38
INVESCO MARKETS III PLC	265
INVESCO MSCI WORLD SRJ INDEX FUND	393
INVESCO POOLED INVESTMENT FUND - EUROPE FUND	164.597
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.082
INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	29.877
INVESCO V.I. EQV INTERNATIONAL EQUITY FUND	1.507.758
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL	6.896
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL	13.466
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS - AKKUMULERENDE KL	8.291
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL	25.086
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	20.704
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	31.712
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE	9.218
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	3.296
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI	23.527
INVESTERINGSFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	6.408
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING	5.891
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	8.501
INVESTITORI EUROPA	12.160
INVESTITORI FLESSIBILE	52.700
INVESTITORI LONGEVITY	22.800
INVESTITORI PIAZZA AFFARI	38.900
INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.028
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	11.740
IP ACTIONS EURO	11.750
IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	20.614
IQ CANDRIAM ESG INTERNATIONAL EQUITY ETF	9.291
IRCANTEC ACTIONS EUROPE AXA IM	500.000
IRCANTEC ACTIONS EUROPE CANDRIAM 2	685.033
IRCANTEC PAB AMUNDI	2.418
IRISH LIFE ASSURANCE PLC	77.290
IRISH LIFE ASSURANCE	52.129
IRISH LIFE CLIMATE FOCUSED FUND	1.764
ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.886
ISHARES CORE MSCI EAFE ETF	3.537.905
ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245
ISHARES CORE MSCI EUROPE ETF	220.744
ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353.706
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF	6.305
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911
ISHARES ESG ADVANCED MSCI EAFE ETF	43.798
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205
ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	934.819
ISHARES EURO STOXX UCITS ETF (DE)	232.217
ISHARES EUROPE ETF	96.874
ISHARES GLOBAL FINANCIALS ETF	24.001
ISHARES II PUBLIC LIMITED COMPANY	1.526.365
ISHARES III PUBLIC LIMITED COMPANY	1.082.511
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418
ISHARES IV PUBLIC LIMITED COMPANY	1.359.366
ISHARES MSCI ACWI ETF	139.975
ISHARES MSCI ACWI EX U.S. ETF	103.342
ISHARES MSCI EAFE ETF	1.917.721
ISHARES MSCI EAFE INTERNATIONAL INDEX FUND	364.355
ISHARES MSCI EAFE VALUE ETF	1.272.693
ISHARES MSCI EUROPE FINANCIALS ETF	422.071
ISHARES MSCI EUROPE IMI INDEX ETF	11.431
ISHARES MSCI EUROZONE ETF	826.089
ISHARES MSCI INTL QUALITY FACTOR ETF	937.605
ISHARES MSCI INTL SIZE FACTOR ETF	440
ISHARES MSCI ITALY ETF	840.149
ISHARES MSCI KOKUSAI ETF	2.072

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ISHARES MSCI WORLD ETF	35.040
ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536
ISHARES PUBLIC LIMITED COMPANY	519.821
ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	1.062.535
ISHARES STOXX EUROPE 600 UCITS ETF (DE)	354.467
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	204.604
ISHARES V PUBLIC LIMITED COMPANY	36.588
ISHARES VI PUBLIC LIMITED COMPANY	159.961
ISHARES VII PUBLIC LIMITED COMPANY	1.191.050
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	53.626
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	3.281
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	3.884
JAMES C TUCKER TR DTD 6 18 92 MAWER	2.538
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO	1.012
JANUS HENDERSON EUROPEAN GROWTH FD	936.484
JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	193.090
JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.701
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939
JBWN-MED CORE GLOBAL EQ TILT	10.387
JEFFREY LLC	108.689
JNL INTERNATIONAL INDEX FUND	84.598
JNL/BLACKROCK GLOBAL ALLOCATION FUND	10.351
JNL/DFA INTERNATIONAL CORE EQUITY FUND	18.298
JNL/JPMORGAN GLOBAL ALLOCATION FUND	15
JNL/MELLON MSCI WORLD INDEX FUND	83
JOHN DEERE PENSION TRUST	17.802
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	106.012
JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND.	4.651.614
JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242
JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	22.882
JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	82.143
JOHN MCCARTNEY	1.894
JOHN NEVINS	2.203
JOHN T. WALTON FAMILY TRUST	231.749
JPMORGAN BETABUILDERS EUROPE ETF	437.795
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	147.416
JPMORGAN CHASE RETIREMENT PLAN	257.214
JPMORGAN ETFs (IRELAND) ICAV - EUROZONE RESEARCH ENHANCED INDEX EQ (ESG) UCITS ETF	111.886
JPMORGAN ETFs (IRELAND) ICAV - EUROPE RESEARCH ENHANCED INDEX EQ (ESG) UCITS ETF	538.229
JPMORGAN ETFs (IRELAND) ICAV - GLOBAL RESEARCH ENHANCED INDEX EQ (ESG) UCITS ETF	318.681
JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629
JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727
JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	5.355
JPMORGAN FUNDS	78.230
JPMORGAN GLOBAL ALLOCATION FUND	2.218
JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	15.125
JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	38.894
JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	1.599.856
JPMORGAN INVESTMENT FUNDS	1.830.884
JTW TRUST NO. 1 UAD 9/19/02.	2.351
JTW TRUST NO. 2 UAD 9/19/02.	3.079
JTW TRUST NO. 3 UAD 9/19/02.	3.508
JTW TRUST NO. 5 UAD 9/19/02.	1.846
JUPITER EUROPEAN FUND.	8.200.572
JUPITER EUROPEAN SMALLER COMPANIES FUND	18.462
JUPITER EUROPEAN SPECIAL SITUATIONS FUND.	417.330
K INVESTMENTS SH LIMITED.	63.462
KAIROS INTERNATIONAL SICAV - MADE IN ITALY	134.509
KAIROS INTERNATIONAL SICAV-ITALIA	245.640
KAISER FOUNDATION HOSPITALS	2.376
KAISER PERMANENTE GROUP TRUST	7.118
KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.352.751
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER	15.241
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 4	7.302
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III	11.770
KAPITALFORENINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	5.412
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE	15.334
ADMINISTRATION AS	
KAPITALFORENINGEN PENSAM INVEST, PSI 3 GLOBALE AKTIER 3	32.053
KARRICK LIMITED	803
KAYNE ANDERSON RUDNICK INTERNATIONAL SMALL CAP CIT	49.215
KAYNE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	4.306
KBC INST FUND SRI WORLD EQUITY	41.225
KBC INSTITUTIONAL FUND SRI EURO	75.378
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	6.067

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KNIGHTS OF COLUMBUS MASTER TRUST	18.558
KOKUSAI EQUITY INDEX FUND, A S	15.212
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FÖRSIKRINGSSKAP	63.171
KUTXABANK GESTION SGIIC, S.A.	417.993
KUTXABANK PENSIONES, S.A., SGFP	141.753
L AND G ASSUR(PENS.MGNT)LD I LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	17.879
L BUONANNO TRUST T SMITH SR	9.323
L SHIGLEY REV TR 11 18 04 MAWER ADR	2.271
L3HARRIS PENSION MASTER TRUST.	99.180
LABEL EUROPE ACTIONS	202.041
LACERA MASTER OPEB TRUST	12.437
LARGE CAP INTL PORTFOLIO OF DFA INV	244.712
LATVIJAS BANKA	5.261
LB HOLDINGS I LLC	2.547
LBPAM 3 MOIS	712.676
LBPAM ISR ACTIONS 80	33.080
LBPAM ISR ACTIONS EURO LARGE CAP	186.154
LBPAM ISR ACTIONS EURO MIN VOL	1.224
LBPAM ISR AVENIR EURO	12.720
LBPAM ISR STRATEGIE PEA 1	3.211
LBPAM ISR STRATEGIE PEA 2	5.401
LCL ACTIONS EURO CORE+	34.377
LCL ACTIONS MONDE HORS EUROPE EURO	99.928
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	4.448
LEGAL & GENERAL EUROPEAN INDEX TRUST	229.169
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	5.401
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	28.924
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	118.274
LEGAL & GENERAL ICAV	1.254
LEGAL & GENERAL MSCI EAFE FUND LLC	44.189
LEGAL & GENERAL MSCI EAFE SL FUND LLC	43.958
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	20.747
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	85.076
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.635.000
LEGAL AND GENERAL CCF	18.019
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	68.876
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	7.338
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	62.597
LEGAL AND GENERAL UCITS ETF PLC	74.102
LEHMAN-STAMM FAMILY PARTNERS LLC	62
LEMANIA GLOBAL EQUITY	36.118
LF AI IMPACT EQUITY EU	751
LGIASUPER	32.562
LGIM MANAGERS (EUROPE) LIMITED	49.156
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	6.300
LGT SELECT FUNDS	6.096
LIF-LYXOR MSCI WORLD CATHOL PR	9.014
LLB FUND SERV. AG ATD LLB IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	17.372
LMA IRELAND-MAP 501.	10.148
LMAP 909 SUB FUND OF LMAP IRELAND ICAV	258
LMAP IRELAND ICAV - LMAP 910	254
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536
LOF GLOBAL FINTECH	162.500
LOF TARGETNETZERO EUROPE EQUITY	3.636
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.	14.585
LORD MAYOR'S CHARITABLE FOUNDATION	803
LORENTZ POCKET CROISSANC	16.643
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	41.900
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779
LPP I GLOBAL EQUITIES FUND	3.537.165
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	87.362
LUMYNA MARSHALLWACE UCITS SICAV LUMYNA MW TOPSMARKET NEUT	463
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA	114.384
LUXCELLENCE-HELVETIA EUROP EQUITY	6.920
LVIP BLACKROCK GLOBAL ALLOCATION FUND	7.734
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	19.139
LVIP SSGA INTERNATIONAL INDEX FUND	94.627
LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G.	43.469
LYXINDEX FUND - LYXOR MSCI EMU	34.711
LYXOR CORE MSCI WORLD (DR) UCI	36.188
LYXOR FTSE MIB UCITS ETF	515.025
LYXOR MSCI EUROPE ESG LEADERS	135.632
LYXOR MSCI EUROPE UCITS ETF	42.119
M INTERNATIONAL EQUITY FUND	4.430
M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	699.208
M+G INVESTMENT FUNDS (1)- M+G EUROPEAN SUSTAIN PARIS ALIGNED FUND	1.331.135
MACK EAFE EQUITY POOL	15.637
MACKENZIE INTERNATIONAL EQUITY INDEX ETF	22.029
MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	614
MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	2.062
MACKENZIE MAXIMUM DIVERSIFICATION DEVELOPED EUROPE	267



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MACQUARIE INTERNATIONAL EQUITIES FUND	17.595
MAGNESIUM	351.222
MAIN I - UNIVERSAL - FONDS	40.480
MAIN VI-UNIVERSAL-FONDS	1.210
MAINSTAY WMC INTERNATIONAL RESEARCH EQUITY FUND	77.832
MAJESTIC ASSET MANAGEMENT	75.563
MAN INSIGHT LIMITED	8
MANAGED PENSION FUNDS LIMITED	334.331
MANDARINE EQUITY INCOME	3.990
MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	507.000
MANULIFE DIVERSIFIED INVESTMENT FUND	124.586
MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250
MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	1.492.556
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	32.198
MANULIFE TAX-MANAGED GROWTH FUND	6.559
MANULIFE WORLD INVESTMENT FUND	651.558
MANVILLE PERSONAL INJURY SETTLEMENT TRUST	2.244
MAPFRE MSV LIFE PLC	115.209
MARIGOLD TACTICAL STRATEGIES LTD	19.044
MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	316
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	153
MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988
MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	5.150
MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	187.037
MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	26.824
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	119.380
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	588
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND	83.866
MARYLAND STATE RETIREMENT PENSION SYSTEM	165.453
MASTER TRUST BANK OF JAPAN LTD. RE. JPM KOKUSAI REI MOTHER FUND (LDN)	17.762
MASTER TRUST FOR SIEMENS SAVINGS PLANS	60.478
MASTERFONDS BANTHUS	142.000
MASTERINVEST KAPITALANLAGE GMBH	2.273
MATB MSCI KOKUSAI INDEX MOTHER FUND	7.803
MAWER COLLECTIVE INVESTMENT TRUST	1.163.216
MAWER INTERNATIONAL EQUITY FUND	7.068.520
MAWER INTERNATIONAL EQUITY POOLED FUND	2.561.411
MAWER TAX EFFECTIVE BALANCED FUND	270.423
MBB PUBLIC MARKETS I LLC	25.154
MBB SMART FUND C LLC	5.975
MCGILL UNIVERSITY PENSION PLAN	3.017
MD INTERNATIONAL GROWTH FUND	96.843
MDPIM INTERNATIONAL EQUITY INDEX POOL	28.014
MDPIM INTERNATIONAL EQUITY POOL	722.947
MEBA PENSION TRUST DEFINED BENEFIT PLAN	29.509
MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	24.464
MEDIOLANUM BEST BRANDS - COUPON STRATEGY COLLECTION	42.333
MEDIOLANUM BEST BRANDS - MEDIOLANUM GLOBAL DEMOGRAPHIC OPPOR	198.513
MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	1.760.000
MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA	300.000
MELCHIOR SELECTED TRUST	417.360
MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.333
MERCER GLOBAL EQUITY FUND	207.465
MERCER INDEXED INTERNATIONAL SHARES FUND	47.788
MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	168.317
MERCER NONUS CORE EQUITY FUND	37.346
MERCER OSS TRUST	672.127
MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615
MERCER QIF COMMON CONTRACTUAL FUND	681.866
MERCER UCITS COMMON CONTRACTUAL FUND	25.326
MERCER UNHEDGED OVERSEAS SHARES TRUST	393.618
MERCER WHOLESALE FUNDS	2.175
MERSEYSIDE PENSION FUND	281.266
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	11.885
METLIFE 401(K) PLAN TRUST	331.702
METROPOLITAN LIFE INSURANCE COMPANY	24.797
METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	86.852
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	118.000
METZLER INTERNATIONAL INVESTME	334.000
METZLER UNIVERSAL TRUST KILMOR	16.200
MFC INTERNATIONAL FUND LLC	7.196
MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579
MFS INTERNATIONAL NEW DISCOVERY FUND	1.128.619
MGI FUNDS PLC	36.264
MH AMUNDI ACTIONS EURO	49.671
MICHAEL AND MAIRA CAREN TRUST	445
MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	2.075

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MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916
MIDDLETOWN WORKS HOURLY AND SALARIED UNION	2.865
MI-FONDS 392	262.105
MI-FONDS F44	35.975
MIGROS BANK (LUX) FONDS 30	760
MIGROS BANK (LUX) FONDS 40 (EUR)	920
MIGROS BANK (LUX) FONDS 50	1.560
MIGROS BANK (LUX) FONDS INTERSTOCK	1.280
MINE SUPERANNUATION FUND	23.809
MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.659
MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	20.503
MINISTRY OF ECONOMY AND FINANCE	271.910
MLC INVESTMENTS MLC LIMITED	27.881
MOBIUS LIFE LIMITED	8.673
MONGELAS	27.096
MONTANA BOARD OF INVESTMENTS	317.899
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967
MORGAN STANLEY PATHWAY	140.033
MORGAN STANLEY PATHWAY FUNDS -	16.668
MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGIST PORTFOLIO	1.674
MORRIS 1992 GIFT TRUST	3.380
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	5.204
MOUNT HATTON INVESTMENTS LIMITED	27.161
MSCI ACWI EX-U.S. IMI INDEX FUND B2	34.666
MSCI EQUITY INDEX FUND B - ITALY (MSITB)	226.901
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB)	43.797
MTBJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4.698
MU LUX - LYXOR EURO STOXX BANK	1.116.229
MUL AMUNDI MSCI EUROPE CLIMATE	39.197
MUL - LYX FTSE IT ALL CAP PIR 2	16.391
MUL-LYX NET ZERO 50 SP EUROZ C	331.509
MULTI STYLE MULTI MANAGER FUNDSPLC	307.258
MULTI UNITS LUX-LYXOR CORE MSC	53.168
MULTIBRAND SICAVSIF	15.470
MULTIFLEX SICAV	73.908
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	669.130
MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	170.244
MUNICIPAL EMPLOYEES PENSION PLAN	4.590
MW INV STRAT EUREKA FUND AC	49.879
MWIS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370
MWIS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	40.000
NATIONAL COUNCIL FOR SOCIAL SEC FUND	10.975
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	178.379
NATIONAL ELEVATOR INDUSTRY PENSION PLAN	173.915
NATIONAL EMPLOYMENT SAVINGS TRUST	54.480
NATIONAL PENSION INSURANCE FUND	84.841
NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	41.080
NATIONAL TREASURY MANAGEMENT AGCY	1.006
NATIONWIDE INTERNATIONAL INDEX FUND	34.326
NATIXIS AM FUNDS	32.601
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST	54.857
NATWEST TDS DEP BNYM RM GLO EQ FUND	133.118
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	1.240
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE	12.817
STRATEGIC MANAGE	
NAV CANADA PENSION PLAN	27.389
NBIMC EAFE EQUITY INDEX FUND	1
NEF ETHICAL BALANCED DYNAMIC	321.765
NELKE PARTNERSHIP	1.208
NEUFLIZE VIE OPPORTUNITES	58.959
NEW AIRWAYS PENSION SCHEME	2.145
NEW YORK STATE COMMON RETIREMENT FUND	2.218.389
NEW YORK STATE TEACHERS RETIREMENT SYSTEM	868.618
NEW ZEALAND SUPERANNUATION FUND.	98.234
NFS LIMITED	4.366
NINE MILE POINT NDT QUALIFIED PARTNERSHIP	3.600
NMTB/NIK KOKUSAI-H 935034	1.495
NMTB/NIK KOKUSAI-NH 935026	23.540
NORDEA 1 SICAV	219.430
NORDEA EUROPEAN PASSIVE FUND	10.408
NORDEA EUROPEAN SMALLER COMPANIES FUND	34.692
NORDEA GLOBAL PASSIVE FUND	21.771
NORDEA WORLD PASSIVE FUND	14.596
NORGES BANK	1.648.802
NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	909.266
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	176.146
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	40.171
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	30.359
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	34.186
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	30.043
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	92.352

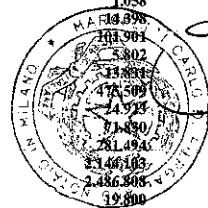


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NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.552
NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	563.201
NORTHERN TRUST UCITS FGR FUND	98.858
NOW PENSIONS TRUST	5.449
NSP MINNESEOTA RETAIL PRAIRIE II	3.389
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	2.702
NT WORLD GREEN TRANSITION INDEX FUND	494
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND	28.855
NV HAGEMUNIE	2.956
NVIT INTERNATIONAL INDEX FUND	51.063
NZAM EURO STOXX PARIS-ALIGNED	976
OB 2	4.041
OETGEN COMMUNITY PROPERTY TRUST DTD 12/24/2008 AS AMENDED A	609
OFI INVEST ESG EURO EQUITY SMA	16.979
OHMAN MARKNAD EUROPA	16.600
OHMAN MARKNAD GLOBAL	16.000
OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	610.196
ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	26.253
ONEMARKETS AMUNDI INCOME OPP FD	48.091
ONEMARKETS ITALY ICAV	17.768
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL	54.125
OPENWORLD PUBLIC LIMITED COMPANY	8.674
OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	303.485
OPUS FINANCIAL LLC	11.110
OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	66.772
OSSIAM GOVERNANCE FOR CLIMAT	27.562
OSSIAM IRL ICAV	248
OSSIAM LUX	18.563
OSTRUM SRI EUROPE EQUITY	94.688
OVERSEAS SERIES	457.557
PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	200
PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING	4.279
MASTER TRUST	
PACIFIC RESOURCES FUND LIMITED	66.911
PARKER FOUNDATION INC	43.481
PCA TAX SHELTERED ANNUITY PLAN	3.940
PELICAN FUND LP	217.416
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	3.098
PENSION BENEFIT GUARANTY CORPORATION	27.313
PENSION RESERVES INVESTMENT TRUST FUND	70.230
PEOPLE'S BANK OF CHINA	439.080
PERP PROG (ACTIONS EUROPE)	28.987
PES-PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	7.265
PFM MULTI-MANAGER INTERNATIONAL EQUITY FUND	87.329
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2.034
PHILADELPHIA GAS WORKS PENSION PLAN	1.162
PHOENIX UNIT TRUST MANAGERS LIMITED	2.485.968
PHOSPHORE	41.924
PICC PROPERTY AND CASUALTY COMPANY LIMITED	147.015
PICTET - DIGITAL	1.938.081
PICTET - EUROPE INDEX	59.265
PICTET - GLOBAL MEGATREND SELECTION	538.519
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	5.655
PICTET CH - GLOBAL EQUITIES	4.615
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	16.813
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	19.684
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	25.252
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	4.812
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	13.168
PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	7.641
PICTET-EUROLAND INDEX	37.201
PINK CALI LLC	174
PIONEER GLOBAL EQUITY FUND	466.614
PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.908
PIONEER INTERNATIONAL EQUITY FUND	1.018.382
PIONEER MULTI ASSET INCOME FUND	1.142.789
PIR EQUITY AXA ASSICURAZIONI	175.000
PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	15.382
PLATO INST 1 FUND EURO EQUITY	15.512
PLATO INST 1 FUND EUROPEAN EQUITY	34.114
PLATO INSTIT INDEX FND WORLD DBI-RDT	3.711
PLATO INSTITUTIONAL INDEX FUND	8.940
PLATO RI WORLD	591
PLUMBERS AND PIPEFITTERS NATIONAL PENSION FUND	175.060
PLURI-INVESTISSEMENTS	1.630
PMPT INKA FONDS	30.726
PNC BANK NACUSTODIAN FOR IBEW LOCAL	19.940
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	5.501
POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	58.889
POINT72 LONDON INVESTMENTS LTD.	237.690

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POLLUX	11.100
POOL REINSURANCE CO LTD	19.913
PREMIER MITON EUROPEAN OPPORTUNITIES FUND	2.383.828
PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386
PRESBYTERIAN CHURCH (USA) FOUNDATION	6.124
PREVINDAI FONDO PENSIONE	14.278
PRICOS	866.067
PRICOS DEFENSIVE	22.134
PRICOS SRI	33.220
PRIME SUPER	3.308
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	41.885
PRINCIPAL FUNDS INC OVERSEAS FUND	20.225
PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669
PRINCIPAL LIFE INSURANCE COMPANY	465.748
PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	50.395
PRO BLEND EXTENDEDTERM SERIES	15.565
PRO BLEND RMAXIMUM TERM SERIES	12.789
PRO BLEND RMODERATE TERM SERIES	6.961
PRO BLENDCONSERVATIVE TERM SERIES	2.957
PROCTER AND GAMBLE BELGIUM PENSION FUND	1.553
PROGETT AZ SOST	598
PROPARIS SMALL NAD MID CAP WELT CREDIT SUISSE FUNDS AG MANDAT THREADNEEDLE AM	65.247
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL	29.503
PROVEDA GLOBAL EQUITY LIMITED PARTNERSHIP	1.058
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	18.898
PSF	193.981
PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.893
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	178.509
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24.572
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	71.430
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	281.494
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	314.103
PUBLIC EMPLOYEES' LONG-TERM CARE FUND	2.486.308
PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.400
PUBLIC SECTOR PENSION INVESTMENT BOARD	575.189
PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	136.944
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	531.122
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	479
QIC INTERNATIONAL EQUITIES FUND.	4.326
QUALITY EDUCATION FUND	1.093
R MONTJOLY INVESTISSEMENTS POOL AXA	18.300
R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	1.200
RCO LUX MONTJOLY INVEST POOL AMUNDI	4.766
REALDANIA	55.500
REASSURE LIMITED	289.226
RECORD INVEST SCA SICAV RAIF	5.055
RED BLAZER INVESTMENTS VENTURE LLC	5.825
REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.535
RELIABILITY LLC	488.002
RENAULT CAREMAKERS SOLID'AIR	17.000
RETAIL EMPLOYEES SUPERANNUATIONTRUST	2.907.045
RETIREMENT BENEFITS INVESTMENT FUND	4.971
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	15.679
RICHELIEU GLOBAL INNOVATION	11.612
RL PREVOYANCE (ACTIONS EUROPE)	54.868
ROBEKO CAPITAL GROWTH FUNDS	700.159
ROBEKO UMBRELLA FUND I N.V.	1.773
ROBIN I-FONDS	218.087
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830
ROBSTAR INVESTMENTS LTD C/O STEPHEN R. MENICH	6.862
ROPS EURO P	77.123
ROPS-SMART INDEX EURO	89.523
ROSEDENE LLC	2.499
ROYAL BOROUGH OF KINGSTON PENSION FUND	13.054
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	100.225
RSRC ACTIONS (ACTION EURO)	193.978
RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	714
RTPIP LP	4.180
RTX SAVINGS PLAN MASTER TRUST	166.560
RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	23.779
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	558.489
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258
RUSSELL INVESTMENT COMPANY PLC	37.606
RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	686.119
RUSSELL INVESTMENT COMPANY V PLC	4.616
RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	3.170
RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310



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RUSSELL INVESTMENTS GLOBAL EQUITY POOL	11.457
RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	2.342
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	9.523
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	194.428
RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	5.898
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	15.221
RUSSELL INVESTMENTS MULTIFACTOR INTERNATIONAL EQUITY POOL	1.086
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680
RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	39.513
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755
RUSSELL OVERSEAS EQUITY POOL	82.519
RUSSELL WGGW INVESTMENTS LIMITED	373
RUTGERS THE STATE UNIVERSITY	7.934
S. ROBSON WALTON 1999 CHILDRENS TRUST	1.340
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	2.187
S. ROBSON WALTON 2010 TRUST	2.620
SABADELL PLANIFICACION 25, FI	2.754
SACD INVESTISSEMENT	12.733
SAFRAN DYNAMIQUE(ACTIONS EUROPE ESG)	58.100
SAMSUNG GLOBAL CORE EQUITY FUND	2.089
SAS TRUSTEE CORPORATION POOLED FUND	130.054
SBC MASTER PENSION TRUST	129.721
SCANDIUM	185.000
SCHLUMBERGER GROUP TRUST AGREEMENT	14.749
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF	2.553
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	11.685
SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	583
SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512
SCHRODER DIVERSIFIED GROWTH TRUST	20.038
SCHRODER GAIA	42.780
SCHRODER GAIA	117.938
SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	766.239
SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079
SCHRODER INSTITUTIONAL POOLED FUNDS	4.372
SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	119.273
SCHRODER INTERNATIONAL ALPHA TRUST	1.158.334
SCHRODER INTERNATIONAL EQUITY TRUST	266.304
SCHRODER INTERNATIONAL SELECTION FUND	9.872.653
SCHRODER MANAGED BALANCED FUND	17.799
SCHRODER PENSION MANAGEMENT LIMITED	372.767
SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	235.676
SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	41.408
SCHWAB INTERNATIONAL EQUITY ETF	1.083.931
SCHWAB INTERNATIONAL INDEX FUND	338.015
SCOTIA DIVERSIFIED BALANCED FUND	6.064
SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.075
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448
SCOTT GARRETT	1.286
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	78.823
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	2.159
SEAN P ANDRADE 2016 TR UAD FEB 8 1991	1.693
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908
SEB AKTIENFONDS	12.945
SEI GLOBAL MASTER FUND PLC THE	4.935
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	4.628
SELF-FINANCING POSTSECONDARY EDUCATION FUND	370
SEMPRA ENERGY PENSION MASTER TRUST	5.470
SENTINEL INTERNATIONAL FUND	1.064
SG ACTIONS ETATS-UNIS POCHE AC	43.464
SG ACTIONS INTERNATIONALES	44.043
SG ACTIONS MONDE SELECTION	164.839
SHANDS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	70.374
SHELL CANADA 2007 PENSION PLAN	672
SHELL FOUNDATION	28.257
SHELL NEDERLAND PENSIOENFONDS STICHTING	2.179
SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	5.056
SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	5.807
SHINKO GLOBAL EQUITY INDEX MOTHER FUND	76
SIEMENS DIVERSIFIED GROWTH	19.588
SIEMENS EMU EQUITIES	42.090
SIEMENS-FONDS SIEMENS-RENTE	66.546
SILVER INVESCO EURO EQUITY	106.659
SIMPLICITY HEDGED GLOBAL SHARE FUND	15.037
SIMPLICITY UNHEDGED GLOBAL SHARE FUND	8.992
SIR DAVID TRENCH FUND FOR RECREATION	5.580
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	241.972
SLW PORTFOLIO LLC	2.405
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.063
SOGECAP ACTIONS - MID CAP	180.704

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SPA MANDATE BLACKROCK	20.337
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	648.423
SPDR MSCI ACWI EXUS ETF	1.283
SPDR MSCI ACWI LOW CARBON TARGET ETF	1.268
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	10.619
SPDR MSCI EAFE STRATEGICFACTORSETF	41.494
SPDR MSCI WORLD STRATEGICFACTORS ETF	924
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377
SPDR PORTFOLIO EUROPE ETF	13.632
SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	15.234
SPDR SP WORLD EX AUSTRALIA FUND	6.007
SSB CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.278
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	11.030
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	8.085
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	452.556
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	3.626
SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	112.340
SSGA SPDR ETFs EUROPE II PUBLICLIMITED COMPANY	176.855
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	2.592.899
ST PF GASUNIE - GLOBAL EQ MANDATE SSGA	5.629
ST PF STAPLES MANDATE ALLIANCE CAPITAL	3.340
ST PFD PMA MANDATE BLACKROCK	7.859
ST. MARY'S HEALTHCARE	178
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS	6.173
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU	6.561
STANDARD BANK OF SOUTH AFRICA LTD	57.433
STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	92.250
STAR PASTEUR	20.604
STATE OF MINNESOTA	257.790
STATE OF NEW JERSEY COMMON PENSION FUND D	406.455
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.746
STATE OF WISCONSIN INVESTMENT BOARD	148.146
STATE OF WYOMING	30.337
STATE STREET CCF	8.374
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	3.920
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	137.892
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLJO	55.409
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	6.196
STATE STREET IRELAND UNIT TRUST	22.358
STATE STREET TOTAL RETURN VIS FUND	5.510
STATE TEACHERS RETIREMENT SYSTEM OF OHIO	456.971
STEADYHAND GLOBAL SMALL-CAP EQUITY FUND	52.600
STEELWORKERS PENSION TRUST	98.164
STELLAR INSURANCE, LTD.	2.652
STEUART L. WALTON FAMILY TRUST UAD 03/19/13	1.543
STICHTING AHOLD DELHAIZE PENSIOEN	2.097
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET	4.163
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	49.683
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR	5.035
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET BEROEPSVERVOER OVER DE WEG	28.576
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	24.516
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF	13.505
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	14.198
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G	13.990
STICHTING BLUE SKY LIQUID ASSET FUNDS	9.809
STICHTING CZ FUND DEPOSITARY	7.214
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL	919.623
STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	2.444
STICHTING MN SERVICES	191.885
STICHTING MN SERVICES AANDELENFO ND	36.192
STICHTING PENSIOENFONDS ABP	9.248.388
STICHTING PENSIOENFONDS HOOGOVENS	28.631
STICHTING PENSIOENFONDS NOTARIAAT	2.721
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	6.559
STICHTING PENSIOENFONDS PGB	84.009
STICHTING PENSIOENFONDS PROVISUM	8.220
STICHTING PENSIOENFONDS SAGITTARIUS	14.005
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN	1.672
STICHTING PENSIOENFONDS UWV	25.698
STICHTING PENSIOENFONDS VOOR HUISARTSEN	43.162
STICHTING PENSIOENFONDS WERK EN(RE) INTEGRATIE	80.151
STICHTING PENSIOENFONDS METAAL EN TECHNIK MN SERVICES	56.502
STICHTING PGGM DEPOSITARY	149.317
STICHTING PHILIPS PENSIOENFONDS	10.867
STICHTING PME PENSIOENFONDS	85.423
STICHTING SHELL PENSIOENFONDS	64.709
STOCK SMALL CAPS OPF	1.130.000
STRATEGIC INTERNATIONAL EQUITY FUND	7.760
STRATEGY SICAV	3.600
STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	3.381



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SUBSIDIZED SCHOOLS PROVIDENT FUND	22.615
SUEBIA-FONDS	5.333
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	26.772
SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	3.099
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	1.259
SUNAMERICA SERIES TRUST- SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.799
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	3.995
SUPERVALU INC MASTER INVESTMENT TRUST	18.161
SUSAN ZUCKER	1.505
SUTTER HEALTH	71.800
SUTTER HEALTH MASTER RETIREMENT TRUST	95.900
SYDBANK A/S	28.409
T. ROWE PRICE FUNDS SICAV	47.808
T. ROWE PRICE GLOBAL ALLOCATION FUND	9.424
T. ROWE PRICE INTERNATIONAL DISCOVERY FUND	2.257.202
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	32.438
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	63.827
T. ROWE PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712
TALCOTT RESOLUTION LIFE INSURANCE COMPANY	5.612
TANGERINE BALANCED GROWTH PORTFOLIO	9.662
TANGERINE BALANCED INCOME PORTFOLIO	1.053
TANGERINE BALANCED PORTFOLIO	7.344
TANGERINE EQUITY GROWTH PORTFOLIO	12.564
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	42.499
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648
TD EMERALD INTERNATIONAL EQUITY INDEX FUND	118.913
TD EUROPEAN INDEX FUND	3.667
TD INTERNATIONAL EQUITY INDEX ETF	38.890
TEACHER RETIREMENT SYSTEM OF TEXAS	74.405
TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	63.108
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	193.334
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003
TELSTRA SUPERANNUATION SCHEME	12.788
TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465
TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91.201
TEXAS PERMANENT SCHOOL FUND CORPORATION	151.659
TEXAS UTILITIES QUAL NDT PARTNERSHIP	1.611
TF-EQUITY	55.584
THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY UAD 06/27/11 A K MOORHEAD TTEE AMD 12/11/18	3.100
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	180
THE ARROWSTREET COMMON CONTRACTUAL FUND	38.812
THE BANK OF KOREA	1.794
THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	103.800
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	115.442
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811
THE BANK OF NEW YORK MELLON INTERNATIONAL LMITE	66.862
THE BOARD OF MANAGEMENT OF THE CHINESE PERMANENT CEMETERIES	2.586
THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	296.534
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055
THE BUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	5.604
THE BUTTONWOOD FAMILY FOUNDATION	10.700
THE CAPTIVE INVESTORS FUND	66.800
THE CAPTIVE INVESTORS FUND	289.530
THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	29.511
THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.932
THE DAVID A DUFFIELD TRUST UAD 07/14/88	2.432
THE E. M. FOUNDATION	13.000
THE EMPIRE LIFE INSURANCE COMPANY.	310.847
THE ESB PENSION FUND	13.013
THE HKSAR GOVERNMENT SCHOLARSHIP FUND	309
THE INCUBATION FUND LTD	702
THE JUPITER GLOBAL FUND SICAV	2.232.967
THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459
THE LAURIE M. TISCH FOUNDATION INC	15.595
THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610
THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	93.072
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	63.485
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' FUND	8.199

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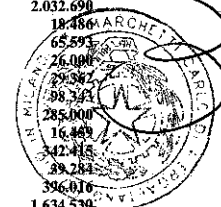
RETIREMENT ALLOWANCE MUTUAL AID 400025501	295
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	2.145
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521	11.161
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTB400021492	42.188
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	58.082
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	19.939
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	1.676
THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	5.417
THE MINDEROO FOUNDATION TRUST	2.541
THE MISSOURI FOUNDATION FOR HEALTH	22.307
THE MONETARY AUTHORITY OF SINGAPORE	2.607
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	562
THE NEMOURS FOUNDATION PENSION PLAN	106.656
THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	21.704
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	217.081
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	673.250
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	133.453
THE SAUDI SECOND INVESTMENT COMPANY	178.165
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	127.119
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	11.236
THE TRUSTEES OF THE HENRY SMITH CHARITY	18.172
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	470.504
THE WELLINGTON TR CO NATL ASSOC MULTIPLE COLLECTIVE INVEST FDS TR II	225.746
THE WELLINGTON TR CO NATL ASSOC MULTIPLE COLLECTIVE INVESTMENT FDS TR	903.450
THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT	
FUNDS TRUST	
THE WINNIPEG FOUNDATION	21.008
THEAM QUANT - EQUITY EUROZONE DEF	9.092
THEAM QUANT - EQUITY WORLD DEF	4.220
THEAM QUANT - NEW ENERGY OPPORTUNITIES	243.274
THEAM QUANT - EQUITY WORLD GLOBAL GOALS	80.259
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	5.950
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	2.770
THOMAS P PRCHAL TR DTD 3 31 94 MAWER	1.113.297
THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	6.457.209
THREADNEEDLE (LUX)	3.032.169
THREADNEEDLE INVESTMENT FUNDS ICVCA	8.282
THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	2.873.453
THRIFT SAVINGS PLAN	7.193
THRIVENT INTERNATIONAL INDEX PORTFOLIO	537
THYSEN GLOBAL INVESTMENTS CORP.	850.069
TLACREF INTERNATIONAL EQUITY INDEX FUND	143.877
TIMESQUARE CAPITAL MANAGEMENT	746
TMM INVEST EUROPA PLUS	58.024
TJ-NONQUALIFIED LLC	41.581
TJ-QUALIFIED LLC	4.229
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	7.300
TOCQUEVILLE FINANCE ISR	141.942
TOCQUEVILLE MID CAP EURO ISR	15.258
TOLLESON INTERNATIONAL EQUITY LP	15.637
TONI ACTIONS ISR 100	46.692
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	351.331
TOTAL ENERGIES ACTIONS EUROPEENNES	74.294
TOTAL ENERGIES DIVERSIFIE EQUILIBRE ET SOLIDAIRE	6.200
TOTAL ENERGIES GESTION FLEXIBLE PATRIMONIALE	12.343
TRANSAMERICA AIM INTERNATIONAL GROW	3.101
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	24.199
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	141.063
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	10.842
TRINITY COLLEGE CAMBRIDGE	387
TRPH CORPORATION	2.943
TRUE POTENTIAL PICTET AGGRESSIVE	8.318
TRUE POTENTIAL PICTET BALANCED	1.456
TRUE POTENTIAL PICTET CAUTIOUS	147
TRUE POTENTIAL PICTET DEFENSIVE	9.499
TRUE POTENTIAL PICTET GROWTH	23.059
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST	
NUMBER 10	
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST	3.378
NUMBER 21	
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST	43.894
NUMBER 3	
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST	7.252
NUMBER 4	
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST	2.610
NUMBER 8	
TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION	132.022
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	24.095
TRUST II BAILLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013
TRUSTEAM ROC	100.000

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TRUSTEAM ROC EUROPE	113.776
TRUSTEAM ROC FLEX	32.000
TRUSTEAM SELECTIVE RECOVERY	6.000
TSGX SOLACT ESG TBACO EX UNHG(3387)	3.801
TTC WORLD EQUITY FUND QP, LP	545.054
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	15.900
TWO SIGMA INTERNATIONAL CORE	5.500
TWO SIGMA WORLD CORE FUND LP	1.700
TWU SUPERANNUATION FUND	6.086
UAPF - BLACK ROCK PASSIVE EQUITY	2.568
UBS (IRL) ETF PLC	239.086
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	87.296
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	243.123
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	2.246
UBS (LUX) SICAV I	403
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	1.430
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	756
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	3.111
UBS ASSET MANAGEMENT LIFE LTD	38.128
UBS CAYMAN TRUST I UBS TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646
UBS COMMON CONTRACTUAL FUND	2.535
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIE WELT	10.582
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	805.084
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS -	25.370
ZIF GREEN	
UBS FUND MANAGEMENT (SWITZERLAND) AG	359.314
UBS FUND MANAGEMENT(LUXEMBOURG) SA	154.556
UBS FUND MGT (CH) AG - CHI243B-TRIANGULUS - AKTIE DEVMARK HEDGED	28.489
UBS FUND MGT (CH) AG - CHI244B-TRIANGULUS - AKTIE DEVMARK	27.571
UBS LUX FUND SOLUTIONS	1.459.299
UI-FONDS BAV RBI AKTIEN	253.531
UI-NSNPT-BAP-FONDS	1.366
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	12.611
UNISUPER	8.633
UNITED GLOBAL DURABLE EQUITIES FUND	443.413
UNITED NATIONS JOINT STAFF PENSION FUND	595.043
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	3.565
UNITED SERVICES AUTOMOBILE ASSOCIATION	10.836
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KPPT UNIVERSAL FONDS	23.087
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	85.260
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGKB CARBON FOCUS	6.462
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS	432.688
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A3-FONDS	671.000
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	14.142
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	24.933
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	36.544
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	720
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUFONDS SAA	55.930
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	859
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIE WORLD ESG	4.122
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	48.719
UNIVERSITAT BASEL	16.022
UNIVERSITIES SUPERANNUATION SCHEME	89.226
UNIVERSITY OF NOTRE DAME DU LAC	9.983
UPMC BASIC RETIREMENT PLAN	43.505
UPMC MASTER TRUST	17.509
USAA CASUALTY INSURANCE COMPANY	7.607
USAA GENERAL INDEMNITY COMPANY	4.139
UTAH STATE RETIREMENT SYSTEMS	80.287
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL	14.511
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIE ETIK KL ID SPARINVEST AS	6.405
FILIAL AF SPARINVEST SA	
VALENCIA INKA	18.953
VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	21.030
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.769
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412
VANGUARD DEVELOPED MARKETS INDEX FUND	5.061.796
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	15.446
VANGUARD ESG INTERNATIONAL STOCK ETF	105.010
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666
VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET	575.777
INDEX TRUST	
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET	4.089.008
INDEX TRUST II	
VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.222.734
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	90.823
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624
VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565

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VANGUARD GLOBAL DIVIDEND FUND	136.382
VANGUARD GLOBAL WELLESLEY INCOME FUND	318.613
VANGUARD INTERNATIONAL CORE STOCK FUND	902.026
VANGUARD INTERNATIONAL GROWTH FUND	10.964.173
VANGUARD INTERNATIONAL SHARES INDEX FUND	225.326
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194
VANGUARD INTL. HIGH DIV YLD INDEX FD	366.310
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	14.910
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD	10.648
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLDP WRLD EX UK CMN CNT FD	13.684
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	22.145
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	13.071
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	11.916
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	8.410.207
VANGUARD TOTAL WORLD STOCK INDEX FUND	376.852
VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	30.903
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	12.451
VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	2.032.690
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	19.486
VBV LOW CARBON WORLD EQUITIES	65.593
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA	26.000
VERDIPAPIRFONDET KLP AKSJEREUROPA INDEKS	29.347
VERDIPAPIRFONDET KLP AKSJERGLOBAL INDEKS	98.343
VGX POOLFONDS METZLER	285.000
VGX POOLFONDS PAI	16.449
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	342.413
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	39.284
VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	396.916
VILLIERS ACTIONS EUROPE CANDRIAM	1.634.530
VILLIERS DIAPASON	23.189
VIRTUS GLOBAL FUNDS PUBLIC LTD CO	7.822
VIRTUS GLOBAL SMALL CAP FUND	65.505
VIRTUS KAR INTERNATIONAL SMALL CAP FUND	2.850.514
VIRTUS NFJ INTERNATIONAL VALUE FUND	97.062
VIRTUS TACTICAL ALLOCATION FUND	266.906
VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516
VITASOY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	607
VIVACCIO ISR ACTIONS	154.499
VONTOBEL NON US EQUITY OFFSHORE MASTER LP	454.836
VOYA BALANCED PORTFOLIO	672
VOYA INTERNATIONAL INDEX PORTFOLIO	42.101
VOYA VACS INDEX SERIES I PORTFOLIO	57.498
VPV-SPEZIAL AMUNDI	8.380
VR BANK KT EUROPROTECT UI	17.716
WASHINGTON STATE INVESTMENT BOARD	288.600
WELLINGTON COMPOUND GROWTH, L.P.	244.163
WELLINGTON DURABLE ENTERPRISES,L.P.	151.200
WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAYMAN)	619
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	27
WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431
WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	74.019
WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	73.714
WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	2.064
WELLINGTON PAGOSA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	155.165
WELLINGTON-CIS GLOBAL EQUITY FUND	207.428
WESPATH FUNDS TRUST	27.847
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077
WHEELS COMMON INVESTMENT FUND	1.344
WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883
WIF-DWS QI EURO SHT EXT	18.080
WILMINGTON GLOBAL ALPHA EQUITIES FUND	99.406
WILMINGTON INTERNATIONAL FUND	220.955
WINDWISE MSCI EAFE INDEX NON LENDING	16.657
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	9.557
WISDOMTREE GLOBAL HIGH DIVIDENDFUND	186
WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	782
WISDOMTREE INTERNATIONAL EQUITYFUND	995
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	3.442
WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	1.240
WISDOMTREE ISSUER ICAY	1.588
WITTINGTON ASSET MANAGEMENT LIMITED	66.796
WOLF CREEK INVESTORS (BERMUDA) LP	276.448
WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.569
WORLD EQUITIES	1.619
WORLD TRADE ORGANIZATION PENSION PLAN	4.582
WS DEPENDANTS ANNUITY FUND	25.532



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WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	32.238
WSP INTERNATIONAL EQUITIES TRUST	757.424
WTCN COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	52.949
WTCN DURABLE COMPANIES PORTFOLIO	1.797.645
WYOMING RETIREMENT SYSTEM	6.161
XTRACKERS	674.989
XTRACKERS (IE) PUBLIC LIMITED COMPANY	698.853
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	1.432
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	3.520
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550
XTRACKERS MSCI EAFE HEDGED EQUITY ETF	197.002
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	30.800
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	3.652
XTRACKERS MSCI KOKUSAI EQUITY ETF	5.803
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	2.463
ZEPHYR - OPTIMISED PLUS 1	2.721
ZEPHYR - OPTIMISED PLUS 2	9.379
ZURICH FINANCIAL SERVICES UK PENSION SCHEME	248.318
ZURICH INVEST ICAV	56.109
ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX	8.180
AANDELENFONDS EUROPA	

Numero di deleghe rappresentate dal badge:	1.992	482.439.724
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4	Deleganti di	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	Tessera n° 1
			Azioni
	ABATEMATTEI AUGUSTO		50
	ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE		4.533
	FONDO GOMMA PLASTICA		47.348
	FONDO PEGASO		6.000
	PREVEDI		34.353
	PREVIDENZA COOPERATIVA		6.477
	Numero di deleghe rappresentate dal badge:	6	98.761

Assemblea Ordinaria del 24 aprile 2024ESITO VOTAZIONE

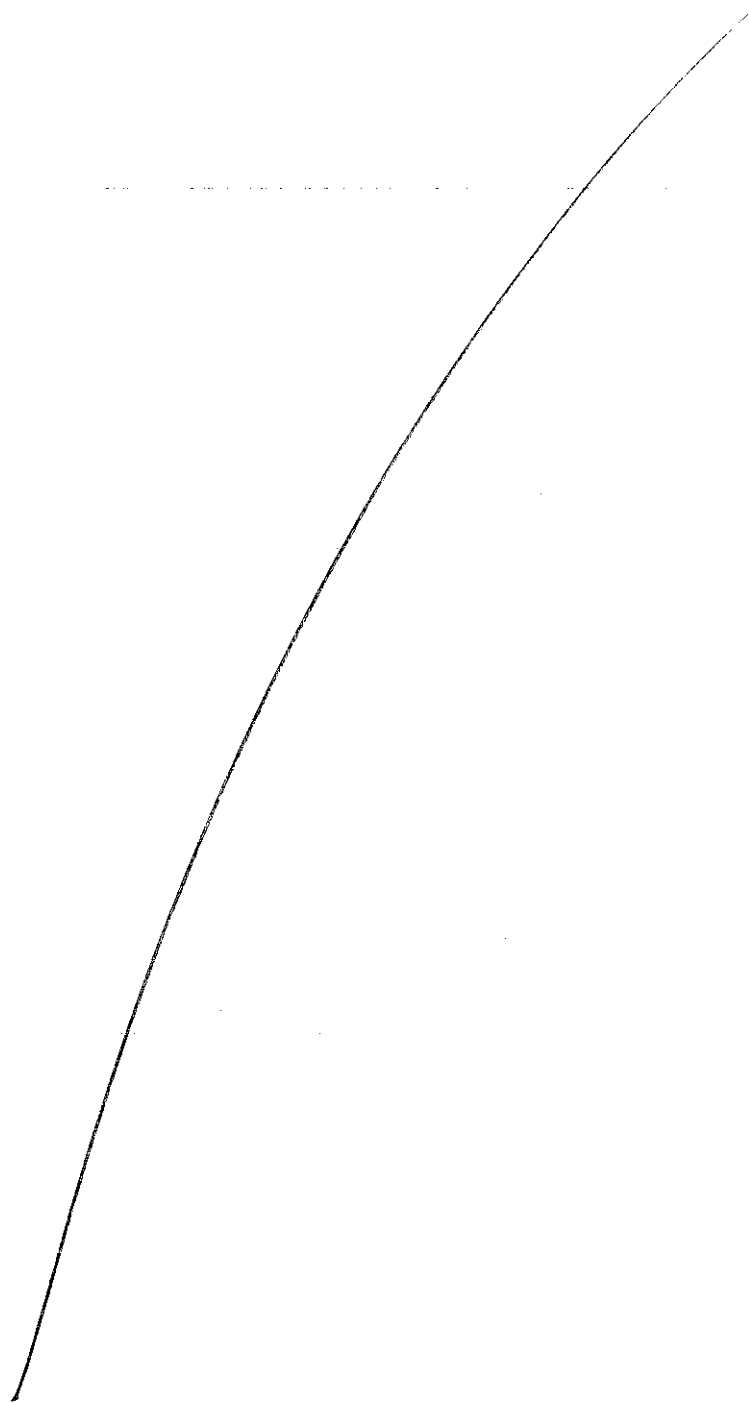
Oggetto : **1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato**

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° **482.538.485** azioni ordinarie pari al **78,975276 %** del capitale sociale riferibili a **1.998** soggetti aventi diritto al voto.

Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	482.196.377	99,929102	99,929102	78,919285
Contrari	20.464	0,004241	0,004241	0,003349
SubTotale	482.216.841	99,933343	99,933343	78,922634
Astenuti	321.644	0,066657	0,066657	0,052642
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	321.644	0,066657	0,066657	0,052642
Totale	482.538.485	100,000000	100,000000	78,975276

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.



Copia su supporto informatico conforme al documento originale su supporto cartaceo, ai sensi dell'art. 22, D.Lgs. 7 marzo 2005 n. 82, in termine utile di registrazione per il Registro Imprese di Milano-Monza-Brianza-Lodi

Firmato Carlo Marchetti

Milano, 17 MAGGIO 2024

Assolto ai sensi del decreto 22 febbraio 2007 mediante M.U.I.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
CONTRARI

Cognome		Tot. Voti		Proprio		Delega	
2	COMPUTERSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135~NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0	0	0	0
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.		10.655	10.655	0	0	10.655	10.655
**D STICHTING BLUE SKY LIQUID ASSET FUNDS		9.809	9.809	0	0	9.809	9.809
Totale voti		20.464					
Percentuale votanti %		0,004241					
Percentuale Capitale %		0,003349					



Attesto:
Aziionisti in proprio: 2 Teste:
0 Azionisti in delega.

Pagina 1

2 DDT delega alla persona fisica sopra indicata con il numero della scheda annessa

2 **D delega alla persona fisica sopra indicata con il numero della scheda annessa (riconferma l'effettiva delega)

RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda annessa

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
ASTENUTI

Cognome	Tot. Voti	Proprio	Delega
2. COMPUTERSHARE SPA PAPER, DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	193.334	0	193.334
**D TOLLESON INTERNATIONAL EQUITY LP	15.258	0	15.258
**D CITY OF NEW YORK GROUP TRUST	113.052	0	113.052
Totale voti	321.644		
Percentuale votanti %	0,066657		
Percentuale Capitale %	0,032642		

Azionisti:
Azionisti in proprio:

3 Teste:
0 Azionisti in delega:

Pagina 2

2 DPT delega alla persona fisica sopra indicata con il numero della scheda magnetica
3 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuada alla postazione segreta)
 RD: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA-COMPTESHAIRE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ARDENMATTEI AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO FONIA PLASTICA	47.348	0	47.348
D** FONDO FEGRO	6.000	0	6.000
D** FREDI	34.353	0	34.353
D** FRENZANA COOPERATIVA	6.477	0	6.477
D** FUNDUS INVEST	1.130.000	0	1.130.000
**D STOCK SWISS	12.100	0	12.100
**D HELABA INVEST	15.550	0	15.550
**D HELABA INV CAPITALANL CES MSH MI STFA 2	12.760	0	12.760
**D DEKA INVESTMENT GMBH GLOBALE AKTIEN	24.536	0	24.536
**D DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	2.273	0	2.273
**D MASTERINVEST CAPITALANLAGE GMBH	169.264	0	169.264
**D BELFIUS PENSION FUND BALANCED PLUS	71.608	0	71.608
**D CANDRIAM BUSINESS EQUITIES SA	864.033	0	864.033
**D BELFIUS EQUITIES NV	356.332	0	356.332
**D BELFIUS PENSION FUND HIGH EQUITIES	17.716	0	17.716
**D VR BANK KT EUROPROTECT VI	746	0	746
**D TIMM INVEST EUROPA PLUS	64.038	0	64.038
**D BELFIUS PENSION FUND LOW EQUITIES	751	0	751
**D LE AI IMPACT EQUITY EU	17.372	0	17.372
**D LE FUND SERV. AG AND LLB IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	16.022	0	16.022
**D UNIVERSITAT BASEL	236.209	0	236.209
**D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	65.247	0	65.247
**D PROPASIS SMALL MID CAP WELT CREDIT SUISSE FUNDS AG MANDAT THREADNEEDLE AM	21.480	0	21.480
**D AXA VORSORGE FUNDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	24.640	0	24.640
**D CSIF CH EQUITY EMD CREDIT SUISSE FUNDS AG	18.080	0	18.080
**D MIF-DMS QI EURO SHT EXT	15.382	0	15.382
**D PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	370	0	370
**D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	16.391	0	16.391
**D AXA VORSORGE FUNDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	1.421	0	1.421
**D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	4.582	0	4.582
**D WORLD TRADE ORGANIZATION PENSION PLAN	25.252	0	25.252
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	538.519	0	538.519
**D PICTET - GLOBAL MEGATREND SELECTION	19.684	0	19.684
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	4.812	0	4.812
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	1.938.081	0	1.938.081
**D PICTET DIGITAL	13.168	0	13.168
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	4.615	0	4.615
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES SOCIETY	105.000	0	105.000
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL	7.641	0	7.641
**D PACIFIC RESOURCES FUND LIMITED	66.911	0	66.911
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	16.813	0	16.813
**D PICTET - EUROPE INDEX	59.285	0	59.285
**D PICTET-EUROLAND INDEX	37.201	0	37.201
**D PROTEA FUND - ORCADIA EQUITIES EMD SEI EX-FOSSIL	23.303	0	23.303
**D PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	6.658	0	6.658
**D ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZ-FONDS AKION-AR SEGMENT OKW/CO-AKTIEIN	2.438	0	2.438
**D DEKA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-FN 1 1005 CS	29.449	0	29.449
**D AGIPI AMBITION	18.464	0	18.464



Pagina 3

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione differenziale sulla proposta n° 101)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.993
Azionisti in proprio: 0
Azionisti in delega: 1.993

Totale:

LISTA ESITO DELLE VOTAZIONE

Oggetto: **I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato FAVOREVOLI**

Cognome	Tot. Voti	Proprio	Delega
**D HELIOS	85.061	0	85.061
**D STICHTING AOLD DELHAIZE PENSION	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UI-NSHET-BAG-FONDS	1.366	0	1.366
**D ACTMUT CAPITAL MANAGEMENT SGR S.P.A.	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D LBPM ISK AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENDACTIS ISR	40.189	0	40.189
**D ERI BAYERNINVEST FONDS AKTIEN EUROPA	17.520	0	17.520
**D ECEPARNE CROISSANCE	475.000	0	475.000
**D BROGLIE	14.250	0	14.250
**D AXA VALEURS EURO	485.558	0	485.558
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	486.000	0	486.000
**D BNP PARIBAS ACTIONS PME ETI ISR	6.512	0	6.512
**D AXA EURO VALEURS RESPONSABLES	453.568	0	453.568
**D VILLIERS ACTIONS EUROPE CANDORIAM	255.000	0	255.000
**D ALLIANZGI-FONDS SURRISE SEGMENT EUROPA SMALL & MID CAP	1.634.530	0	1.634.530
**D SCANDIUM	213.842	0	213.842
**D TOTALENERGIES ACTIONS EUROPEENNES	185.000	0	185.000
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	351.331	0	351.331
**D PROSPERE	6.200	0	6.200
**D BNP PARIBAS ACTIONS RENDEMENT ISR	41.924	0	41.924
**D DIVERSIS DYNAMIQUE	66.213	0	66.213
**D CFC SOLIDUM	21.171	0	21.171
**D AXA EURO PERSPECTIVE INDICIEL 1	22.467	0	22.467
**D INVESTIFOR FLEASIBILE	42.191	0	42.191
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	52.700	0	52.700
**D ICAANTEC ACTIONS EUROPE CANDORIAM 2	100.264	0	100.264
**D FRANCE D ACTIONS 2	685.033	0	685.033
**D MH AMUNDI ACTIONS EURO	74.682	0	74.682
**D ADASIMA SOCIAL JUSTICE ALL CAP GLOBAL ETF	49.671	0	49.671
**D ARABELLE ROTHCHILD	5.250	0	5.250
**D ZWITSERLEVEN INSTITUTIONELE BELEGGENSGFONDSEN - ZWITSERLEVEN DUURZAAM INDEX AANDELENFONDS EUROPA	2.268	0	2.268
**D ATCP-UI-FONDS	8.180	0	8.180
**D ACTIAM DUURZAAM INDEX AANDELENFONDS WERELD	2.398	0	2.398
**D AZ FUND 1 AZ EQUITY EUROPE	14.453	0	14.453
**D ICAANTEC ACTIONS EUROPE AXA IM	175.000	0	175.000
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	500.000	0	500.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	51.684	0	51.684
**D COMPT - EUROPE	36.544	0	36.544
**D ERAF ACTIONS EUROPE I	26.971	0	26.971
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	2.875.416	0	2.875.416
**D CSP GROWTH SMC	4.475	0	4.475
**D BESTSELECT - URS SRI GLOBAL EQUITY	42.656	0	42.656
**D AMP INTERNATIONAL EQUITY INDEX FUND	5.000	0	5.000
**D BANPARADELL 2000 FP	49.187	0	49.187
**D PHILADELPHIA GAS WORKS PENSION PLAN	1.340	0	1.340
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	1.162	0	1.162
**D BNP PARIBAS EAST ICADV - BNP PARIBAS EAST ESG FILTERED MIN TE UCITS ETF	24.933	0	24.933
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROOKEN-UI-FONDS	1.442	0	1.442
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	1.142	0	1.142
	3.398	0	3.398

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Azionisti: 1.993 Teste: 1.993
 Azionisti in proprio: 0 Azionisti in delega: 1.993
 DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI STONY EUROPE 600 ESG II UCITS ETF	3.811	0	3.811
**D THEM QUANT - EQUITY EUROZONE DEF1	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D THEM QUANT - EQUITY WORLD DEF1	9.097	0	9.097
**D MERCER UNHEDGED OVERSEAS SHARES TRUST	393.618	0	393.618
**D ACTIAM DOURZAAN INDEX FANDELENFONDS EUROPA	44.189	0	44.189
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITOREI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS PME ISR	214.284	0	214.284
**D AXA INVESTIMENT-GESELLSCHAFT MSH ON BEHALF OF BAYK A1-FONDS	374.990	0	374.990
**D BNP PARIBAS ACTIONS PME ISR	139.650	0	139.650
**D BNP PARIBAS ACTIONS PME ISR	1.020	0	1.020
**D FONGSIFANK F1	2.351	0	2.351
**D FPM MULTI-MANAGER INTERNATIONAL EQUITY FUND	87.329	0	87.329
**D JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.701	0	253.701
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MSH ON BEHALF OF BAYK A1-FONDS	432.688	0	432.688
**D GUIDEDARK WORLD EX-US FUND	6.120	0	6.120
**D AZIF - AZ EQUITY - NEW GENERATIONS	16.432	0	16.432
**D BNP PARIBAS EAST - MSCI EUROPE SRI S-SERIES 5 CAPPED	372.731	0	372.731
**D TWO SUPERANNUATION FUND	143.086	0	143.086
**D GENERALI ITALIA SEA	58.949	0	58.949
**D ALLIANZGI-SBFONDS BAT-LS 2	575.954	0	575.954
**D ALLIANZGI-SBFONDS LUNA A	38.382	0	38.382
**D RETURN	4.306	0	4.306
**D KAYNE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	137.234	0	137.234
**D AXA GENERATION EQUILIBRE	2.754	0	2.754
**D SARADELLI PLANTIFORCION 25, F1	22.800	0	22.800
**D INVESTITOREI LONGEVITY	249.000	0	249.000
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	13.898	0	13.898
**D BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	30.000	0	30.000
**D BEI GLOBAL INVESTMENT FUND- BEI EUROPEAN FINANCIAL EQUITIES L/S	6.555	0	6.555
**D DUNHAM INTERNATIONAL STOCK FUND	193.090	0	193.090
**D JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	671.000	0	671.000
**D AZIF - AZ ALLOCATION -GLOBAL GOALS	5.569	0	5.569
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MSH ON BEHALF OF BAYK A3-FONDS	507.000	0	507.000
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	4.020	0	4.020
**D FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY - EURO EQUITY	9.379	0	9.379
**D ZEPHIR - OPTIMISED FIDS 2	2.463	0	2.463
**D EUROPE EQUITY ESG OPTIMIZED	939	0	939
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	334.515	0	334.515
**D BRAPE ACTIONS EURO IV	28.019	0	28.019
**D DEKASINSTER-HAEK 1	30.669	0	30.669
**D DEKASINSTER-HAEK 1	224.761	0	224.761
**D AQUARIUS INTERNATIONAL FUND	720	0	720
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MSH ON BEHALF OF WUB-UNIVERSAL-FONDS	2.284	0	2.284
**D INVESTORABEILL 70 - F1	19.011	0	19.011
**D ALLIANZGI S AKTIEN	201.400	0	201.400
**D AXA GENERATION EUROPE ACTIONS	645.316	0	645.316
**D DNCA INVEST-EURO DIVIDEND GROWER	1.175	0	1.175
**D MERCER WHOLESALE FUNDS	545.054	0	545.054
**D TTC WORLD EQUITY FUND OF, LP	8.943	0	8.943
**D ENPP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	48.943	0	48.943



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2

1.993

Testat:

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

Delega alla persona fisica sopra indicata con il numero della scheda di delega (1.993)

Delega alla persona fisica sopra indicata con il numero della scheda magnetica (1.993)

Delega alla persona fisica sopra indicata con il numero della scheda magnetica (1.993)

LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D RESORTANTICA 92 FP	467	0	467
**D BAYERNINVEST WFM FONDS	49.000	0	49.000
**D PIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000
**D BRAEP ACTIONS EURO I	524.700	0	524.700
**D BANSADELL 36, F. P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D TEAM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNISUPER	8.633	0	8.633
**D INVERSADELL 25, FI	11.997	0	11.997
**D FONECONOMISTES, FONDS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D ANP WHOLESAL GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONES COMETA	98.864	0	98.864
**D TEAM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FONDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D 2EPHIN, OPTIMISED PLUS INVESTMENT ITALIAN TREND	2.921	0	2.921
**D GLOBAL EQUITIES ENHANCED INDEX FUND	371.867	0	371.867
**D BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAR 5% CAPPED	41.917	0	41.917
**D INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	171.991	0	171.991
**D INVERSADELL 50, FI	12.774	0	12.774
**D INVESTORS WHOLESAL GLOBAL EQUITY (INDEX) TRUST	8.123	0	8.123
**D TEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	71.028	0	71.028
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	80.259	0	80.259
**D SIMPLICITY UNHEDGED GLOBAL SHARE FUND	17.600	0	17.600
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	15.037	0	15.037
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	8.992	0	8.992
**D AZ FUND 1-AZ ALLOCATION-STRATEGICBALANCED CATHOLIC VALUES	67.480	0	67.480
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	5.320	0	5.320
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	79.827	0	79.827
**D AZ FUND 1 AZ ALLOCATION GLOBAL	140.000	0	140.000
**D G.A.-FUND-S - EQUITY BROAD EURO F	4.042	0	4.042
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	18.124	0	18.124
**D AKTEN EUROPA - UI	12.100	0	12.100
**D INVESTITORI EUROPA	9.291	0	9.291
**D BNP PARIBAS NEXT TECH	12.160	0	12.160
**D FOREIGN STOCK INDEX MOTHER FUND	71.736	0	71.736
**D SHINGO GLOBAL EQUITY INDEX MOTHER FUND	69.980	0	69.980
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY FOCU	31.840	0	31.840
**D FIDELITY COMCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	76	0	76
**D PRIMAIS AM FUND	94.191	0	94.191
**D VANGUARD INVESTMENTS VI CCF-VANGUARD SRI FIVE DEVELOPED WORLD II CCF	30.196	0	30.196
**D ETAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	32.401	0	32.401
	12.951	0	12.951
	11.916	0	11.916
	2.427.012	0	2.427.012

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DEF: delega alla persona fisica sopra indicata con il numero della scheda magnetica

*D: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettata alla porzione assistita)

PL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.993 Teste:

0 Azionisti in delega:

Azionisti in proprio:

2

1.993

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945	0	676.945
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY GALEN STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (ALUX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY GALEN STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	245.618	0	245.618
**D FIDELITY GALEN STREET TRUST: FIDELITY SAI INTERNATIONAL QUALITY INDEX FUND	186.245	0	186.245
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FISE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D ING DIRECT SICAV - EUROPEAN GROWTH POOL	28.532	0	28.532
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.750.366	0	2.750.366
**D SCHRODER GATA	117.938	0	117.938
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962	0	962
**D FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL SMA COMPLETION FUND	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DOLR WRLD EX UK CMN CONT FD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMN CONT FD	1.168	0	1.168
**D FIDELITY FUNDS - ITALY POOL	860.393	0	860.393
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY UCITS ICAP - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.606	0	14.606
**D VANGUARD INVESTMENTS COMMON CONTR FD - VANGUARD FTSE DEV EUR EX UK CCF	14.010	0	14.010
**D SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	4.628	0	4.628
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FISE DEVELOPED WORLD II (B) CCF	22.145	0	22.145
**D SCHRODER INTERNATIONAL ALPHA TRUST	1.158.334	0	1.158.334
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	76.000	0	76.000
**D SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	241.972	0	241.972
**D FIDELITY FUNDS - EUROPE POOL	120.963	0	120.963
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MIBI400025521	2.145	0	2.145
**D ETAM SELECT INTERNATIONAL EQUITY FUND, LLC	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	19.939	0	19.939
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: HOFB400021492	11.161	0	11.161
**D SCHRODER INTERNATIONAL EQUITY TRUST	266.304	0	266.304
**D FIDELITY UCITS II ICAP/FIDELITY MSCI WORLD INDEX FUND	8.670	0	8.670
**D FIDELITY UCITS II ICAP/FIDELITY MSCI EUROPE INDEX FUND	3.295	0	3.295
**D CUSTODY BANK OF JAPAN, LTD. RE: SMIB DAIWA/MELLINGTON DURABLE COMP AMIES FUND (FOFS ONLY) (QII ONLY)	328.013	0	328.013
**D OMAN MARKED EUROPA	16.600	0	16.600
**D NAME ANDERSON KLUICK INTERNATIONAL SMALL CAP CIT	49.215	0	49.215
**D CUSTODY BANK OF JAPAN, LTD. RE: SIB FOREIGN TRUST INDEX MOTHER FUND (CURRENCY HEDGED)	7.048	0	7.048
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	665.010	0	665.010
**D CREDIT SUISSE INDEX FUND (ALUX)	14.523	0	14.523
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	128.375	0	128.375
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	42.295	0	42.295
**D SCHRODER GATA	42.198	0	42.198
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MIBI400021536	58.082	0	58.082
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAN EURO STOKX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	20.038	0	20.038
**D SCHRODER DIVERSIFIED GROWTH TRUST		0	



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Codrome	Tot. Voti	Proprio	Delega
**D CM-IN SMALL & MIDCAP BREQ	145.090	0	145.090
**D TRUSTEAM ROC	100.000	0	100.000
**D TRUSTEAM SELECTIVE RECOVERY	6.000	0	6.000
**D TRUSTEAM ROC EUROPE	113.776	0	113.776
**D OHMAN MAERKAD GLOBAL	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D TELSTEA SUPERANNUATION SCHEME	12.788	0	12.788
**D MSCI EQUITY INDEX FUND B - ITALY (MSITB)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D KAPITALFORENINGEN PENSAM INVEST, FSI 3 GLOBALE AKTIER 3	32.053	0	32.053
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D TOOREIM MANAGED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK DEVELOPED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653	0	6.653
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D FTCC PROPERTY AND CASUALTY COMPANY LIMITED	147.015	0	147.015
**D NORDEA WORLD PASSIVE FUND	14.596	0	14.596
**D T. ROME PRICE FUNDS SICAV	47.808	0	47.808
**D STICHTING PENSIOENFONDS PROVIDUM	8.220	0	8.220
**D DEVELOPED EX-FOSSIL FULL INDEX FUND B (FTDEVAFX)	1.952	0	1.952
**D INVESTMENT MANAGEMENT FUND FOR JAPAN	62.207	0	62.207
**D CUSTODY BANK OF JAPAN	52.460	0	52.460
**D SCHRODER INTERNATIONAL SELECTION FUND	9.873.653	0	9.873.653
**D MINISTRY OF ECONOMY AND FINANCE	271.910	0	271.910
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	775	0	775
**D SSC MASTER PENSION TRUST	129.721	0	129.721
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX TRUST	63.827	0	63.827
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.920	0	7.920
**D ROBOCO CAPITAL GROWTH FUNDS	700.159	0	700.159
**D NATIONAL PENSION INSURANCE FUND	84.841	0	84.841
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	11.403	0	11.403
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D WESTEAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077	0	4.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981	0	6.981
**D JNL INTERNATIONAL INDEX FUND	84.598	0	84.598
**D STICHTING PENSIOENFONDS VOOR HUISARTSEN	43.162	0	43.162
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D HC RENTE	3.221	0	3.221
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D DANKE INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROSECB)	43.797	0	43.797
**D MAIN 1 - UNIVERSAL - FONDS	40.480	0	40.480
**D ANIVA INVESTORS PORTFOLIO FUNDS ICVC ANIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	16.459	0	16.459
**D GENERAL PENSIOENFONDS PAL	1.053	0	1.053
**D SUEBIL FONDEN	1.923	0	1.923
**D VANGUARD EQUILIBRIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054

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Aziomisti: 1.993 Tute: 0
 Azionisti in delega: 1.993

DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica

*D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata da portatore assistito)

RL * rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D BES ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883	0	883
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NPS LIMITED	4.366	0	4.366
**D PRINCEPI FUND O LLC	5.975	0	5.975
**D PRINCEPI COURSE CARRIAGES	10.842	0	10.842
**D BLACKROCK CORE MSCI AXXI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VIA) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	322.543	0	322.543
**D AVIVA LIFE & PENSIONS UK LIMITED	34.668	0	34.668
**D AVIVA LIFE & PENSIONS UK LIMITED	98.661	0	98.661
**D MSCI ACHI EX-U.S. IMI INDEX FUND B2	23.975	0	23.975
**D BLACKROCK CIN MSCI EAFE EQUITY INDEX FUND	669.130	0	669.130
**D EUROPE EQUITY INDEX ESG SCREENED FUND (EURXQWB)	1.021	0	1.021
**D AUSTRALIANSHIPPER	3.781	0	3.781
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	285.000	0	285.000
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	60.478	0	60.478
**D VGV FUND-FONDS METZLER	219.430	0	219.430
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	18.435	0	18.435
**D NORDEA 1 SICAV	26.000	0	26.000
**D FOVERUKA PENSION UNIVERSAL	101.901	0	101.901
**D VERDIPAPIFONDET EQUINOR AUGJER EUROPA	488.617	0	488.617
**D PSF	1.210	0	1.210
**D BLACKROCK INDEX SELECTION FUND	5.173	0	5.173
**D MAIN VI-UNIVERSAL-FONDS	372.767	0	372.767
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	2.049	0	2.049
**D SCHROEDER PENSION MANAGEMENT LIMITED	61.639	0	61.639
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	177	0	177
**D HESTA	766.239	0	766.239
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	2.032.690	0	2.032.690
**D SCHROEDER GLOBAL SUSTAINABLE GROWTH FUND	9.424	0	9.424
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	3.648	0	3.648
**D T. ROME PRICE GLOBAL ALLOCATION FUND	2.218.389	0	2.218.389
**D VLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	10.008	0	10.008
**D NEW YORK STATE COMMON RETIREMENT FUND	42.499	0	42.499
**D FORD PENSION UNIVERSAL	105.010	0	105.010
**D FORTHEIN DEVELOPED MARKETS EQUITIES (HEDGED) FUND	17.595	0	17.595
**D FORTHEIN DEVELOPED INTERNATIONAL STOCK BIF	7.760	0	7.760
**D MACQUARIE INTERNATIONAL EQUITIES FUND	22.636	0	22.636
**D STRATEGIC INTERNATIONAL EQUITY FUND	1.573	0	1.573
**D AVIVA LIFE & PENSIONS IRELAND LTD	55.584	0	55.584
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	17.759	0	17.759
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUNDS, INC.	56.683	0	56.683
**D PE-EQUITY	30.903	0	30.903
**D SCHROEDER MANAGED BALANCED FUND	125.246	0	125.246
**D BLACKROCK CIN WORLD INDEX FUND	2.652	0	2.652
**D VANTAGE TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	1.163	0	1.163
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B			
**D STELLAR INSURANCE, LTD.			
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II			



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De* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Totale:

1.993

Azionisti:

0 Azionisti in delega.

Azionisti in proprio:

1.993

De* delega alla persona fisica sopra indicata con il numero della scheda magnetica (funzione effettata alla postazione assistita)

RL* rappresenta l'agente alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	66.113	0	66.113
**D THE SMVI SECOND INVESTMENT COMPANY	133.453	0	133.453
**D LVM L'ARTISANAT LUXEMBOURG SA	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	848	0	848
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.359	0	11.359
**D BOILERMAKERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D BIRELEYS ORANGE JAPAN, S.A.	36.400	0	36.400
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL CORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F44	35.975	0	35.975
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	13.466	0	13.466
**D CHURCH COMMISSIONERS FOR ENGLAND	6.243	0	6.243
**D GLOBAL-FONDS	315.473	0	315.473
**D ALEXANDER INVESTMENTS PTY LTD	27.461	0	27.461
**D ONEPAIN GLOBAL INVEST	54.125	0	54.125
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	93.744	0	93.744
**D JUBILAEUSOCK GLOBAL ALLOCATION FUND	16.351	0	16.351
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF	6.301	0	6.301
**D EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	46.584	0	46.584
**D AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.984	0	8.984
**D ALLIANZGI-FONDS DSPT	59.831	0	59.831
**D T. ROME PRICE INTERNATIONAL DISCOVERY FUND	2.257.202	0	2.257.202
**D ESG INSIGHTS WORLD EX USA FUND B	22.211	0	22.211
**D INVESTERINGSFORENINGEN MØRDEA INVEST GLOBALE AKTIER INDEXES KL	3.296	0	3.296
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	479	0	479
**D FUNDAÇÃO CALOUSTE GULEBENKIAN	9.581	0	9.581
**D VANGUARD GLOBAL WELLESLEY INCOME FUND	318.613	0	318.613
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	16.009	0	16.009
**D BUNA-UNIVERSAL-FONDS I	3.163	0	3.163
**D INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	5.291	0	5.291
**D NORDREA EUROPEAN PASSIVE FUND	10.408	0	10.408
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	53.626	0	53.626
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	96.393	0	96.393
**D SHELL TRUST (BERAMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	5.807	0	5.807
**D ANDRA AS-FONDEN	1.015	0	1.015
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	31.647	0	31.647
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	225.326	0	225.326
**D STICHTING SHELL PENSIONFONDS	64.709	0	64.709
**D SHELL TRUST (BERAMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	5.056	0	5.056
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPE RESTRICTED - ACCUMULATING KL	1.128.619	0	1.128.619
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	218.087	0	218.087
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPE DYNAMIC INDEX FUND	119.273	0	119.273
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	20.764	0	20.764
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	46.193	0	46.193
**D 1914 GLOBAL INVESTMENT FUND LP	8.410.207	0	8.410.207
	63.114	0	63.114

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Azionisti:

1.993

Teste:

0

Azionisti in proprio:

1.993

Azionisti in delega:

1.993

Dgr delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vocezione effettuata alla postazione sistema)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UI-FONDS BAV REI AKTIEN	253.531	0	253.531
**D BRH	141.879	0	141.879
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	32.438	0	32.438
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	302.760	0	302.760
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	2.723	0	2.723
**D MAINSTAY WAC INTERNATIONAL RESEARCH EQUITY FUND	77.832	0	77.832
**D INVESTFONDEN DANSEK INVEST GLOBAL INDEXES KL	25.086	0	25.086
**D KAPITALFONDEN DANSEK INVEST INSTITUTIONAL ADELING DANICA PENSION - AKTIER 4	7.302	0	7.302
**D ROBCO UMBRELLA FOND I N.V.	1.773	0	1.773
**D ENRO-FONDS	15.230	0	15.230
**D INVESTFONDEN DANSEK INVEST INSTITUTIONAL ADELING DANICA LINK - INDEXES GLOBALE AKTIER	15.241	0	15.241
**D FLEXSHARES INVESTSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENTIA INKA	11.712	0	11.712
**D INVESTFONDEN DANSEK INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	18.953	0	18.953
**D FORSTA AF - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	20.000	0	20.000
**D EQINOR PENSION	51.063	0	51.063
**D SHELL FOUNDATION	28.257	0	28.257
**D EBF-KATTEN-UNIVERSAL-FONDS	60.000	0	60.000
**D EFS	3.742	0	3.742
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	2.547	0	2.547
**D IS HOLDINGS I LLC	21.771	0	21.771
**D MORDEA GLOBAL PASSIVE FUND	262.105	0	262.105
**D MI-FONDS 392	40.337	0	40.337
**D STATE OF WYOMING	84.246	0	84.246
**D AEROMSTREET GLOBAL EQUITY FUND	387	0	387
**D THEN CORPORATION	440	0	440
**D AZIMUT STRATEGIC TREND	13.400	0	13.400
**D BUREAU OF PUBLIC SERVICE PENSION FUND	145.593	0	145.593
**D INVESTFONDEN DANSEK INVEST EUROPA INDEXES BNP KL	6.896	0	6.896
**D FISCHER FAMILY TRUST	1.040	0	1.040
**D FISHERS ALL-COUNTRY EQUITY INDEX FUND	1.886	0	1.886
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	11.046	0	11.046
**D NATIONWIDE INTERNATIONAL INDEX FUND	34.326	0	34.326
**D OS 2	4.041	0	4.041
**D PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	1.058	0	1.058
**D AZIMUT TRADING	440	0	440
**D CC AND L Q 140/40 FUND	5.237	0	5.237
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	3.796	0	3.796
**D DEFA INVESTMENT GMBH W/ARIDEKA	10.900	0	10.900
**D DEFA INVESTMENT GMBH W/ARIDEKA	150.000	0	150.000
**D BEST OF FUNDS	4.900	0	4.900
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	15.900	0	15.900
**D MK DAY STRAT EUROPA FUND AC	49.879	0	49.879
**D AEROMSTREET EAFE ALPHA-EXTENSION TRUST FUND	3.353	0	3.353
**D AEROMSTREET INTERNATIONAL-EQUITY - EAFE EXTENSION FUND	12.202	0	12.202
**D DEFA INVESTMENT GMBH W/DK MSCI EURO CL CH LESS UCITS ETF	25.230	0	25.230
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/ARIDEKA	800.000	0	800.000



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Dg* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.993

Azionisti:

Azionisti in proprio: 0

Azionisti in delega:

1.993

Dg* delega alla persona fisica sopra indicata con il numero della scheda magnetica (visione offerta alle previsioni stimate)

KL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMI CL C ESG UCITS ETF	24.985	0	24.985
**D DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DK MSCI WOR CL CH ESG UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/NASDAQ-FONDS AUSSCHÜTTUNG PLUS	809	0	809
**D DEKA INVESTMENT GMBH W/MASTER 172 W/AKTIE NERVENMERTE	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	5.658	0	5.658
**D DEKA VERMÖGENSMANAGEMENT GMBH W/HAMB. NACHH. ED. - BEST IN PROG.	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	18.000	0	18.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	487.700	0	487.700
**D UNIVERSITAS SUPERANNUATION SCHEME	89.226	0	89.226
**D ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIONSPARFONDS	439.080	0	439.080
**D PEOPLE'S BANK OF CHINA	29.886.102	0	29.886.102
**D EUROPA PACIFIC GROWTH FUND	147.416	0	147.416
**D JPMORGAN BETBUILDERS INTERNATIONAL EQUITY ETF	32.629	0	32.629
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	1.830.884	0	1.830.884
**D JPMORGAN INVESTMENT FUNDS	266.271	0	266.271
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	55.818	0	55.818
**D CAPITAL INTERNATIONAL FUND	2.079.356	0	2.079.356
**D AMERICAN FUNDS GLOBAL BALANCED FUND	78.230	0	78.230
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727	0	38.727
**D JPMORGAN GLOBAL ALLOCATION FUND	2.216	0	2.216
**D ARGENTA DE	113.243	0	113.243
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	1.596.653	0	1.596.653
**D CAPTEUM WORLD GROWTH AND INCOME FUND	9.145.969	0	9.145.969
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	5.355	0	5.355
**D JEFFREY LLC	108.689	0	108.689
**D JPMORGAN BETBUILDERS EUROPE ETF	437.795	0	437.795
**D MASTERFONDS BANPLUS	142.000	0	142.000
**D LORENTZ POCHE CROISSANC	16.643	0	16.643
**D IBCANTEC PAB AMUNDI	2.418	0	2.418
**D DEGRÖF PETERKON ASSET MANAGEMENT REPRESENTING ERGO FUND	6.500	0	6.500
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	15.125	0	15.125
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	2.734.981	0	2.734.981
**D OGNEV, LLC	776	0	776
**D COMINGLED PENSION TRUST FUND (SAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	311.385	0	311.385
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	38.894	0	38.894
**D DEKA VALUE PLUS	173.838	0	173.838
**D FCP VILLIERS ACTIONS EUROPE CER AM	460.945	0	460.945
**D LEMANIA GLOBAL EQUITY	36.118	0	36.118
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LDN)	17.762	0	17.762
**D JPMORGAN ETFS (IRELAND) ICADV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	538.229	0	538.229
**D JPMORGAN ETFS (IRELAND) ICADV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN ETFS (IRELAND) ICADV - EUROZONE RESEARCH ENHAN INDEX EQ (ESG) UCITS ETF	111.686	0	111.686
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	23.059	0	23.059
**D AMUNDI HK PORTFOLIOS	76.937	0	76.937
**D REALBANCA	55.500	0	55.500
**D VITASOT INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	607	0	607
**D PRICOS DEFENSIVE	22.834	0	22.834
**D HELSINKI VERBODEN KUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEDUNDENES VERMOEGEN DOEBERCONF	1.311	0	1.311
**D BEST INVESTMENT CORPORATION	24.722	0	24.722

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DIP delega alle persone fisiche sopra indicate con il numero della scheda magnetica

DIP delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione effettuata alla posizione assistita)

RL* rappresentanza legale delle persone fisiche sopra indicate con il numero della scheda magnetica

1.993 Teste:

0 Azionisti in delega:

Azionisti:

Azionisti in proprio:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Condomine	Tot. Voti	Proprio	Delega
**D THE KOMLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D PLATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO ANTEN GLOBAL DUEBENDORF	2.383	0	2.383
**D BEST INVESTMENT CORPORATION	4.537	0	4.537
**D HSCB LIFE (INTERNATIONAL) LIMITED	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D PLATO INST I FUND EURO EQUITY	15.512	0	15.512
**D SCHRÖDER INSTITUTIONAL POOLED FUNDS	63.163	0	63.163
**D HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO ANTEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	4.372	0	4.372
**D HSCB TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	1.667	0	1.667
**D HSCB INST FUND SRI WORLD EQUITY	43.894	0	43.894
**D HSCB INST FUND SRI WORLD EQUITY	75.378	0	75.378
**D HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO ANTEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	41.225	0	41.225
**D CIVIL SERVICE EMPLOYEES PENSION FUND	3.726	0	3.726
**D HSCB POOLED INVESTMENT FUND - HSCB POOLED EUROPE EQUITY INDEX TRACKING FUND	9.908	0	9.908
**D PRICOS	18.294	0	18.294
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	866.967	0	866.967
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D REASSURE LIMITED	8.239	0	8.239
**D HSCB INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	289.226	0	289.226
**D PRICOS SRI	1	0	1
**D HSCB POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D PLATO AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	8.940	0	8.940
**D PLATO RI WORLD	531.122	0	531.122
**D PLATO INVEST INDEX WORLD EQUITY	591	0	591
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI BALANCED LIFE FUND	2.947	0	2.947
**D AVIVA INVEST INDEX WORLD EQUITY	977	0	977
**D PLATO INVEST INDEX WORLD EQUITY	3.711	0	3.711
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741	0	68.741
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI BALANCED PENSION FUND	52.795	0	52.795
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974	0	87.974
**D HSCB GLOBAL FUNDS ICAV	83.738	0	83.738
**D HSCB AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	2.485.968	0	2.485.968
**D PHOENIX UNIT TRUST MANAGERS LIMITED	1.735	0	1.735
**D HSCB EITS PUBLIC LIMITED COMPANY - HSCB MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	699.208	0	699.208
**D MAG (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	7.178	0	7.178
**D HSCB EITS PUBLIC LIMITED COMPANY - HSCB MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	48.013	0	48.013
**D AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	92.350	0	92.350
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	93.072	0	93.072
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	5.754	0	5.754
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	186.000	0	186.000
**D HSCB GLOBAL INVESTMENT FUND SPECIAL SITUATIONS FUND	227.555	0	227.555
**D AMUNDI ETF ICAV AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	114.880	0	114.880
**D AVIVA INVESTORS UK FUND SERVICES LIMITED	43.940	0	43.940
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	82.125	0	82.125
**D AMUNDI MSCI ACWI SRI PAB UCITS ETF	29.319	0	29.319
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	346.456	0	346.456
**D HSCB INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	19.577	0	19.577
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		0	

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Azionisti:

1.993 Teste:

Azionisti:	1,993	Teste:
Azionisti in proprio:	0	Azionisti in delega:

2

DE# de

personal

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

~~**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita) RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica~~



LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ROYAL LONDON EQUITY FUNDS IOVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	180.225	0	180.225
**D RYA INVESTMENT MANAGERS UK LIMITED	131.522	0	131.522
**D HSBC ETFES PLC	35.442	0	35.442
**D UNIVERSSEL-INVESTMENT-GESELLSCHAFT MBH	85.260	0	85.260
**D AMUNDI ETF ICAV	22.906	0	22.906
**D HSBC ETFES PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	10.647	0	10.647
**D INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	514.243	0	514.243
**D ALLIANZ PV-MS RCM SVSPRO INDEXING EUROLAND	95.417	0	95.417
**D AMUNDI DEUTSCHLAND GMBH	42.117	0	42.117
**D AMUNDI INTERNATIONAL SICAV-ITALIA	245.640	0	245.640
**D KAIROS INTERNATIONAL SICAV - MADE IN ITALY	134.509	0	134.509
**D THE E. M. FOUNDATION	13.000	0	13.000
**D ANTHEN MASTER TRUST	66.340	0	66.340
**D II	7.360	0	7.360
**D PREVINDAI FONDO PENSIONE	14.278	0	14.278
**D IF IST - EUROPE INDEX SRI	12.363	0	12.363
**D DEAM B	2.797.703	0	2.797.703
**D IF IST - GLOBE INDEX	114.100	0	114.100
**D AVADIS FUND - ARTIEN SMALL CAPS	22.562	0	22.562
**D IF IST - GLOBE INDEX SRI	54.172	0	54.172
**D AVADIS FUND-ARTIEN WELT CO2 SELECT AST 2	1.937	0	1.937
**D AVADIS FUND-ARTIEN WELT ASI 2	4.844	0	4.844
**D KUTABANK PENSIONES, S.A. SGPF	12.522	0	12.522
**D KUTABANK GESTION SGIC, S.R.L.	351.722	0	351.722
**D LUMINA-MARSHALL WACE UCITS SICAV-LUMINA-MW SYSTEMATIC ALPHA	141.753	0	141.753
**D CHURCH OF THE HOLYCOMFORTER	417.993	0	417.993
**D LUMINA MARSHALL WACE UCITS SICAV-LUMINA-MW TOPSMARKET ALPHA	114.384	0	114.384
**D LUMINA MARSHALL WACE UCITS SICAV-LUMINA-MW TOPSMARKET NEUT	478	0	478
**D EXETER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSEOF EMPLOYE	463	0	463
**D OVERSEAS SERIES	117.205	0	117.205
**D PRO BLEND MODERATE TERM SERIES	457.557	0	457.557
**D PRO BLEND MAXIMUM TERM SERIES	6.961	0	6.961
**D PRO BLEND EXTENDEDTERM SERIES	12.789	0	12.789
**D BAKERY ANDCONFECTIONERY UNION AND INDUSTRYINTERNATIONAL PE	15.565	0	15.565
**D PRO BLENDCONSERVATIVE TERM SERIES	27.396	0	27.396
**D MICMIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	2.957	0	2.957
**D BRUCE BOWENPENSION PLAN	2.075	0	2.075
**D CANDL U S QMARKET NEUTRAL ONSHORE FUNDII	99.904	0	99.904
**D PNC BANK MACUSTODIAN FOR IBEW LOCAL	18	0	18
**D VIRTUS GLOBAL FUNDS PUBLIC LTD CO	19.940	0	19.940
**D IMPERIAL INTERNATIONAL EQUITY POOL	7.822	0	7.822
**D CIBC INTERNATIONAL EQUITY INDEX ETF	21.962	0	21.962
**D CIBC EUROPEAN INDEX FUND	1.140	0	1.140
**D CIBC EUROPEAN EQUITY FUND	29.498	0	29.498
**D CIBC INTERNATIONAL EQUITY INDEX POOL	2.938	0	2.938
**D CIBC WISCONSIN INVESTMENT BOARD	314.136	0	314.136
**D CIBC DOW	148.921	0	148.921
**D BAILEY GIFFORD INTERNATIONAL ALPHA FUND	18.446	0	18.446
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	1.803	0	1.803
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	1.968.894	0	1.968.894
	22.615	0	22.615
	28.235	0	28.235

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DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2 DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione esistente)

1.993

Azionisti in proprio: 1.993

Azionisti in delega: 0

RL* rappresentazioni legate alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMERICAN ELECTRIC POWER SYSTEM RETIREE MEDICAL TRUST FOR CE S	11.246	0	11.246
**D WESTERLINGORENSEN NIFREDDY INVEST ENRGOS GLOBALE AKTI	23.527	0	23.527
**D KANTOROWSKI INVESTIM PRO ACADIAN GLOBAL VALUE	5.412	0	5.412
**D VONTROCK INVESTIM PRO OFFSHORE MASTER LP	454.836	0	454.836
**D NAWRETT TDS DESI INVESTIM GAO EQ FUND	133.118	0	133.118
**D SHANGS HEALTHCARE PENSION FUND II DEFINED BENEFIT PLAN TRUST	70.374	0	70.374
**D MERRA PENSION TRUST DEFINED BENEFIT PLAN	29.509	0	29.509
**D BRYN MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	25.986	0	25.986
**D ADVANCED SERIES TRUST AST T ROME PRICE GROWTH OPPORTUNIT	41.839	0	41.839
**D TIMESSQUARE CAPITAL MANAGEMENT	143.877	0	143.877
**D INVESCO MARKETS II PLC	25.498	0	25.498
**D GEORGIA TECH FOUNDATION INC	566.260	0	566.260
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	81.053	0	81.053
**D LEGAL AND GENERAL UCITS ETF PLC	74.102	0	74.102
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESEPATH FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	5.304	0	5.304
**D OSSIAM IRL ICAV	2.248	0	2.248
**D MCGILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D VOYA VACS INDEX SERIES I PORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D GRABBERS GRONDFORSNINGSFOND	1.801	0	1.801
**D IMPERIAL GLOBAL EQUITY INCOME POOL	15.151	0	15.151
**D CONSOLIDATED EDISON RETIREMENT PLAN	13.157	0	13.157
**D HANALIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D BUNENKOW UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	200	0	200
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.932	0	93.932
**D POINT BEACH UNIT 1 AND UNIT 2 QUALIFIED TRUST	5.501	0	5.501
**D CERVELLITE INTERNATIONAL LLC	18.161	0	18.161
**D CARL VICTOR PERS MEMORIAL FOUNDATION	24.851	0	24.851
**D ACMECA VARIABLE SECURITIES HEALTH FUND	108.193	0	108.193
**D STICHTING PENSIOENFONDS NOTARIAAT	27.213	0	27.213
**D NY HAZELNUT	2.721	0	2.721
**D DEUTSCHE DOG EQ	2.956	0	2.956
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	2.323	0	2.323
**D GOLDMAN SACHS ASSET MANAGEMENT LP	909.266	0	909.266
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	135.581	0	135.581
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	32.138	0	32.138
**D LPP I GLOBAL EQUITIES FUND	17.983	0	17.983
**D FLORIDA GLOBAL EQUITY FUND LLC	17.165	0	17.165
**D ABBOTTSTREET COLLECTIVE INVESTMENT TRUST	8.246	0	8.246
**D ABBOTTSTREET COLLECTIVE INVESTMENT TRUST	218.838	0	218.838



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2

1.993 Tesse:

Azionisti in proprio:

0 Azionisti in delega:

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GLOBELEX INTERNATIONAL ALL CAP COMINGLED TRUST	87.193	0	87.193
**D WILMINGTON GLOBAL ALPHA FUNDING TRUST	99.406	0	99.406
**D TEMS UTILITIES CORP ON BEHALF OF DRG FUNDS 201V EVO	1.611	0	1.611
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	2.680	0	2.680
**D 1901 VOLUNTARY EMPLOYEES BENEFIT ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	27.516	0	27.516
**D TD INTERNATIONAL EQUITY INDEX ETF	1	0	1
**D TD EUROPEAN INDEX FUND	38.890	0	38.890
**D BRUCE P BICKNER TRUST KEMER INTL	3.667	0	3.667
**D ELIZABETH E RIORDAN	2.961	0	2.961
**D BPB INVESTMENT LP	1.142	0	1.142
**D CHARLES A FEAGIN 2012 TRUST EBO MOR	1.195	0	1.195
**D ELISABETH ROSSMAN	5.105	0	5.105
**D BURENATH HOLDINGS LLC	1.171	0	1.171
**D CAROL L BARNETT CHARITABLE REMAIND 10571068350	1.695	0	1.695
**D CAROL J BARNETT CRVT II	7.126	0	7.126
**D RED BLAZER INVESTMENTS VENTURE LLC	3.787	0	3.787
**D OFUS FINANCIAL LLC	5.625	0	5.625
**D L BUONANNO TRUST T SMITH SR	11.110	0	11.110
**D DORIS CHRISTOPHER	9.323	0	9.323
**D WS DEFENDANTS ANNUITY FUND	41.936	0	41.936
**D SCOTT GARRETT	25.532	0	25.532
**D MUNICIPAL EMPLOYEES PENSION PLAN	1.866	0	1.866
**D JOHN MCCLATHRY	1.590	0	1.590
**D GAIL MCCLATHRY	1.894	0	1.894
**D L SHIGLEY REV TR II 18 04 MAWER ADR	3.753	0	3.753
**D MORRIS 1992 GIFT TRUST	2.271	0	2.271
**D JOHN REYNOLDS TR DTD 3 31 94 MAWER	3.380	0	3.380
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	2.203	0	2.203
**D SUSAN ZUCKER	2.770	0	2.770
**D TD EBERL INTERNATIONAL EQUITY INDEX FUND	2.538	0	2.538
**D STITCHING DEPOSITORY APG DEVELOPED MARKETS EQUITY POOL	118.913	0	118.913
**D WINDMISE NSCI EAFE INDEX NON LENDING	919.623	0	919.623
**D CHARLES HEAGIN	16.657	0	16.657
**D EXEC FAMILY TRUST M FOND 11 FAMILY TRUST	1.593	0	1.593
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE FUND PLAN	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D BNVM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	48.811	0	48.811
**D BLACKROCK FUND MANAGERS LTD	48.451	0	48.451
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	540.704	0	540.704
**D 1895 FONDS STITCHING 1	87.362	0	87.362
**D COUNTY OF SANTA CLARA	36.229	0	36.229
**D VAERDUPAFIRFONDEN SPARINVEST INDEX BAKREDYGTIGE GLOBALE AKTIER ETIF KL ID SPARINVEST AS FILIPAL AF SPARINVEST SA	11.547	0	11.547
**D VAERDUPAFIRFONDEN SPARINVEST INDEX BAKREDYGTIGE EUROPA KL	6.405	0	6.405
**D VIRTUS NFJ INTERNATIONAL VALUE FUND	14.511	0	14.511
**D PIONEER GLOBAL EQUITY FUND	97.062	0	97.062
**D PIONEER INTERNATIONAL EQUITY FUND	466.634	0	466.634
**D PIONEER MULTI ASSET INCOME FUND	1.018.382	0	1.018.382
	1.142.789	0	1.142.789

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Azionisti: 1.993 Teste: 1.993
 Azionisti in proprio: 0 Azionisti in delega. 1.993

2. DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
 NL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Code	Code	Tot. Voti	Proprio
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.308	0	3.308
**D FTSE100 INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.340	0	3.340
**D ECT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	3.437.441	0	3.437.441
**D SHELL NEDERLAND PENSIONFONDS STICHTING	4.128	0	4.128
**D ARIZONA STATE RETIREMENT SYSTEM	2.179	0	2.179
**D ARIZONA STATE RETIREMENT SYSTEM	171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.659	0	3.659
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D TRACKERS MSCI KOREANAL EQUITY ETF	5.803	0	5.803
**D KNIGHTS OF COLUMBUS MASTER TRUST	18.558	0	18.558
**D IQ CAMBRIAN ESG INTERNATIONAL EQUITY ETF	9.291	0	9.291
**D INVESTINGFORNEN SPAININVEST INDEX EUROPA VALUE KL	8.501	0	8.501
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITED	19.596	0	19.596
**D THE FSA PENSION FUND	66.862	0	66.862
**D TRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	13.013	0	13.013
**D AEB GROUP IRISH PENSION SCHEME	3.520	0	3.520
**D ALASKA PERMANENT FUND CORPORATION	16.272	0	16.272
**D INTERNATIONAL EQUITY FUND	31.468	0	31.468
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	12.063	0	12.063
**D SIEMENS DIVERSIFIED GROWTH	12.113	0	12.113
**D SIEMENS EMU EQUITIES	1.536	0	1.536
**D FLORIDA RETIREMENT SYSTEM	19.588	0	19.588
**D INVECO EVI INTERNATIONAL EQUITY CLASS	42.090	0	42.090
**D INVECO INTERNATIONAL GROWTH FUND	14.608	0	14.608
**D INVECO EUROPLUS FUND	170.036	0	170.036
**D INVESTINGFORNEN EMU INVEST GLOBAL AKTIER BASIS	25.731	0	25.731
**D INVESTINGFORNEN NYKREDIT INVEST TANTISK ALLOCERING	239.594	0	239.594
**D INVESTINGFORNEN NYKREDIT INVEST TANTISK ALLOCERING	11.770	0	11.770
**D INVECO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	6.403	0	6.403
**D INVECO FIVE RAPI DEVELOPED MARKETS EX U S ETF	5.891	0	5.891
**D ANG TIMSSQUARE GLOBAL SMALL CAP FUND	265	0	265
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	29.877	0	29.877
**D STICHTING BEDRIJFSPENSIENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASETBEDRIJF	22.580	0	22.580
**D 1895 FONDS FOR	11.912	0	11.912
**D VIRTUS GLOBAL SMALL CAP FUND	13.505	0	13.505
**D BLACKROCK LIFE LIMITED	12.906	0	12.906
**D VIRTUS GLOBAL SMALL CAP FUND	12.182	0	12.182
**D EMERIT TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	65.505	0	65.505
**D INVECO PUNDS	3.362	0	3.362
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	1.256.296	0	1.256.296
**D INVECO MARKETS II PUBLIC LTD CO	4.279	0	4.279
**D INVECO MARKETS II PUBLIC LTD CO	38	0	38
**D UNITED WEST INTERNATIONAL INDEX FUND	52.512	0	52.512
**D ISHARES VII PHELI LIMITED COMPANY	9.983	0	9.983
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	1.191.050	0	1.191.050
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	41.685	0	41.685
**D ENSIGN PEAK ADVISORS INC	18.165	0	18.165
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	38.477	0	38.477
**D BLACKROCK GLOBAL FUNDS	9.903	0	9.903
**D DIVERSIFIED INTERNATIONAL FUND	237.735	0	237.735
**D DIVERSIFIED INTERNATIONAL FUND	856.016	0	856.016

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

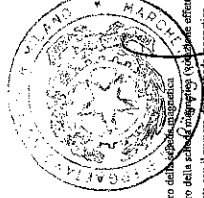
Codice	Tot. Voti	Proprio	Delega
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INVE	50.395	0	50.395
**D PRINCIPAL FUNDS INC OVERSEAS FUND	20.255	0	20.255
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	26.661	0	26.661
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	151.659	0	151.659
**D ABB PENSION FUND	1.403	0	1.403
**D INVERSO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.082	0	1.082
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	71.830	0	71.830
**D STITCHING PENSIONFONDS ASP	9.248.388	0	9.248.388
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	86.852	0	86.852
**D HAND COMPOSITE EMPLOYEE BENEFIT TRUST	81.666	0	81.666
**D IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	20.614	0	20.614
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	284.768	0	284.768
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	959	0	959
**D AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	520.000	0	520.000
**D XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	3.652	0	3.652
**D PUMBERS AND PIPEFITTERS NATIONAL PENSION FUND	175.060	0	175.060
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	789	0	789
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D VOYA BALANCED PORTFOLIO	672	0	672
**D THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNATE WORD CHARITABLE TRUST	32.226	0	32.226
**D COUNSEL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D PALCORA SIPS TRUST ON BEHALF OF DWS FUNDS BET	89.287	0	89.287
**D SEMORA ENERGY PENSION MASTER TRUST	89.366	0	89.366
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025	0	3.025
**D UPMC MASTER TRUST	17.509	0	17.509
**D UPMC BASIC RETIREMENT PLAN	43.505	0	43.505
**D COUNSEL INTERNATIONAL GROWTH	238.480	0	238.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.800	0	19.800
**D INVESTINGSFÖRENINGEN LAGERNES INVEST LJ AKTIER GLOBALE	9.714	0	9.714
**D KAPITALFÖRENINGEN LAGERNES INVEST KLI AKTIER GLOBALE PORTFOLJE ADMINISTRATION AS	15.334	0	15.334
**D BLACKROCK LIFE LTD	147.221	0	147.221
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	1.529.004	0	1.529.004
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	30.800	0	30.800
**D STANDARD BANK OF SOUTH AFRICA LTD	57.333	0	57.333
**D ARROWSTREET US GROUP TRUST	142.593	0	142.593
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	197.092	0	197.092
**D WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	32.238	0	32.238
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	2.062	0	2.062
**D MACKENZIE MAX DIVERSIFICATION DEVELOPED EUROPE	267	0	267
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	614	0	614
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	22.029	0	22.029
**D XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	1.432	0	1.432
**D MACK EAFE EQUITY POOL	15.637	0	15.637
**D FUGELITI CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.748	0	1.773.748
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	296.534	0	296.534
**D EUROPEAN CENTRAL BANK	135.817	0	135.817
**D BELLON INTERNATIONAL STOCK INDEX FUND	12.940	0	12.940
**D MANVIL PENSION INVESTMENT TRUST	2.244	0	2.244
**D UBS CANADA TRUST 1 UBS TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIRUS XAR INTERNATIONAL SMALL CAP FUND	2.950.514	0	2.950.514

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986	0	7.986
**D GRAYHAWK GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STITCHING PENSIONFONDS UWV	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D NSF MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	2.702	0	2.702
**D VANGUARD INTL HIGH DIV IDL INDEX FD	3.389	0	3.389
**D STITCHING PENSIONFONDS HOOGEVENS	366.310	0	366.310
**D STITCHING PENSIONFONDS HOOGEVENS	24.281	0	24.281
**D STITCHING PENSIONFONDS HOOGEVENS	7.214	0	7.214
**D STITCHING PENSIONFONDS HOOGEVENS	28.141	0	28.141
**D PUBALITY SAI INTERNATIONAL INDEX FUND	3.389	0	3.389
**D VIRTUS TACTICAL ALLOCATION FUND	242.826	0	242.826
**D SHELL CANADA 2007 PENSION PLAN	266.906	0	266.906
**D AURION GLOBAL EQUITY FUND	672	0	672
**D RELIABILITY LLC	2.211	0	2.211
**D AZL INTERNATIONAL INDEX FUND	488.002	0	488.002
**D AZL DFA INTERNATIONAL CORE EQUITY FUND	45.709	0	45.709
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	15.429	0	15.429
**D JOHN DEERE PENSION TRUST	44.491	0	44.491
**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	17.802	0	17.802
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	989	0	989
**D VANGUARD GLOBAL DIVIDEND FUND	15.085	0	15.085
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	136.382	0	136.382
**D ALABAMA TRUST FUND	66.114	0	66.114
**D COX ENTERPRISES INC MASTER TRUST	173.621	0	173.621
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	165.567	0	165.567
**D MAPFRE MSV LIFE PLC	173.915	0	173.915
**D IGSHARES PUBLIC LIMITED COMPANY	115.209	0	115.209
**D ACHREA PENSION EN LEVENSVERZEKERINGEN NV	519.821	0	519.821
**D FMET INKA FONDS	14.829	0	14.829
**D INKA FREANK	30.726	0	30.726
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	10.074	0	10.074
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	97.890	0	97.890
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	652.405	0	652.405
**D RETIREMENT BENEFITS INVESTMENT FUND	281.494	0	281.494
**D POOL REINSURANCE CO LTD	4.971	0	4.971
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	19.913	0	19.913
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	20.503	0	20.503
**D FIDELITY INVESTMENTS INTERNATIONAL SMALL CAP FUND	3.098	0	3.098
**D FIDELITY INVESTMENTS INTERNATIONAL SMALL CAP FUND	102.253	0	102.253
**D BLACKROCK SOLUTIONS PENSION FUND	30.500	0	30.500
**D PENSION RESERVES INVESTMENT TRUST FUND	689.080	0	689.080
**D THE HSBC GOVERNMENT SCHOLARSHIP FUND	70.230	0	70.230
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	309	0	309
**D DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	136.944	0	136.944
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	25.722	0	25.722
	303.485	0	303.485



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2 DFE delega alla persona fisica sopra indicata con il numero della polizza (Votazione a scrutinio)
1.993 **D delega alla persona fisica sopra indicata con il numero della polizza (Votazione a scrutinio)
1.993 **D delega alla persona fisica sopra indicata con il numero della polizza (Votazione a scrutinio)

Azionisti: 1.993 Tester: 0 Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D QUALITY EDUCATION FUND	1.093	0	1.093
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	2.144.103	0	2.144.103
**D ADVANCE PLANNING LIMITED	1.581	0	1.581
**D DIGNITY PRE ARRANGEMENT LIMITED	2.266	0	2.266
**D INDIANA PUBLIC RETIREMENT SYSTEM	675.632	0	675.632
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	11.685	0	11.685
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24.923	0	24.923
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	1	0	1
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414	0	414
**D MSC INTERNATIONAL EQUITY INDEX FUND	8.234	0	8.234
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91.201	0	91.201
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR DE ZOETWARENINDUSTR	5.035	0	5.035
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR HET	4.163	0	4.163
**D GOLDMAN SACHS ETF ICAP	77	0	77
**D ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH	6.868	0	6.868
**D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484	0	2.484
**D FGH QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2.034	0	2.034
**D ENERGY INSURANCE MUTUAL LIMITED	243	0	243
**D MIDTOWN WORKS HOURLI AND SALARIED UNION	2.865	0	2.865
**D METROPOLITAN LIFE INSURANCE COMPANY	24.797	0	24.797
**D BOCA PRUDENTIAL RETIREMENT SYSTEM	11.740	0	11.740
**D SOGECAP ACTIONS - MID.CAP	29.736	0	29.736
**D SILVER UNVESCO FUND EQUITY	180.704	0	180.704
**D SG ACTIONS MONDE SELECTION	186.659	0	186.659
**D LYXOR FTSE MIB UCITS ETF	515.025	0	164.839
**D LYXOR MSCI EUROPE UCITS ETF	42.119	0	513.915
**D SEB ANTIENFONDS	12.945	0	12.945
**D SG ACTIONS INTERNATIONALES	44.043	0	14.915
**D OFI INVEST ESG EURO EQUITY SNA	43.464	0	44.043
**D LIXINDEX FUND - LYXOR MSCI EMU	16.979	0	43.464
**D MULTI UNITS LUX-LYXOR CORE MSC	34.711	0	16.979
**D LYXOR CORE MSCI WORLD (GR) DCI	53.168	0	34.711
**D MUL LUX - LYXOR EURO STOXX BANK	36.188	0	53.168
**D MUL- LUX FTSE IT ALL CAP EIR 2	1.116.229	0	36.188
**D MSCI EUROPE ESG LEADERS	16.241	0	1.116.229
**D LIF-LYXOR MSCI WORLD CATHOL PR	135.632	0	16.241
**D MUL-LYX NET ZERO 30 SP EUROZ C	9.014	0	135.632
**D PROGETT AZ SOST	331.509	0	9.014
**D ASI PROG AZIONE SOSTENIB III	598	0	331.509
**D AMIF - EMU EQUITY	779	0	598
**D AMIF - EUROPEAN EQUITY	34.683	0	779
**D ALIP- PRITICAL PORTFOLIO INCOME	28.605	0	34.683
**D ASI BLPER FERCOR ATTI VI	13.884	0	28.605
**D ASI BLPER FERCOR ATTI VII	7.698	0	13.884
**D MUL AMUNDI USCTI CLIMATE	7.564	0	7.698
**D EFFEPTILLY STICAV EUROSTOXX FUND	39.991	0	7.564
**D ASI - BILANCIATO PRAC. ATTIV. II	54.822	0	39.991
**D AMUNDI SGR SEA / AMUNDI RISPARMIO ITALIA	2.968	0	54.822
**D AMUNDI SGR SEA/AMUNDI SVILUPPO ATTIVO ITALIA	292.722	0	2.968
	755.000	0	292.722

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DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2 1.993

Teste: 1.993

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

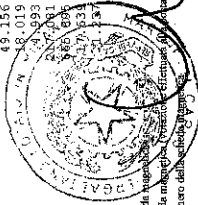
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI SGR SPA/CORE PENSION FONDO PENSIONE APERTO	207.101	0	207.101
**D AMUNDI SGR SPA/SECOND PENSIONE FONDO PENSIONE APERTO	509.336	0	509.336
**D SEI GLOBAL MASTER FUND FIC THE	4.935	0	4.935
**D AB SICAV III - DYNAMIC ALL WAR	1.552	0	1.552
**D KOKUSAI EQUITY INDEX FUND, A S	15.212	0	15.212
**D MORGAN STANLEY PATHWAY FUND - A S	16.668	0	16.668
**D MORGAN STANLEY PATHWAY FUND - A S	16.200	0	16.200
**D BRIDGE BUILDERS INTERNATIONAL E	34.442	0	34.442
**D BRIDGE BUILDERS INTERNATIONAL E	27.722	0	27.722
**D BRIDGE BUILDERS INTERNATIONAL E	3.777	0	3.777
**D BRIDGE BUILDERS INTERNATIONAL E	25.557	0	25.557
**D BRIDGE BUILDERS INTERNATIONAL E	13.861	0	13.861
**D BRIDGE BUILDERS INTERNATIONAL E	334.000	0	334.000
**D BRIDGE BUILDERS INTERNATIONAL E	64.597	0	64.597
**D BRIDGE BUILDERS INTERNATIONAL E	140.033	0	140.033
**D BRIDGE BUILDERS INTERNATIONAL E	27.881	0	27.881
**D BRIDGE BUILDERS INTERNATIONAL E	65.593	0	65.593
**D BRIDGE BUILDERS INTERNATIONAL E	243.123	0	243.123
**D BRIDGE BUILDERS INTERNATIONAL E	87.236	0	87.236
**D BRIDGE BUILDERS INTERNATIONAL E	2.246	0	2.246
**D BRIDGE BUILDERS INTERNATIONAL E	1.430	0	1.430
**D BRIDGE BUILDERS INTERNATIONAL E	3.111	0	3.111
**D BRIDGE BUILDERS INTERNATIONAL E	756	0	756
**D BRIDGE BUILDERS INTERNATIONAL E	154.556	0	154.556
**D BRIDGE BUILDERS INTERNATIONAL E	403	0	403
**D BRIDGE BUILDERS INTERNATIONAL E	1.280	0	1.280
**D BRIDGE BUILDERS INTERNATIONAL E	1.560	0	1.560
**D BRIDGE BUILDERS INTERNATIONAL E	920	0	920
**D BRIDGE BUILDERS INTERNATIONAL E	760	0	760
**D BRIDGE BUILDERS INTERNATIONAL E	3.600	0	3.600
**D BRIDGE BUILDERS INTERNATIONAL E	32.562	0	32.562
**D BRIDGE BUILDERS INTERNATIONAL E	2.308	0	2.308
**D BRIDGE BUILDERS INTERNATIONAL E	803	0	803
**D BRIDGE BUILDERS INTERNATIONAL E	28.409	0	28.409
**D BRIDGE BUILDERS INTERNATIONAL E	31.151	0	31.151
**D BRIDGE BUILDERS INTERNATIONAL E	359.314	0	359.314
**D BRIDGE BUILDERS INTERNATIONAL E	10.820	0	10.820
**D BRIDGE BUILDERS INTERNATIONAL E	28.489	0	28.489
**D BRIDGE BUILDERS INTERNATIONAL E	27.571	0	27.571
**D BRIDGE BUILDERS INTERNATIONAL E	10.582	0	10.582
**D BRIDGE BUILDERS INTERNATIONAL E	166.071	0	166.071
**D BRIDGE BUILDERS INTERNATIONAL E	1.648.802	0	1.648.802
**D BRIDGE BUILDERS INTERNATIONAL E	2.748.822	0	2.748.822
**D BRIDGE BUILDERS INTERNATIONAL E	49.156	0	49.156
**D BRIDGE BUILDERS INTERNATIONAL E	18.019	0	18.019
**D BRIDGE BUILDERS INTERNATIONAL E	4.993	0	4.993
**D BRIDGE BUILDERS INTERNATIONAL E	217.081	0	217.081
**D BRIDGE BUILDERS INTERNATIONAL E	665.895	0	665.895
**D BRIDGE BUILDERS INTERNATIONAL E	17.639	0	17.639
**D BRIDGE BUILDERS INTERNATIONAL E	1.237	0	1.237

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2 DIF delega alla persona fisica sopra indicata con il numero della scheda votazione
*D delega alla persona fisica sopra indicata con il numero della scheda votazione
RL rappresentanza legale alla persona fisica sopra indicata con il numero della scheda votazione

Azionisti: 1.993
Azionisti in proprio: 0
Azionisti in delega: 1.993
Teste:



LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Compone	Tot. Voti	Proprio	Delega
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	11.104	0	11.104
**D WHEELS COMMON INVESTMENT FUND.	1.344	0	1.344
**D SLTCHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	49.683	0	49.683
**D HL MULTI-MANAGER SPECIAL SITUATIONS FUND.	47.430	0	47.430
**D LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	7.338	0	7.338
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	38.024	0	38.024
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	20.777	0	20.777
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	11.939	0	11.939
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOGSIL FUEL EXCHIB	9.403	0	9.403
**D JUPITER EUROPEAN SMALLER COMPANIES FUND	18.462	0	18.462
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND.	417.330	0	417.330
**D JUPITER EUROPEAN FUND.	8.200.572	0	8.200.572
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	329.160	0	329.160
**D LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	62.597	0	62.597
**D TRUE POTENTIAL PICTET BALANCED	8.318	0	8.318
**D TRUE POTENTIAL PICTET CAUTIOUS	9.499	0	9.499
**D TRUE POTENTIAL PICTET AGGRESSIVE.	1.456	0	1.456
**D TRUE POTENTIAL PICTET DEFENSIVE	2.943	0	2.943
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	147	0	147
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	10.386	0	10.386
**D STATE STREET GLOBAL INVESTMENT FUNDS PUBLIC LIMITED COMPANY	2.383.828	0	2.383.828
**D STATE STREET GLOBAL INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447	0	14.447
**D BAINES INTERNATIONAL UMBRELLA FUND	3.320	0	3.320
**D LEGAL & GENERAL ICNV.	62.340	0	62.340
**D NORTHERN TRUST UCITS FGR FUND	354	0	354
**D VERDIPAPIRFONDET KLP AKS/EUROPA INDEXES.	98.858	0	98.858
**D VERDIPAPIRFONDET KLP AKS/EUROPA INDEXES	29.362	0	29.362
**D SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	98.343	0	98.343
**D MELCHIOR SELECTED TRUST	2.553	0	2.553
**D PUBLIC SECTOR PENSION INVESTMENT BOARD.	417.360	0	417.360
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	575.189	0	575.189
**D BAKER HUGHES INCORPORATED MASTER TRUST	648.423	0	648.423
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	192.596	0	192.596
**D CSAA INSURANCE EXCHANGE	40.237	0	40.237
**D SUTTER HEALTH MASTER RETIREMENT TRUST	1.654	0	1.654
**D SUTTER HEALTH	95.900	0	95.900
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	71.800	0	71.800
**D SCHLUMBERGER GROUP TRUST AGREEMENT	34.186	0	34.186
**D LEHARRIS PENSION MASTER TRUST.	14.749	0	14.749
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	95.180	0	95.180
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	22.369	0	22.369
**D CHEVRON MASTER PENSION TRUST	30.043	0	30.043
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	9.924	0	9.924
**D THE HENDEROO FOUNDATION TRUST	6.020	0	6.020
**D PENSIONFONDS SAGITTARIUS	5.417	0	5.417
**D SLTCHTING PMS INVESTMENT FUNDS	11.610	0	11.610
**D PUBLIC EMPLOYEES RETIREMENTS ASSOCIATION OF COLORADO	14.095	0	14.095
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	85.423	0	85.423
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	475.509	0	475.509
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	24.671	0	24.671
**D HFE COMMON CONTRACTUAL FUND.	85.423	0	85.423
**D HFE COMMON CONTRACTUAL FUND.	3.257	0	3.257

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DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.993 Teste: 0

Azionisti in proprio: 0 Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

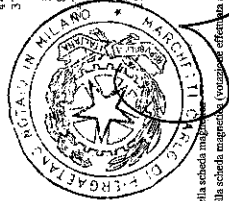
LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato FAVOREVOLI

Codename

**D NORTHERN TRUST UICITS COMMON CONTRACTUAL FUND
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009
**D STEWART L. WALTON FAMILY TRUST UAD 03/19/13
**D ST. MARY'S HEALTHCARE
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE WAR
**D R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.
**D RUTGERS THE STATE UNIVERSITY
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP
**D METLIFE 401(K) PLAN TRUST
**D NORTHERN TRUST COMMON RATE INDEX FUND NON-LENDING
**D FARMERS GROUP FARMER PLAN
**D FARMERS GROUP FARMER PLAN
**D FARMERS GROUP FARMER PLAN
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO P
**D CONSTELLATION PENSION MASTER TRUST
**D CONSTELLATION ETZEPADICK QUALIFIED FUND
**D BOSTON TRUST WALDEN INTERNATIONAL FUND
**D TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND
**D CYSTIC FIBROSIS FOUNDATION
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST
**D AUM 2010 FAMILY TRUST.
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST
**D NATHANIEL TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O
**D COMMON CLARK & LYNN COLLECTIVE INVESTMENT TRUST
**D UNITED SERVICES AUTOMOBILE ASSOCIATION
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE
**D THE BOARD OF SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE
**D BEAT BRUGS FUND ASSOCIATION
**D THE BUNTING FAMILY VT SOCIALLY RESPONSIBLE LLC
**D BSA COMINGLED ENDOWMENT FUND LP
**D CARROLL AVENUE PARTNERS LLC.
**D BOWERS LLC
**D DEI LP EQUITY (PASSIVE
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.
**D DYNASTY INVEST LTD
**D FUND DE PENSOES
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE
**D LEGAL & GENERAL MSCI EAFE FUND LLC
**D BUILDKRS ASSET MANAGEMENT LLC
**D LEONARD-STRAW FAMILY PARTNERS LLC
**D NELLE PARTNERSHIP
**D NELLE PARTNERSHIP
**D PELICAN FUND LP
**D PINK CHILI LLC
**D HAWAII LLC
**D HAWTHORN DM LLC
**D HAWTHORN EQ LLC
**D HASLAM FAMILY INVESTMENT PARTNERSHIP

Tot	563,201	Proprio	Delega
563,201	0	0	563,201
3,565	0	0	3,565
5,950	0	0	5,950
6,045	0	0	6,045
1,543	0	0	1,543
178	0	0	178
30,359	0	0	30,359
1,200	0	0	1,200
7,934	0	0	7,934
3,600	0	0	3,600
331,702	0	0	331,702
92,352	0	0	92,352
3,940	0	0	3,940
1,578	0	0	1,578
6,354	0	0	6,354
2,476	0	0	2,476
64,000	0	0	64,000
132,022	0	0	132,022
1,400	0	0	1,400
200	0	0	200
8,245	0	0	8,245
180	0	0	180
33,405	0	0	33,405
52,781	0	0	52,781
1,240	0	0	1,240
13,996	0	0	13,996
10,836	0	0	10,836
395,415	0	0	395,415
19,087	0	0	19,087
2,586	0	0	2,586
5,604	0	0	5,604
18,540	0	0	18,540
71	0	0	71
18,433	0	0	18,433
1,693	0	0	1,693
3,161	0	0	3,161
1,354	0	0	1,354
6,241	0	0	6,241
11,885	0	0	11,885
44,169	0	0	44,169
37,058	0	0	37,058
62	0	0	62
1,209	0	0	1,209
8,157	0	0	8,157
7,178	0	0	7,178
3,169	0	0	3,169
9,145	0	0	9,145
19,517	0	0	19,517
202	0	0	202



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2

Azionisti:	1.993	Teste:
Azionisti in proprio:	0	Azionisti in delega:

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce indicata alla postazione assistita)

LISTA ESITO DELLE VOTAZIONE

Oggetto: **I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato****FAVOREVOLI**

Codice	Tot. Voti	Proprio	Delega
**D INTERNATIONAL EXPARLANT BENEFIT MASTER TRUST	2.860	0	2.860
**D FCM INTERNATIONAL LLC	2.451	0	2.451
**D STPIP LP	4.180	0	4.180
**D GLOBAL BOND FUND WAYCASSE INC	21.276	0	21.276
**D RHYSSEN GLOBAL INVESTMENTS CORP.	537	0	537
**D MFC INTERNATIONAL FUND LLC	7.196	0	7.196
**D INTERMEDIE INTERNATIONAL EQUITY SERIES	15.475	0	15.475
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059	0	2.059
**D SIW PORTFOLIO LLC	2.405	0	2.405
**D SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D CINDY SPRINGS LLC	48.975	0	48.975
**D GOVERNMENT OF GUAM RETIREMENT FUND	71.145	0	71.145
**D K INVESTMENTS SN LIMITED.	63.462	0	63.462
**D LEGAL & GENERAL MSCI EAFE SI FUND LLC	43.955	0	43.955
**D MBB PUBLIC MARKETS I LLC	25.154	0	25.154
**D ASCENSION ALPHA FUND LLC	7.309	0	7.309
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D UNITED NATIONS JOINT STAFF PENSION FUND.	595.043	0	595.043
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	178.379	0	178.379
**D CHEVRON UK PENSION PLAN	3.659	0	3.659
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY INB EX FUND	13.198	0	13.198
**D FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	1.589.143	0	1.589.143
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR OVERSEAS FUND	49.132	0	49.132
**D FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	219.563	0	219.563
**D FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.616.874	0	1.616.874
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	291.635	0	291.635
**D WITTINGTON ASSET MANAGEMENT LIMITED	1.536	0	1.536
**D RUSSELL M&M INVESTMENTS LIMITED	66.796	0	66.796
**D MAGFORS LIMITED	373	0	373
**D NEW ZEALAND SUPERANNUATION FUND.	360.917	0	360.917
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	98.234	0	98.234
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	28.273	0	28.273
**D MERCER OSS TRUST.	20.782	0	20.782
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	672.227	0	672.227
**D LORD MAYOR'S CHARITABLE FOUNDATION	1.615	0	1.615
**D NT WORLD GREEN TRANSITION INDEX FUND	803	0	803
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	494	0	494
**D WSSP INTERNATIONAL EQUITIES TRUST	17.553	0	17.553
**D MERCER INDEXED INTERNATIONAL SHARES FUND	757.424	0	757.424
**D AUSTRALIAN CAPITAL TERRITORY	47.788	0	47.788
**D MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	16.190	0	16.190
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	168.317	0	168.317
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	3.063	0	3.063
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	814	0	814
**D SOUTH INVESTERS LIMITED	3.993	0	3.993
**D AUSTRALIAN OVERSEAS INVESTORS FUND.	4.321	0	4.321
**D JUBILEE FINANCIAL SERVICES UK PENSION SCHEME.	248.318	0	248.318
**D JOHN T. MALTON FAMILY TRUST	231.749	0	231.749

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.993 Teste: 0 Azionisti in delega: 1.993

*D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

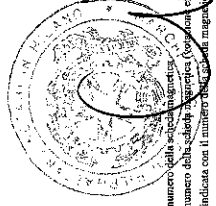
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	2.187	0	2.187
**D MOBIS LIFE LIMITED	8.673	0	8.673
**D HHW TESTAMENTARY TRUST NO. 1	2.768	0	2.768
**D HHW TESTAMENTARY TRUST NO. 3	4.659	0	4.659
**D HHW TESTAMENTARY TRUST NO. 10.	417	0	417
**D HHW TRUST NO. 2 UAD 01/17/03	4.319	0	4.319
**D HHW TRUST NO. 3 UAD 01/17/03	3.879	0	3.879
**D HHW TESTAMENTARY TRUST NO. 2	2.885	0	2.885
**D STELLAORNS PENSION TRUST	98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST	2.620	0	2.620
**D S. ROBSON WALTON 1999 CHARITABLE TRUST	1.340	0	1.340
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	11.236	0	11.236
**D THE LAURIE M. TISCH FOUNDATION INC.	13.395	0	13.395
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.352	0	1.278.352
**D SEAN P ANDRADE 2016 TR UAD FEB 8 1991	1.895	0	1.895
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	41.080	0	41.080
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	13.054	0	13.054
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	40.171	0	40.171
**D HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	6.124	0	6.124
**D JTM TRUST NO. 2 UAD 9/19/02.	27.960	0	27.960
**D JTM TRUST NO. 1 UAD 9/19/02.	2.351	0	2.351
**D JTM TRUST NO. 3 UAD 9/19/02.	3.508	0	3.508
**D JTM TRUST NO. 5 UAD 9/19/02.	1.846	0	1.846
**D THE MISSOURI FOUNDATION FOR HEALTH	2.541	0	2.541
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	1.670	0	1.670
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	176.146	0	176.146
**D THE MEMOURS FOUNDATION PENSION PLAN	562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	8.423	0	8.423
**D ARVEST FOUNDATION	394	0	394
**D BARINGS EUROPE SELECT TRUST	773.597	0	773.597
**D ESSENTIA HEALTH	1.687	0	1.687
**D DREW M ANDRADE 2016 TR UAD FEB 8 1991.	3.140	0	3.140
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED PLAN	530	0	530
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	13.295	0	13.295
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	2.121	0	2.121
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	106.656	0	106.656
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	170.244	0	170.244
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	11.975	0	11.975
**D ALFRED I. DUPONT CHARITABLE TRUST FUND	10.674	0	10.674
**D BOI SCOUTS OF AMERICA MASTER PENSION TRUST	90.309	0	90.309
**D KANSAS RETIREMENT SYSTEMS.	222.573	0	222.573
**D ILLINOIS RETIREMENT SYSTEMS.	196.931	0	196.931
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM	41.700	0	41.700
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	7.213	0	7.213
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.662	0	947.662
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	11.715	0	11.715
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	27.715	0	27.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	63.108	0	63.108
**D UTAH STATE RETIREMENT SYSTEMS	80.287	0	80.287
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	2.632	0	2.632
**D USAA GENERAL INDEMNITY COMPANY	4.139	0	4.139



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2

1.993

Azionisti:

Azionisti in proprio:

Teste:

0

Azionisti in delega:

1.995

DEF delega alla persona fisica sopra indicata con il numero della scheda di voto
**D delega alla persona fisica sopra indicata con il numero della scheda di voto
NU: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda di voto

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D USAA CASUALTY INSURANCE COMPANY	7.607	0	7.607
**D WYOMING RETIREMENT SYSTEM	6.161	0	6.161
**D ABU DHABI PENSION FUND	58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181	0	1.181
**D NAV CANADA PENSION PLAN	27.389	0	27.389
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	772.076	0	772.076
**D ACS 30:70 GLOBAL EQUITY TRACKER FUND	8.491	0	8.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.664	0	1.664
**D LONDON LEPS CIV AUTHORISED CONTRACTUAL SCHEME.	14.585	0	14.585
**D STATE TEACHERS RETIREMENT SYSTEM OF OHIO	456.971	0	456.971
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDELICOMISO DE FOND O DE AHORRO DE PANAMA	5.299	0	5.299
**D LEPS CENTRAL AUTHORISED CONTRACTUAL SCHEME...	6.300	0	6.300
**D USS COMMON CONTRACTUAL FUND	2.535	0	2.535
**D BLACKROCK COMMON CONTRACTUAL FUNDS	13.175	0	13.175
**D BLACKROCK UCITS CCF	72.306	0	72.306
**D FIDELITY INVESTMENT TRUST-FIDELITY INTERNATIONAL DISCOVERY K	126.560	0	126.560
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	484.967	0	484.967
**D MERSETISING PENSION FUND	281.266	0	281.266
**D DELA NATURA- EN LEVENSWERKERINGEN N.V.	246.920	0	246.920
**D DORLAND LANDPENSIOENSCHEDE GEWENSDIG FORSHRINGSSELSKAP	63.171	0	63.171
**D REISMA- REISMA PENSIOENFONDS	5.055	0	5.055
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KINK	2.444	0	2.444
**D STICHTING PENSIOENFONDS PEG	81.009	0	81.009
**D STICHTING BEDRIJFSKENSIOENFONDS VOOR VLEES VLERSWAREN G	13.990	0	13.990
**D STICHTING BEDRIJFSKENSIOENFONDS VOOR HET SCHOONMAAK EN GL	14.198	0	14.198
**D STICHTING BEDRIJFSKENSIOENFONDS VOOR HET BEROEPSVERVOER OVER DE NEG	28.576	0	28.576
**D STICHTING BEDRIJFSKENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	24.516	0	24.516
**D FUARDE AP-FONDEN.	130.077	0	130.077
**D STICHTING PENSIOENFONDS OPENBAAR BIBLIOTHEKEN	6.559	0	6.559
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.569	0	130.569
**D WELLINGTON PAGOSA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	155.165	0	155.165
**D WOLF CREEK INVESTORS (BERMUDA) LP	276.448	0	276.448
**D LAAP IRELAND ICAV - IAPV 910	254	0	254
**D POINT72 LONDON INVESTMENTS LTD.	237.690	0	237.690
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND	76.148	0	76.148
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.	12.254	0	12.254
**D ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED	1.790	0	1.790
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	10.804	0	10.804
**D DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC	88	0	88
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	178	0	178
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE PORTFOLIO MARGIN ACCT 200.	6.749	0	6.749
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	22.155	0	22.155
**D AGR INNOVATION FUND L.P.- SE RIES	280	0	280
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	148	0	148
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	23.054	0	23.054
**D ARROWSTREET INTERNATIONAL EQUITY ACWI EX US ALPHA EXTENSION	11.545	0	11.545
**D ACS GLOBAL MACRO MASTER ACCOUNT L.P OGLER FIDUCIARY SERVICES	41.548	0	41.548
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	36.120	0	36.120
**D THE BUTTWOOD FAMILY FOUNDATION	19.700	0	19.700
**D ALEXIARES LLC	7.600	0	7.600
**D THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY USD 06/27/11 A K MOORHEAD TTEE AND 12/11/18	3.100	0	3.100

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Aziomisti: 1.993 Teste: 0 Azionisti in delega: 1.993
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione sistema)
 RC* rappresenta la quota sopra indicata con il numero della scheda magnetica

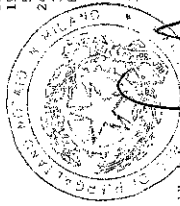
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THE DAVID A DUFFIELD TRUST UAD 07/14/88	2.432	0	2.432
**D CM GRAT LLC	650	0	650
**D ROSEBENE LLC	2.499	0	2.499
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0	77.973
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0	37.145
**D MEDIANUM BEST BRANDS - MEDIANUM GLOBAL DEMOGRAPHIC OPPOR	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0	13.363
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0	500.000
**D JGT SELECT FUNDS	6.096	0	6.096
**D MEDIANUM BEST BRANDS - COUPON STRATEGY COLLECTION	42.333	0	42.333
**D PRUDENTIAL SICAV 3-ALPHA DIVERSIFIER EQUITIES EUROPE	18.486	0	18.486
**D INVESTMENT GLOBAL SHARE	48.719	0	48.719
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	2.203	0	2.203
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0	1.306.000
**D FIDELITY OVERSEAS FUND	4.669.000	0	4.669.000
**D FIDELITY VIP OVERSEAS PORTFOLIO	1.045.399	0	1.045.399
**D JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND	4.651.614	0	4.651.614
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST	10.387	0	10.387
**D JPM-MED CORE GLOBAL EQ TILT	22.862	0	22.862
**D THE JUPITER GLOBAL FUND SICAV	2.232.967	0	2.232.967
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	14.398	0	14.398
**D SCHWAB FUNDAMENTAL INDEX FUND	29.948	0	29.948
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	338.015	0	338.015
**D AERON SICAV II	41.408	0	41.408
**D COLONIAL FIRST STATE INVESTMENT FUND 50	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	10.546	0	10.546
**D ONEMARKETS ITALY ICAP	26.442	0	26.442
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	17.768	0	17.768
**D ILA-LA WORLD ESG SCREENED FUND	1.635.000	0	1.635.000
**D ILA - RAFINE	4.886	0	4.886
**D ILA-A-ILSDME	3.056	0	3.056
**D ILA-A-ILINCHEY	88.142	0	88.142
**D IRISH LIFE CLIMATE FOCUSED FUND	3.446	0	3.446
**D IRISH LIFE ASSURANCE PLC	1.764	0	1.764
**D ILA-ILSGATE - SUSTAINABLE EAFE EQUITY	77.250	0	77.250
**D ILA - A-ILGLOEG	32.869	0	32.869
**D ILA - A-ILIEZEG	5.240	0	5.240
**D ILA - A-ILHTEGG	13.982	0	13.982
**D ILA - A-ILGLOON	14.164	0	14.164
**D ILA - A-ILDSGG	1.131	0	1.131
**D IRISH LIFE ASSURANCE	2.666	0	2.666
**D AEGON CHS	52.129	0	52.129
**D STITCHING MN SERVICES	331.986	0	331.986
**D STITCHING PENSIONFONDS METAL EN TECHENIK MN SERVICES	191.865	0	191.865
**D LARGE CAP INTL PORTFOLIO OF DFA INV	56.502	0	56.502
**D STITCHING MN SERVICES ANDERLENRO ND	24.142	0	24.142
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	14.102	0	14.102
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	95.076	0	95.076
**D TSGX SOLACT ESG TEACO EX UNHG(3487)	4.189	0	4.189
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	3.901	0	3.901
**D L AND G ASSUR(PENS MGMT)LTD 1 LGIM PNC CSUF(36670)	4.848	0	4.848
**D TESCO INDEX EQUITY TSGN (5270	17.879	0	17.879



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2 1.993

Teste:

Azionisti in proprio:

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESTO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Compone	Tot. Voti	Proprio	Delega
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRON (LOTHIAN) EUROPEAN T	784.395	0	784.395
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRON (LOTHIAN) INTERNATIO	64.363	0	64.363
**D OSTEN COMMUNITY PROPERTY TRUST DTD 12/24/2008 AS AMENDED A	609	0	609
**D CFSIL RE CNEALTH GS FD 16	10.903	0	10.903
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	1.359.767	0	1.359.767
**D INVESCO ROGOLD INVESTMENT FUND - EUROPE FUND	164.597	0	164.597
**D TRANSMERICA AIM INTERNATIONAL GROW	12.343	0	12.343
**D NMTB/NIK KOKUSAI-0H 935026	23.540	0	23.540
**D NMTB/NIK KOKUSAI-H 935034	1.495	0	1.495
**D BERESFORD FUNDS ICAN	2.755	0	2.755
**D ABRON OEG V-ABRON EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D ABRON OEG II-ABRON EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STICHTING PGM DEPOSITARY	149.317	0	149.317
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND	10.975	0	10.975
**D THREADNEEDLE (LUX)	6.457.209	0	6.457.209
**D THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	1.113.297	0	1.113.297
**D TWO SIGMA INTERNATIONAL CORE	5.500	0	5.500
**D TWO SIGMA INTERNATIONAL CORE	3.032.169	0	3.032.169
**D THREADNEEDLE INVESTMENT FUNDS ICVCA	8.282	0	8.282
**D TWO SIGMA WORLD CORE FUND LP	1.700	0	1.700
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	68.876	0	68.876
**D HUTCHISON PROVIDENT FUND	5.581	0	5.581
**D ABRON OEG V-ABRON EUROPE EX UK SMALLER COMPANIES FUND	48.828	0	48.828
**D BANCOR OF GLOBA CORE EQUITY FUND	2.089	0	2.089
**D LATVIAN BANK	5.261	0	5.261
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	106.403	0	106.403
**D CITITRUST LIMITED	19.638	0	19.638
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	15.635	0	15.635
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	24.464	0	24.464
**D HOSTELUS POOLED SUPERANNUATION TRUST	25.338	0	25.338
**D ABRON OEG IV-ABRON EUROPEAN EQUITY ENHANCED INDEX FUND	56.937	0	56.937
**D ABRON OEG I-ABRON EUROPEAN SMALLER COMPANIES FUND	156.033	0	156.033
**D ABRON OEG IV-ABRON EUROPEAN EQUITY TRACKER FUND	35.345	0	35.345
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	2.607	0	2.607
**D UAPF - BLACK ROCK PASSIVE EQUITY	2.568	0	2.568
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	12.611	0	12.611
**D CC&L MULTI-STRATEGY FUND	66	0	66
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	1.706	0	1.706
**D AQR TAX-AWARE DELEHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	2.315	0	2.315
**D EQUITIZ ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	58.889	0	58.889
**D AQR TAX AWARE HELIX FUND L.P. C/O COGENCY GLOBAL INC.	480	0	480
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	26.824	0	26.824
**D MARSHALL WACE MASTER FUNDS SEC-SE ALPHA PLUS FUND	83.866	0	83.866
**D MAN INSIGHT LIMITED	8	0	8
**D MANULIFE WORLD INVESTMENT FUND	651.558	0	651.558
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	1.492.556	0	1.492.556
**D MANULIFE TAX-MANAGED GROWTH FUND	6.559	0	6.559
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610	0	760.610
**D THE MANULIFE INVESTMENT DIVERSIFIED INVESTMENT FUND	124.586	0	124.586
**D GS&B INVESTMENT FUND	209.860	0	209.860
**D BICOR GLOBAL DIVIDEND YIELD POOLED FUND	143	0	143
**D BICOR GLOBAL EQUITY POOLED FUND	40.308	0	40.308

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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.993 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

0 Azionisti in delega: RU* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

Azionisti in proprio:

1.993 Teste:

0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THE EMPIRE LIFE INSURANCE COMPANY.	310.847	0	310.847
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460	0	12.460
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE WINNIPEG FOUNDATION	1	0	1
**D STEADTHAM GLOBAL SMALL-CAP EQUITY FUND	52.600	0	52.600
**D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250	0	128.250
**D STANBURY POST CORPORATION REGISTERED PENSION PLAN	72.206	0	72.206
**D STEINER FUND OF CANADA - DFC GLOBAL EQUITY FUND	11.170	0	11.170
**D NEMIC FARE INVESTMENT FUND	1	0	1
**D MAESTIC ASSET MANAGEMENT	75.563	0	75.563
**D ROSESTAR INVESTMENTS LTD. C/O STEPHEN R. MENICH	6.862	0	6.862
**D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND.	8.685	0	8.685
**D WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY M	27	0	27
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAYMAN)	619	0	619
**D ARROWSTREET CAPITAL COPELY FUND LIMITED.	1.686	0	1.686
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE..	3.719	0	3.719
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED.	4.194	0	4.194
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988	0	11.988
**D COAL Q MARKET NEUTRAL FUND	309	0	309
**D MWIS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370	0	28.370
**D MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	187.037	0	187.037
**D LMAP 90S SUB FUND OF LMAP IRELAND ICAY	258	0	258
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	119.380	0	119.380
**D MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	316	0	316
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	5.150	0	5.150
**D MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	153	0	153
**D LMA IRELAND-MAP 501.	10.148	0	10.148
**D MWIS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	40.000	0	40.000
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	279.117	0	279.117
**D ALFA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	4.194	0	4.194
**D GHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	1.306	0	1.306
**D AIL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	26.820	0	26.820
**D CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	128.986	0	128.986
**D MICHAEL AND MAIRA CAREN TRUST	445	0	445
**D A.A. CREDLIAM DIVERSITE	198.303	0	198.303
**D AA SSGA ACTIONS INDICE EURO	165.497	0	165.497
**D ACF RANDART ACTION	20.170	0	20.170
**D ACF RANDART INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EUROPE ISR	116.342	0	116.342
**D AMUNDI ACTIONS EUROPE	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	14.655	0	14.655
**D AMUNDI ACTIONS PME	14.001	0	14.001
**D AMUNDI ETF PEA S P 500 UCITS E	544.097	0	544.097
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	707.496	0	707.496
**D AMUNDI LPSA ACTIONS	17.555	0	17.555
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAS UNWELTTEICHEN UCITS ETF DR	4.113	0	4.113
**D AMUNDI FULSATIONS	88.874	0	88.874



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D5* delega alla persona fisica sopra indicata con il numero della scheda magica

2

1.993

Azionisti:

Teste:

1.993

Azionisti in proprio: 0 Azionisti in delega:

D5* delega alla persona fisica sopra indicata con il numero della scheda magica

D5* delega alla persona fisica sopra indicata con il numero della scheda magica (visione conforme al documento)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323	0	323
**D AMUNDI TRANSMISSION ACTIONS	3.262	0	3.262
**D AMUNDI TRANSMISSION PATRIMOINE	10.346	0	10.346
**D AP ACTIONS 1 EURO	26.903	0	26.903
**D ARCO QUANT 2	52.751	0	52.751
**D ASSURDIX	51.965	0	51.965
**D BEL EQUITY EUROPE ESG	110.895	0	110.895
**D BEL EURO FUTUR ISR	16.500	0	16.500
**D CARP DIVERSITE ACTION EURO	79.997	0	79.997
**D CNP ASSUR EUROPE CANDRIAM	148.246	0	148.246
**D CONCORDE 36 (ACTION EURO)	34.962	0	34.962
**D CFI EURLAND PREMIUM ESG	7.527	0	7.527
**D CFI SILVER AGE POCHÉ COR.	897.296	0	897.296
**D DIEZE	6.724	0	6.724
**D DNCA ACTIONS EURO PME	413.567	0	413.567
**D DNCA ACTIONS SMALL ET MID CAP EURO	254.750	0	254.750
**D DNCA SRI EURO QUALITY	1.872.723	0	1.872.723
**D ECOFI Avenir PLUS	36.000	0	36.000
**D ECOFI ENDURANCE EURO	10.000	0	10.000
**D EUREUIL PROFIL 15 ACTIONS)	139.584	0	139.584
**D EUREUIL PROFIL 40 ACTIONS EUR	518.469	0	518.469
**D EGBACHE DIVERSITE	31.815	0	31.815
**D EMBARGE ETHIQUE ACTIONS	30.638	0	30.638
**D FC CARPEMO (ACTIONS EURO)	93.300	0	93.300
**D FCP CARP - INPO	181.496	0	181.496
**D FCP EUREUIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCP GROUPAMA PHARMA DIVERSITE	53.000	0	53.000
**D FDN AMUNDI	68.557	0	68.557
**D FGJ ACTIONS EUROPE LM A	9.929	0	9.929
**D GLOBAL MULTI-FACTOR EQUITY FUND	4.298	0	4.298
**D GROUPAMA Avenir EURO	2.081.936	0	2.081.936
**D GROUPAMA CR Avenir EUROPE	134.772	0	134.772
**D GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	47.000	0	47.000
**D HBC EUROPE SMALL & MID CAP	105.216	0	105.216
**D HYANOS ISR	7.800	0	7.800
**D IZC ACTIONS	410.000	0	410.000
**D IP ACTIONS EURO	11.750	0	11.750
**D LBPM 3 MOIS	712.676	0	712.676
**D LBPM ISR ACTIONS 80	33.080	0	33.080
**D LBPM ISR ACTIONS EURO LARGE CAP	186.154	0	186.154
**D LBPM ISR ACTIONS EURO MIN VOL	1.224	0	1.224
**D LBPM ISR STRATEGIE PEA 1	3.211	0	3.211
**D LBPM ISR STRATEGIE PEA 2	5.401	0	5.401
**D LCL ACTIONS EURO CORE+	34.377	0	34.377
**D LCL ACTIONS MONDÉ HORS EUROPE EURO	94.322	0	94.322
**D MONGELAS	27.096	0	27.096
**D OPTILIZ VIE OPPORTUNITES	26.293	0	26.293
**D OESTUM GOVERNANCE FOR CLIMAT	27.563	0	27.563
**D OESTUM SRI EUROPE EQUITY	94.488	0	94.488
**D PEPAR PROG (ACTIONS EUROPE)	28.987	0	28.987
**D FLURI-INVESTISSEMENTS	1.630	0	1.630

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D51 delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla protezione azionista)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

1.993

Teste:

Azionisti in proprio: 0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D RENAULT CREANERARS. SOLID 'AIR	17.000	0	17.000
**D RICHELIEU GLOBAL INNOVATION	11.612	0	11.612
**D RL FREVOYANCE (ACTIONS EUROEE)	54.868	0	54.868
**D ROFS EURO F	77.123	0	77.123
**D ROFS-SMART INDEX EURO	89.523	0	89.523
**D RSRC ACTIONS FACTION EURO)	193.978	0	193.978
**D SAILO INVESTISSEMENT	12.733	0	12.733
**D SAFARI DYNAMIQUE (ACTIONS EUROPE ESG)	58.100	0	58.100
**D SATER PASTEUR	20.604	0	20.604
**D TOCQUEVILLE FINANCE ISR	7.300	0	7.300
**D TOMESCHUS MITOCS EURO ISR	141.942	0	141.942
**D TOTALENERGIES ISR 100	15.637	0	15.637
**D TOTALENERGIES DIVERSIFIE EQUILIBRE ET SOLIDAIRE	74.294	0	74.294
**D VILLIERS DIAPASON	23.189	0	23.189
**D VIVACCIO ISR ACTIONS	154.499	0	154.499
**D WORLD ENTITIES	1.849	0	1.849
**D AF CLIMATE TRANSITION GLOBAL EQUITY	1.394	0	1.394
**D AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB	31.902	0	31.902
**D AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	28.126	0	28.126
**D AMUNDI ETHE MIB	394.572	0	394.572
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	19.843	0	19.843
**D AMUNDI FUNDS - EUROPEAN EQUITY FACTORS EURO	2.498	0	2.498
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	175.896	0	175.896
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	25.548	0	25.548
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	28.783	0	28.783
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	312.409	0	312.409
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE	15.531	0	15.531
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY	2.032.119	0	2.032.119
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	423.973	0	423.973
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS	946.923	0	946.923
**D AMUNDI INDEX MSCI EMU SRI	102.173	0	102.173
**D AMUNDI INDEX MSCI EUROPE	211.588	0	211.588
**D AMUNDI INDEX MSCI EUROPE SRI	813.691	0	813.691
**D AMUNDI INDEX MSCI WORLD	61.233	0	61.233
**D AMUNDI INDEX MSCI WORLD SRI	19.132	0	19.132
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.083	0	6.083
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.626	0	4.626
**D AMUNDI NSCI EMU ESG CTS NET ZERO AMBIT	12.913	0	12.913
**D AMUNDI NSCI EMU ESG LEADERS SELECT	550.135	0	550.135
**D AMUNDI NSCI EMU ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI NSCI EUROPE CLIMATE TRANSIT CTB	30.057	0	30.057
**D AMUNDI NSCI EUROPE EX-SANTE	9.832	0	9.832
**D AMUNDI NSCI WORLD CLIMATE PARIS ALIG EBB	55.515	0	55.515
**D AMUNDI NSCI WORLD CLIMATE TRANSITION CTB	4.523	0	4.523
**D AMUNDI NSCI WORLD ESG UNIVERSAL SELECT	3.536	0	3.536
**D AMUNDI PRIME EUROZONE	359	0	359
**D AMUNDI STOXX EUROPE 600	12.230	0	12.230
**D AXIOM EUROPEAN BANKS EQUITY	454.327	0	454.327
**D CANDRIAM EQUITIES L - EMU INNOVATION	300.759	0	300.759
**D CANDRIAM EQUITIES L - EUROPE INNOVATION	117.248	0	117.248
**D CANDRIAM EQUITIES L - EUROPE OPTIMUM QUALITY	354.086	0	354.086
	1.029.811	0	1.029.811



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2 DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.993 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (queste due effettivi alla votazione) e
AL rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.993 Teste:
Azionisti in proprio: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

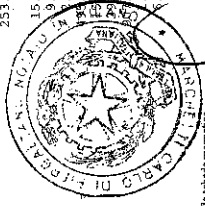
Compone	Tot. Voti	Proprio	Delega
**D CARIFLAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	220.776	0	220.776
**D CARIFLAM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	2.272.508
**D CARIFLAM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D CARIFLAM SUSTAINABLE EQUITY EMU	1.048.161	0	1.048.161
**D CLEOME INDEX - EMU EQUITIES	34.859	0	34.859
**D CLEOME INDEX - EUROPE EQUITIES	76.225	0	76.225
**D CORDIUS WORLD EQUITIES QUALITY	13.875	0	13.875
**D FONDACO LUX GLOBAL EQUITIES	151.999	0	151.999
**D G FUND - AVENIR SMALL CAP EURO	410.341	0	410.341
**D G FUND - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D INDEXIO FACTORS SUSTAINABLE EMU EQUITY	685	0	685
**D INDEXIO FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D LOF GLOBAL FINTECH	162.500	0	162.500
**D LOF TARGETNETZERO EUROPE EQUITY	3.636	0	3.636
**D LUXCELLENCE-HELVETIA EUROP EQUITY	6.920	0	6.920
**D NEF ETHICAL BALANCED DYNAMIC	321.765	0	321.765
**D OREMARKETS AMUNDI FLEXIBLE INCOME FUND	26.253	0	26.253
**D OREMARKETS AMUNDI INCOME OPP FD	48.091	0	48.091
**D R MONTUOLI INVESTISSEMENTS FOLL AXA	18.300	0	18.300
**D RCO LUX MONTUOLI INVEST FOLL AMUNDI	4.766	0	4.766
**D RETHINKING EUROPEAN GLOBAL ESG GROWTH FUND	3.381	0	3.381
**D RETHINKING EUROPEAN GLOBAL ESG GROWTH FUND	10.000	0	10.000
**D AMUNDI EUROPEAN GIBB - SUBINVEST 43	175.132	0	175.132
**D AMUNDI TOP WORLD	8.360	0	8.360
**D AMUNDI BELFORTOLIO	8.360	0	8.360
**D VPM-SPECIAL AMUNDI	290.000	0	290.000
**D AMUNDI DIVIDENDO ITALIA	14.394	0	14.394
**D AMUNDI ESG SELECTION BILANCIATO	5.934	0	5.934
**D AMUNDI ESG SELECTION CONSERVATIVO	1.704	0	1.704
**D AMUNDI ESG SELECTION DINAMICO	24.739	0	24.739
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	4.129	0	4.129
**D AMUNDI PROG INC REALE 2026	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2025	4.131	0	4.131
**D AMUNDI PROGETTO INCOME 2026 DUE 20121	884	0	884
**D AMUNDI PROGETTO INCOME 2028	3.308	0	3.308
**D AMUNDI PROGETTO INCOME AGOSTO 2026	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027	3.063	0	3.063
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	1.114	0	1.114
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.144	0	1.144
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	61.500	0	61.500
**D AMUNDI VALORE ITALIA PIR	2.372	0	2.372
**D FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	54.955	0	54.955
**D ASR ISTITUTI FONDSSEN EUR ANNELEN	6.431	0	6.431
**D COOPERATIE KILVENBLAD VERKERKINGEN U.A.	6.067	0	6.067
**D ELAVERBLAD SCHAEVERKERKINGENMAATSCHAPPI	20.337	0	20.337
**D SEA MAJORIE BLACKROCK	8.056	0	8.056
**D SEVILLINGEN AMUNDI ESGG RE ANNELEN	5.829	0	5.829
**D ST EFED MAJORIE BLACKROCK	2.930	0	2.930
**D ST EFED MAJ MAJORIE BLACKROCK	7.829	0	7.829
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	4.565	0	4.565
**D ST PF VOOR DE ARCHITECTENBUREAU-DMS AMU	6.173	0	6.173
**D ST. PF VOOR DE ARCHITECTENBUREAU-DMS SS	3.160	0	3.160
**D CRELAN INVEST BALANCED	3.160	0	3.160

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CHELAN INVEST DYNAMIC	1.527	0	1.527
**D EDR GLOBAL EQUITIES ROT - DBI	6.866	0	6.866
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	2.172	0	2.172
**D EDR SICAV - EQUITY EURO SOLVE	63.407	0	63.407
**D EDR SICAV - EURO SUSTAINABLE EQUITY	1.106.050	0	1.106.050
**D EDR SICAV - EUROPEAN INFREVENTS	9.430	0	9.430
**D EDR SICAV	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620	0	205.620
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	38.158	0	38.158
**D HELVETIA I EUROPA	43.100	0	43.100
**D MEDIOBANQUE FONDI SGR - FLESSIBILE FUTURO ITALIA	1.760.000	0	1.760.000
**D MEDIOBANQUE GESTION FONDI SGR - FLESSIBILE SVILUPPO ITALIA	300.000	0	300.000
**D ALLIANZ AGIUNI ITALIA ALL STARS LL STARS	440.000	0	440.000
**D ALLIANZ ITALIA 50 SPECIAL	13.000	0	13.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	38.812	0	38.812
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	3.848	0	3.848
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	46.592	0	46.592
**D AEN AMRO FUNDS	45.826	0	45.826
**D ALLEANZA ASSICURAZIONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.190	0	14.190
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
**D ISHARES EURO STOXX UCITS ETF (DE)	232.217	0	232.217
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 UCITS ETF DE	1.062.535	0	1.062.535
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	354.467	0	354.467
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	13.231	0	13.231
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	5.898	0	5.898
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	2.342	0	2.342
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	6.196	0	6.196
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	13.447	0	13.447
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	22.307	0	22.307
**D THE MONETARY AUTHORITY OF SINGAPORE	24.635	0	24.635
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	3.884	0	3.884
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	1.762.016	0	1.762.016
**D FLORISH INVESTMENT CORPORATION	83.927	0	83.927
**D ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	10.606	0	10.606
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAO	1.526.365	0	1.526.365
**D ISHARES II PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES II PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES II PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D ISHARES VI PUBLIC LIMITED COMPANY	159.961	0	159.961
**D MISTOMTREE ISSUER IC3V	1.588	0	1.588
**D AUSTRALIAN RETIREMENT TRUST	253.418	0	253.418
**D HAS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	714	0	714
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	15.221	0	15.221
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	9.553	0	9.553
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	1.013	0	1.013
**D AWARE SUPER	495.837	0	495.837
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412	0	15.412
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	39.513	0	39.513
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	0.045	0	0.045
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.387	0	1.387
**D SPDR SP WORLD EX AUSTRALIA FUND	6.007	0	6.007



Attesto: 1.993 Tesse: 0 Azionisti in proprio: 1.993
Attesto: 2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.993 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata da posizioni assenti)
BL* rappresenta l'agente alla persona fisica sopra indicata con il numero della scheda magnetica

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D NEW AIRWAYS PENSION SCHEME	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	332.331	0	332.331
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	78.823	0	78.823
**D INTERNATIONAL MONETARY FUND	38.260	0	38.260
**D ALLIANZ ACTIONS EURO PREETI	100.558	0	100.558
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812	0	98.812
**D DWS INVESTMENT GMBH FOR DWS OI EUROZONE EQUITY	28.388	0	28.388
**D DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	5.396	0	5.396
**D ISHARES MSCI EAFE INTERNATIONALINDEX FUND	364.355	0	364.355
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	1.307.308	0	1.307.308
**D ISHARES MSCI ACWI ETF	139.975	0	139.975
**D ISHARES MSCI ACWI EX U.S. ETF	103.342	0	103.342
**D ISHARES GLOBAL FINANCIALS ETF	24.001	0	24.001
**D ISHARES MSCI EUROZONE ETF	826.089	0	826.089
**D ISHARES EUROPE ETF	96.874	0	96.874
**D ISHARES MSCI EAFE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE VALUE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI KOSQAI ETF	2.072	0	2.072
**D ISHARES MSCI EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI ITALY ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES ESG ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE INDEX	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.405	0	937.405
**D ISHARES MSCI INTL SIZE FACTOR ETF	35.040	0	35.040
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES CORE MSCI EAFE ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177	0	11.177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11.431	0	11.431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418	0	1.418
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646	0	6.646
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	221.944	0	221.944
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	10.293	0	10.293
**D MATB MSCI KOSQAI INDEX MOTHER FUND	7.803	0	7.803
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF	6.687	0	6.687
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	5.058	0	5.058
**D AXA IM ETF ICAY	2.877	0	2.877
**D MFEJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4.698	0	4.698
**D INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092	0	145.092
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINHEON SGBB CARBON FOCUS	6.462	0	6.462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	20.208	0	20.208
**D AXA IN EQUITY TRUST	245.000	0	245.000
**D AMERICAN BUREAU OF SHIPPING	339	0	339
**D AMERICAN BUREAU OF SHIPPING	33.033	0	33.033
**D RFX SAVINGS FUND MASTER TRUST	166.560	0	166.560
**D BEAR GREEK IMC	9.577	0	9.577
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	18.172	0	18.172

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Azionisti: 1.993 Teste: 0 Azionisti in delega: 2

Azionisti in proprio: 1.993

DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

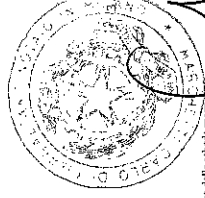
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LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CHINAMCO MSCI EUROPE QUALITY HEDGED TO USD ETF	1.713	0	1.713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71.501	0	71.501
**D BMO MSCI EAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI ACWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	16
**D BMO MSCI EAFE ESG LEADERS INDEXETF	4.537	0	4.537
**D THE CAPTIVE INVESTORS FUND	289.530	0	289.530
**D THE ALKERMES MASTER FUND LIMITED	3.886	0	3.886
**D THE COPIE INVESTORS FUND	66.800	0	66.800
**D CRODEMIO COMMON COUNCIL FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	558.489	0	558.489
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	23.779	0	23.779
**D CENTRAL PROVIDENT FUND BOARD	1.685	0	1.685
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	24.095	0	24.095
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	698.853	0	698.853
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	97.117	0	97.117
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	1.357	0	1.357
**D CAISSE DE DEPOT ET PLACEMENT DUBOIS	1.491	0	1.491
**D DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	1.379	0	1.379
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.536	0	1.536
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	35.236	0	35.236
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	254.686	0	254.686
**D CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	5.458	0	5.458
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	673.250	0	673.250
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0	240.916
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMOB INVESCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	2.604	0	2.604
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	20.886	0	20.886
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	2.604	0	2.604
**D PARKER FOUNDATION INC	1.804	0	1.804
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	43.481	0	43.481
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	27.816	0	27.816
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	3.768	0	3.768
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	52.216	0	52.216
**D FRANKLIN TEMPLETON ICAV	6.490	0	6.490
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	324	0	324
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUND	2.156	0	2.156
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	21.030	0	21.030
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	5.264	0	5.264
**D FIDELITY EUROPE FUND	57.650	0	57.650
**D FIDELITY SELECT GLOBAL FINANCIAL SERVICES FUND	70.372	0	70.372
**D FIDELITY SELECT GLOBAL FINANCIAL SERVICES FUND	23.810	0	23.810
**D FIDELITY LONGTERM LEADERS FUND	3.598	0	3.598
**D FIDELITY DISRUPTORS CLASS	3.167	0	3.167
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	7.338	0	7.338
**D FIDELITY INTERNATIONAL EQUITY MULTIBASSET BASE FUND	609	0	609
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	438.280	0	438.280
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	201.583	0	201.583
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	56.079	0	56.079
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280	0	216.280
**D GAM STAR FUND PLC	141.800	0	141.800
**D RUSSELL INVESTMENT COMPANY FANMANAGED INTERNATIONAL EQUITY FUND	586.119	0	586.119
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439	0	5.439



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2 DPT delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.993 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica)
0 Azionisti in delega
1.993 Azionisti in proprio: 0

Azionisti: 1.993 Totale: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GOVERNMENT PENSION INVESTMENT FUND	3.313.141	0	3.313.141
**D AMERICAN FUNDS INSURANCE SERIES/INTERNATIONAL FUND	1.271.778	0	1.271.778
**D AMERICAN FUNDS INSURANCE SERIES/GLOBAL GROWTH FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIES/GLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIES/GLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.805	0	8.805
**D TANGERINE BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D TANGERINE BALANCED GROWTH PORTFOLIO	7.344	0	7.344
**D TANGERINE EQUITY GROWTH PORTFOLIO	9.662	0	9.662
**D FIRST CHURCH OF CHRIST SCIENTIST	12.564	0	12.564
**D TEMS/AMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	738	0	738
**D TEMS/AMERICA INTERNATIONAL EQUITY INDEX VP	24.199	0	24.199
**D JNL/MELLON MSCI WORLD INDEX FUND	3.101	0	3.101
**D JNL/JPMORGAN GLOBAL ALLOCATION FUND	83	0	83
**D JNL/DEA INTERNATIONAL CORE EQUITY FUND	15	0	15
**D SUNAMERICA SERIES TRUST SA JEM DIVERSIFIED BALANCED PORTFOLIO	18.298	0	18.298
**D SEASONS SERIES TRUST SA JEM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	1.259
**D SUNAMERICA SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	82.908
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	3.099	0	3.099
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.799	0	55.799
**D SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	26.772	0	26.772
**D OPENWORLD PUBLIC LIMITED COMPANY	8.674	0	8.674
**D KULSTADT INVESTMENT OPPORTUNITIES FUND	4.568	0	4.568
**D KULSTADT WORLD MANAGER FUNDS/ELC	107.258	0	107.258
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	393	0	393
**D INVESCO EOV EUROPEAN EQUITY FUND	1.507.758	0	1.507.758
**D INSTITUTIONAL RETIREMENT TRUST	751.371	0	751.371
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.104.169	0	1.104.169
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	1.352.751	0	1.352.751
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	3.352	0	3.352
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	137.892	0	137.892
**D LACERA MASTER OPEB TRUST	55.409	0	55.409
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	12.437	0	12.437
**D INTL CAPITAL/LANGLAGES/SCHLAFST WER FOR DC EUROLAND EQUITIES	29.779	0	29.779
**D LVIP BLACKROCK GLOBAL ALLOCATION FUND	90.351	0	90.351
**D LVIP SSCA INTERNATIONAL INDEX FUND	7.734	0	7.734
**D LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	94.627	0	94.627
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	19.139	0	19.139
**D SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	15.234	0	15.234
**D SPDR MSCI EAFE STRATEGIC/FACTORS/ETF	10.619	0	10.619
**D SPDR MSCI WORLD STRATEGIC/FACTORS/ETF	41.494	0	41.494
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	924	0	924
**D RIMBELINE INTERNATIONAL POOLED INDEX TRUST	1.268	0	1.268
**D RIMBELINE COLLECTIVE INVESTMENT TRUST	15.679	0	15.679
**D MOPIN INTERNATIONAL EQUITY POOL	1.163.216	0	1.163.216
**D MOPIN INTERNATIONAL EQUITY INDEX POOL	722.947	0	722.947
**D MOPIN INTERNATIONAL EQUITY INDEX POOL	26.843	0	26.843
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	29.013	0	29.013
**D MERCER QIF COMMON CONTRACTUAL FUND	21.704	0	21.704
	681.866	0	681.866

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DIP* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vocezione effettuata dalla portazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.993

Teste: 1.993

Azionisti in proprio: 0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.333	0	92.333
**D MERCER GLOBAL EQUITY FUND	207.465	0	207.465
**D MGI FUNDS PLC	36.264	0	36.264
**D MARIAGOLD TACTICAL STRATEGIES LTD	19.044	0	19.044
**D MAWER TAX EFFECTIVE BALANCED FUND	270.423	0	270.423
**D MAWER INTERNATIONAL EQUITY FUND	7.068.520	0	7.068.520
**D MERCER UCITS COMMON CONTRACTUAL FUND	25.326	0	25.326
**D MONTANA BOARD OF INVESTMENTS	317.899	0	317.899
**D MONTANA STRAT RETIREMENT PENSION SYSTEM	165.453	0	165.453
**D COMPAS CONSERVATIVE PORTFOLIO	267.484	0	267.484
**D COMPAS BALANCED PORTFOLIO	363.119	0	363.119
**D COMPAS GROWTH PORTFOLIO	295.231	0	295.231
**D COMPASS BALANCED GROWTH PORTFOLIO	205.977	0	205.977
**D COMPASS GROWTH PORTFOLIO	78.724	0	78.724
**D COMPASS MAXIMUM GROWTH PORTFOLIO	37.606	0	37.606
**D RUSSELL INVESTMENT COMPANY PLC	80.295	0	80.295
**D ARBIS INTERNATIONAL EQUITY POOL	206.455	0	206.455
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	5.612	0	5.612
**D STATE OF NEW JERSEY COMMON PENSION FUND D	1.012	0	1.012
**D JANE TAFT INGALLS JR DTD 12 6 51 FDC ATTN GARY LONEARDO	170.983	0	170.983
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	1.593	0	1.593
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	80.151	0	80.151
**D STICHTING PENSIOENFONDS MERK EN(IRE) INTEGRATIE	7.265	0	7.265
**D PES:PMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	702	0	702
**D THE INCUBATION FUND LTD	2.756	0	2.756
**D DMS INVESTMENT GMBH FOR DEAMFONDS KGFENSIONEN	5.300	0	5.300
**D DEAM-FONDS CFT	7.193	0	7.193
**D THRIVENT INTERNATIONAL INDEX PORTFOLIO	3.170	0	3.170
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	11.457	0	11.457
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	82.519	0	82.519
**D RUSSELL OVERSEAS EQUITY POOL	1.310	0	1.310
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.086	0	1.086
**D RUSSELL INVESTMENTS MULTIFACTOR INTERNATIONAL EQUITY POOL	194.428	0	194.428
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	1.794	0	1.794
**D THE BANK OF KOREA	65.700	0	65.700
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	983	0	983
**D DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	6.064	0	6.064
**D SCOTIA DIVERSIFIED BALANCED FUND	1.075	0	1.075
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	3.626	0	3.626
**D SEGA ASGI ACMI EX-USA INDEX NON-LENDING DAILY TRUST	370	0	370
**D BELTINMANCING POSTSECONDARY EDUCATION FUND	6.294.056	0	6.294.056
**D HARTFORD SCARODERS INTERNATIONAL STOCK FUND	1.746	0	1.746
**D STATE STREET EMPLOYEES' LONG-TERM CARE FUND	22.358	0	22.358
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	2.486.808	0	2.486.808
**D THE STATE OF CONNECTICUT ACTING THROUGH ITS TREASURER	127.119	0	127.119
**D SSGA SPDR ENFS EUROPE II PUBLICLIMITED COMPANY	176.855	0	176.855
**D STICHTING PENSIOENFONDS TANDAPTSEN EN TANDAPTSEN-SPECIALISTEN	112.240	0	112.240
**D SSGA SPDR ENFS EUROPE I PUBLIC LIMITED COMPANY	5.580	0	5.580
**D SIR DAVID TRENCH FUND FOR RECREATION	859	0	859
**D UNIVERSALINVESTMENTSGESellschaftMEH FOR SRV100	8.874	0	8.874
**D STATE STREET CCF		0	



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Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D TEACHER RETIREMENT SYSTEM OF TEXAS	74.405	0	74.405
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TJ-NONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D TJ-QUALIFIED LLC	41.581	0	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D UBS (IRL) ETF PLC	239.086	0	239.086
**D DWS INVESTMENT GHH FOR DEAMFONDS PG BO	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZ AG ON BEHALF OF AXA (CHI) STRATEGY FUND - ECONOMIC TRENDS EQUITY	118.000	0	118.000
**D METZLER ASSET MANAGEMENT GHH FOR MIFONDS 415	96.408	0	96.408
**D DWS INVESTMENT GHH FOR DEAMFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED ALL CAP INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX CAPHX NORTH AMERICA INDEX ETF	7.624	0	7.624
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	244.163	0	244.163
**D WELLINGTON FOUNDED GROWTH, L.P.	151.200	0	151.200
**D WELLINGTON DURABLE ENTERPRISES, L.P.	207.428	0	207.428
**D WASHINGTON STATE INVESTMENT BOARD	288.600	0	288.600
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL EQUITY FUND	995	0	995
**D WISDOMTREE GLOBAL HIGH DIVIDEND FUND	186	0	186
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	1.240	0	1.240
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	782	0	782
**D WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	9.357	0	9.357
**D THE WELLINGTON TR CO NML ASSOCIATION MULTIPLE COLLECTIVE INVEST FSTR II	470.584	0	470.584
**D THE WELLINGTON TR CO NML ASSOCIATION MULTIPLE COLLECTIVE INVEST FSTR I	903.468	0	903.468
**D NICH DURABLE COMPANIES PORTFOLIO	1.797.645	0	1.797.645
**D NEW YORK STATE TEACHERS' RETIREMENT SYSTEM	868.618	0	868.618
**D ENCORE ANNUITY INSURANCE COMPANY	22.131	0	22.131
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431	0	1.694.431
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	25.370	0	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	300	0	300
**D ZURICH INVEST ICAP	56.109	0	56.109
**D SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	2.592.899	0	2.592.899
**D SSB MSC1 EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D SSB MSC1 ACWI-EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	11.039	0	11.039
**D STATE STREET TOTAL RETURN VIS FUND	5.510	0	5.510
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD DEVELOPED WORLD STOCK INDEX FUND	376.852	0	376.852
**D VANGUARD DEVELOPED MARKETS INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D INVESCO EQV INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KAISER FOUNDATION HOSPITALS	2.376	0	2.376
**D KAISER PERMANENTE GROUP TRUST	7.118	0	7.118
**D HC CAPITAL TRUST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	12.251	0	12.251
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.931	0	1.931
**D HC CAPITAL TRUST - THE CATHOLIC SRI GROWTH PORTFOLIO	344	0	344
**D SCHWAB INTERNATIONAL EQUITY ETF	1.083.931	0	1.083.931

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCE TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D FEDERATED KAUFMANN SMALL CAP FUND	1.132.500	0	1.132.500
**D FEDERATED KAUFMANN SMALL CAP FUND	55.930	0	55.930
**D FIDELITY RUTLAND SOURCE FUND II STRATEGIC ADVISERS INT FUND	351.102	0	351.102
**D FIDELITY RUTLAND SOURCE FUND II STRATEGIC ADV FIDELITY INT FUND	929.491	0	929.491
**D PENSION BENEFIT GUARANTY CORPORATION	27.313	0	27.313
**D INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LP PRIVATRENTAKTIEN	18.000	0	18.000
**D UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KEPT UNIVERSAL FUNDS	23.087	0	23.087
**D MFS CAPITALANLAGEGESELLSCHAFT MBH FOR RENTSCHEINSPONS	62.483	0	62.483
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	123.579	0	123.579
**D IFM 401(K) PLUS PLAN TRUST	11.056	0	11.056
**D IFM 401(K) PLUS PLAN TRUST	2.069	0	2.069
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	3.828	0	3.828
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	66.772	0	66.772
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	2.576	0	2.576
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D SSB CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.378	0	18.378
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AB VFSF AB GLOBAL RISK ALLOCATION/MODERATE PORTFOLIO	133	0	133
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554
**D IBM RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	4.122	0	4.122
**D TLACREF RETIREMENT EQUITIES FUND	782.803	0	782.803
**D TRUST II BAILLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	850.069	0	850.069
**D BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	1.197.013	0	1.197.013
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	35.112	0	35.112
**D STATE OF MINNESOTA	65.769	0	65.769
**D MERCER NORUS CORE EQUITY FUND	257.790	0	257.790
**D RUSSELL INVESTMENT CO II PLC	37.346	0	37.346
**D SPDR PORTFOLIO EUROPE ENF	26.037	0	26.037
**D SPDR PORTFOLIO EUROPE ENF	1.283	0	1.283
**D MORGAN STANLEY INSTITUTIONAL INVESTMENT TRUST - GLOBAL STRATEGIST PORTFOLIO	323.377	0	323.377
**D MORGAN STANLEY VARIABLE INSURANCE FUND - MSCI WORLD LEADERS SR PORTFOLIO	12.967	0	12.967
**D THE WELLINGTON TR CO M&I ASSOCIATED COLLECTIVE INVESTMENT FUS IR	1.674	0	1.674
**D MTON COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	225.746	0	225.746
**D SPDR PORTFOLIO EUROPE ENF	12.949	0	12.949
**D SPDR PORTFOLIO EUROPE ENF	25.556	0	25.556
**D M INTERNATIONAL EQUITY FUND	21.430	0	21.430
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	64.769	0	64.769
**D COLUMBIA THREADNEEDLE (UK) LCVCI - CT SELECT EUROPEAN EQUITY FUND	441.847	0	441.847
**D M&G INVESTMENT FUNDS (LI) - M&G EUROPEAN SUSTAIN EAFIS ALIGNED FUND	57.135	0	57.135
**D STICHTING PHILIPS PENSIONFONDS	1.331.335	0	1.331.335
**D STICHTING PHILIPS PENSIONFONDS	10.867	0	10.867



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2

Tesser:

1.993

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

Dg* delega alla persona fisica sopra indicata con il numero della scheda magnetica (contiene efficacia del presente esito)

D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (contiene efficacia del presente esito)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
FAVOREVOLI

Corrente	Tot. Voti	Proprio	Delega
**D VOW PENSIONS TRUST	5.449	0	5.449
**D NATIONAL EMPLOYMENT SAVINGS TRUST	54.480	0	54.480
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	398.016	0	398.016
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ. INDEX FND UK	15.446	0	15.446
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	39.284	0	39.284
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802	0	5.802
**D HSBC BANK PLC AS TRUSTEE OF STATE STREET AMT EUROPE EX UK S GREENED INDEX EQUITY FUND	495.479	0	495.479
**D NAWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	12.817	0	12.817
**D NAWEST ST JAMES'S PLACE GLOBAL EQUITY UNIT TRUST	54.857	0	54.857
**D FAMILY INVESTMENTS CHILD TRUST FUND	12.696	0	12.696
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONAL FUND	9.670	0	9.670
**D FP RUSSELL INVS ICVC FP RUSSELLINVS INT GROWTH ASSETS FUND	990	0	990
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	610.196	0	610.196
**D MNER INTERNATIONAL EQUITY POOLED FUND	2.561.411	0	2.561.411
**D MOUNT HANTON INVESTMENTS LIMITED	272.161	0	272.161
**D FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	103.465	0	103.465
**D PRINCIPAL LIFE INSURANCE COMPANY	465.748	0	465.748
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	39.003	0	39.003
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	10.573	0	10.573
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	36.522	0	36.522
**D EURIZON GLOBAL LEADERS	40.012	0	40.012
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	138.150	0	138.150
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	236.503	0	236.503
**D EURIZON AM FLEXIBLE TRILGY	225.852	0	225.852
**D EURIZON AM GLOBAL MULTIASSET 30	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASSET II	9.233	0	9.233
**D EURIZON AM OBIETTIVO CONTROLLO	3.664	0	3.664
**D EURIZON AM OBIETTIVO STABILITA'	4.112	0	4.112
**D EURIZON AM RILANCIO ITALIA TR	2.103	0	2.103
**D EURIZON AM RITORNO ASSOLUTO	19.833	0	19.833
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	178.649	0	178.649
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	165.903	0	165.903
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	32.750	0	32.750
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	54.313	0	54.313
**D EURIZON AM TR MEGATREND	21.001	0	21.001
**D EURIZON AM TR MEGATREND II	10.490	0	10.490
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	1.890	0	1.890
**D EURIZON PIR ITALIA AZIONI	10.218	0	10.218
**D EURIZON AZIONI ITALIA	18.703	0	18.703
**D EURIZON PROGETTO ITALIA 40	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 70	105.584	0	105.584
**D DWS MULTI ASSET PIR FUND	150.509	0	150.509
**D XTRACKERS	57.000	0	57.000
**D EURIZON AM SICAV	674.989	0	674.989
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	14.313	0	14.313
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	73.713	0	73.713
**D BLACKROCK GLOBAL INDEX FUNDS	2.064	0	2.064
	35.348	0	35.348

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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.993 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vocezione effettuata alla portazione assistita)

0 Azionisti in delega: RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

1.993 Teste:

0 Azionisti in delega:

Azionisti:

Azionisti in proprio:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Approvazione del bilancio dell'esercizio 2023 e presentazione del bilancio consolidato
FAVOREVOLI

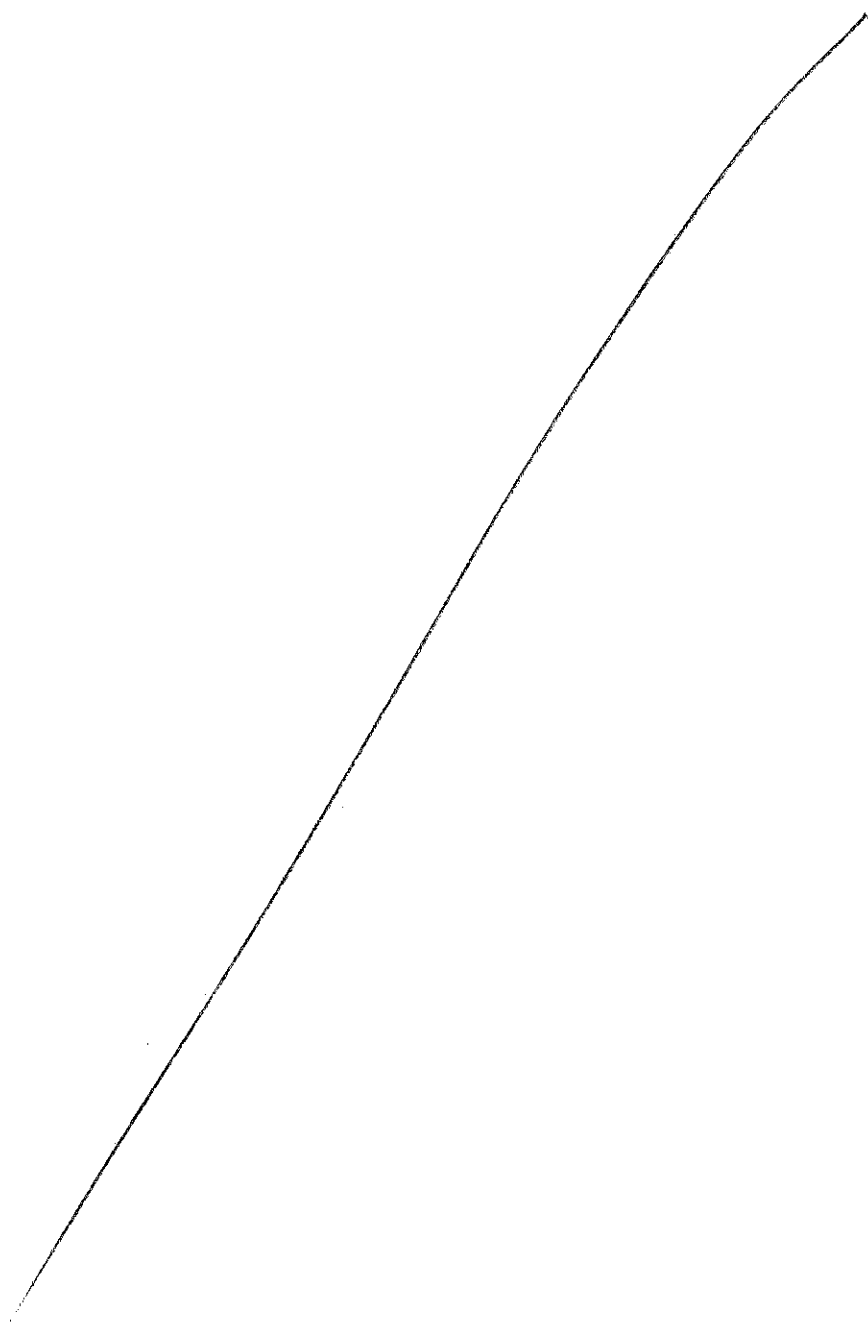
Cognome	Tot. Voti	Proprio	Delega
**D BERENBERG EUROZONE FOCUS FUND	67.866	0	67.866
**D DBS LUX FUND SOLUTIONS	1.459.299	0	1.459.299
**D EUREX SIFER WELTONUS ESG	15.670	0	15.670
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069	0	163.069
**D AXA WORLD FUNDS SICAV	5.361.915	0	5.361.915
**D EURIZON FUND	415.045	0	415.045
**D EURIZON NEXT 2.0	29.253	0	29.253
**D MULTISRAND SICAVSIF	15.470	0	15.470
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	33.077	0	33.077
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	23.417	0	23.417
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	221.005	0	221.005
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	107.204	0	107.204
**D EPSILON ASSOCIATI SER - EPSILONSER OVALUE	1.907	0	1.907
**D MULTIFLEX SICAV	73.908	0	73.908
**D GOLDMAN SACHS FUNDS	6.188	0	6.188
**D EURIZON INVESTMENT SICAV	13.166	0	13.166
**D OSSIAM LUX	18.563	0	18.563
**D EURIZON GLOBAL INVESTORS FUND	730.075	0	730.075
**D ALLIANZ GLOBAL PENSION INVESTMENTS	624.730	0	624.730

Totale voti 482.196.377
Percentuale votanti % 99,970102
Percentuale Capitale % 78,919285

Azionisti: 1.993
Azionisti in proprio: 0
Teste: 1.993
Azionisti in delega:



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2
1.993
DIP delega alla persona fisica sopra indicata con il numero della scheda personale
**D delega alla persona fisica sopra indicata con il numero della scheda personale
RL* rappresenta la parte della persona fisica sopra indicata con il numero della scheda personale



Assemblea Ordinaria del 24 aprile 2024ESITO VOTAZIONEOggetto : **2. Destinazione del risultato dell'esercizio 2023**

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° **482.538.485** azioni ordinarie pari al **78,975276** % del capitale sociale riferibili a **1.998** soggetti aventi diritto al voto.

**Hanno votato:**

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	479.240.301	99,316493	99,316493	78,435475
Contrari	3.282.926	0,680345	0,680345	0,537304
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276

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.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

- Cognome
- 2 COMPUTERSHARE SPA RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-MOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI
 - **D VILLIERS ACTIONS EUROPE CANDRIAM
 - **D IRCANTEC ACTIONS EUROPE CANDRIAM 2
 - **D IRCANTEC ACTIONS EUROPE AXA IM
 - **D IRCANTEC PAR ARONDI
 - **D FCP VILLIERS ACTIONS EUROPE CPER AM

Totale voti 3.282.926
Percentuale votanti % 0,680345
Percentuale Capitale % 0,537304

CONTRARI

Tot. Voti	Proprio	Delega
0	0	0
1.634.530	0	1.634.530
685.033	0	685.033
500.000	0	500.000
2.418	0	2.418
460.945	0	460.945



Pagina 1
2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
5 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettiva alla posizione assente)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:
Azionisti in proprio: 5
Tester: 0
Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome		Tot. Voti		Delega	
2	COMPUTERSHARE SPA RAPPR. DESIGNATO IN QUALITÀ DI SUEDELEGATO 135-NOVIES (ST. TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0	0
**D. TOLLESON INTERNATIONAL EQUITY LP:		15.258	0	15.258	0
Totale voti		15.258	0	15.258	0
Percentuale votanti %		0,003162	0	0,003162	0
Percentuale Capitale %		0,002497	0	0,002497	0

ASTENUTI

Azionisti:		Pagina 2	
Azionisti in proprio:		1	DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
		0	**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presenza assistita)
		1	RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HELIOS	85.061	0	85.061
**D STICHTING AMOLD DELHALZE PENSION	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UI-NSMPT-BAP-FONDS	1.366	0	1.366
**D AZINUT CAPITAL MANAGEMENT SGR S.P.A.	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D JEPAM ISR AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENDACTIS ISR	40.189	0	40.189
**D ERI BAYERNINVEST FONDS AKTION EUROPA	17.520	0	17.520
**D ECEPAGNE CROISSANCE	475.000	0	475.000
**D BROGLIE	14.250	0	14.250
**D AGPI ACTIONS EUROPE	485.558	0	485.558
**D AXA VALEURS EURO	486.000	0	486.000
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D ALLIANZGI-FONDS SURPRISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D SCANDIUM	185.000	0	185.000
**D TOTALENERGIES ACTIONS EUROPEENES	351.331	0	351.331
**D PROSPERE	6.200	0	6.200
**D BNP PARIBAS ACTIONS RENDMENT ISR	41.924	0	41.924
**D INVESTISSEMENT PATRIMONIALE	66.913	0	66.913
**D RCP SODIM	21.561	0	21.561
**D AXA RA DIVERSIFIE INDICIEL 1	25.461	0	25.461
**D INVESTIGOI FLESSIBILE	4.191	0	4.191
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	52.700	0	52.700
**D FRANCE D ACTIONS 2	100.264	0	100.264
**D MH AMUNDI ACTIONS EURO	74.582	0	74.582
**D ADASIMA SOCIAL JUSTICE ALL CAP GLOBAL ETF	49.671	0	49.671
**D ARABELLE ROTHCHILD	5.250	0	5.250
**D ZWITSERLEVEN INSTITUTIONELE BELEGGENGFONDSEN - ZWITSERLEVEN DUURZAAM INDEX AANDELENFONDS EUROPA	2.268	0	2.268
**D ATCP-UI-FONDS	8.180	0	8.180
**D ACTIAM DUURZAAM INDEX AANDELENFONDS WERELD	2.398	0	2.398
**D AZ FUND 1 AZ EQUITY EUROPE	14.453	0	14.453
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	175.000	0	175.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	51.684	0	51.684
**D COMPT - EUROPE	36.544	0	36.544
**D ERAPE ACTIONS EUROPE I	26.971	0	26.971
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	2.875.416	0	2.875.416
**D CBP GROWTH SNC	4.475	0	4.475
**D BESTSELECT - OES SRI GLOBAL EQUITY	42.656	0	42.656
**D AMP INTERNATIONAL EQUITY INDEX FUND	5.000	0	5.000
**D BANSADELL 2000 FF	49.187	0	49.187
**D PHILADELPHIA GAS WORKS PENSION PLAN	340	0	340
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROUIT MASTERFONDS	1.162	0	1.162
**D BNP PARIBAS EAST JCAY PARTNERS EAST ASCL WORLD ESG FILTERED MIN TE UCITS ETF	24.933	0	24.933
**D VERTICAL INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROOKEN-UI-FONDS	1.942	0	1.942
**D SHINRAI INDEX INVESTMENT EUROPEAN EQUITY FUND	14.142	0	14.142
**D AMUNDI STOXX EUROPE 600 ESG 11 UCITS ETF	3.392	0	3.392
**D TEAM QUANT - EQUITY EUROZONE DEFI	2.311	0	2.311
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	21.007	0	21.007
	2.303	0	2.303

Pagina 4

Azionisti: 1.992 Test: 1.992 0 Azionisti in delega: 1.992

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)

RI - rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D THEAM QUANT - EQUITY WORLD DEFI	9,097	0	9,097
**D MERCER UNHEGGED OVERSEAS SHARES TRUST	393,618	0	393,618
**D ACTIAM DUREPAN INDEX AANDELENFONDUS EUROPA	44,189	0	44,189
**D MANDARINE EQUITY INCOME	3,890	0	3,890
**D INVESTITORS PIAZZA AFFARI	38,900	0	38,900
**D BNP PARIBAS ACTIONS PHE ISR	214,284	0	214,284
**D AXA OPTIMAL INCOME	374,990	0	374,990
**D CALLEANGA OBLIGAZIONARIO	139,650	0	139,650
**D FOMERAN IN EMPRESAS EPSV DE EMPLEO	1,020	0	1,020
**D FPM MULTI-MANAGER INTERNATIONAL EQUITY FUND	2,351	0	2,351
**D JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	87,329	0	87,329
**D GUIDEMARK WORLD EX-US FUND	432,688	0	432,688
**D AZIT - AZ EQUITY - NEW GENERATIONS	6,120	0	6,120
**D BNP PARIBAS EAST - MSCI EUROPE SRI S-SERIES 5 CAPPED	16,432	0	16,432
**D TWO SUPERANNUATION FUND	372,731	0	372,731
**D GENERALI ITALIA SPA	143,030	0	143,030
**D ALLIANZGI-SUBFONDS BAT-LS 2	58,949	0	58,949
**D ALLIANZGI FONDS LUNA A	575,954	0	575,954
**D RETURN	38,382	0	38,382
**D KAYNE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	4,306	0	4,306
**D AXA GENERATION EQUILIBRE	137,234	0	137,234
**D SARAOELL PLANIFICACION 25, FI	2,754	0	2,754
**D INVESTITORS LONGEVITY	22,800	0	22,800
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	249,000	0	249,000
**D ENZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	13,898	0	13,898
**D BEI GLOBAL INVESTMENT FUND- BEI EUROPEAN FINANCIAL EQUITIES L/S	30,000	0	30,000
**D DUNHAM INTERNATIONAL STOCK FUND	6,555	0	6,555
**D JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	193,090	0	193,090
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF BAYK A3-FONDS	671,000	0	671,000
**D AZIT - AZ ALLOCATION - GLOBAL GOALS	5,569	0	5,569
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	507,000	0	507,000
**D FONDAIO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	4,020	0	4,020
**D ZEPHYR - OPTIMISED PLUS 2	9,379	0	9,379
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	2,463	0	2,463
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939	0	939
**D SHAPF ACTIONS EURO IV	334,515	0	334,515
**D DRAG-BASTER-HARK 1	28,019	0	28,019
**D EQUORIS INTERNATIONAL FUND	30,669	0	30,669
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF WMB-UNIVERSAL-FONDS	224,761	0	224,761
**D INVESTARABELLA 70 - FI	720	0	720
**D ALLIANZGI S ANTEN	2,284	0	2,284
**D AXA GENERATION EUROPE ACTIONS	19,011	0	19,011
**D DNCA INVEST-EURO DIVIDEND GROWER	201,400	0	201,400
**D MERCER WHOLESALS FUNDS	645,316	0	645,316
**D TTC WORLD EQUITY FUND QP, LP	3,178	0	3,178
**D BNPP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	545,054	0	545,054
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	48,943	0	48,943
**D FERROGANTANICA 92 FP	46,970	0	46,970
**D BEVERNINVEST WPM FONDS	46,467	0	46,467
	49,000	0	49,000



Pagina 5

Delegato alla persona fisica sopra indicata con il numero della scheda proprietaria
Delegato alla persona fisica sopra indicata con il numero della scheda proprietaria (ovvero, effettivo alla possessione societaria)
Rappresentanza legale alla persona fisica sopra indicata con il numero della scheda proprietaria

Azionisti: 1.992
Azionisti in proprio: 0
Azionisti in delega: 1.992

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D PIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000
**D ERAPF ACTIONS EURO I	524.700	0	524.700
**D BANSABDELL 36, F.P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH ED	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D TEAM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D ORNISUPER	8.633	0	8.633
**D INVERSADELL 25, FI	11.997	0	11.997
**D FONECONOMISTES, FONS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D AMP WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D TEAM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FUNDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D ZEPHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.887	0	371.887
**D EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS MSCI EMU SRI S-SERIES EAD 5% CAPPED	115.371	0	115.371
**D INVO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSADELL 50, FI	6.123	0	6.123
**D INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D TEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	80.259	0	80.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600	0	17.600
**D SIMPLICITY HEDGED GLOBAL SHARE FUND	15.037	0	15.037
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	8.992	0	8.992
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	67.480	0	67.480
**D AZ FUND 1-AZ ALLOCATION-STRATEGICALANCED CATHOLIC VALUES	5.320	0	5.320
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	79.827	0	79.827
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	140.000	0	140.000
**D AZ FUND 1 AZ ALLOCATION GLOBAL	4.042	0	4.042
**D G.A.-FUND-B - EQUITY BROAD EURO P	18.124	0	18.124
**D AZ FUND 1 AZ ALLOCATION EIR ITALIAN EXCELLENCE 30	12.100	0	12.100
**D ARTIEN EUROPA - UI	9.291	0	9.291
**D INVESTITORI EUROPA	12.160	0	12.160
**D BNP PARIBAS NEXT TECH	71.736	0	71.736
**D BNP PARIBAS APOLLO MEDICAL TECH	69.980	0	69.980
**D SHIMO GLOBAL EQUITY MOTHER FUND	31.840	0	31.840
**D SHIMO GLOBAL EQUITY MOTHER FUND	76	0	76
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	94.191	0	94.191
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	90.196	0	90.196
**D FIDELITY CONCORD STREET TRUST; FIDELITY ZERO INTERNATIONAL INDEX FUND	32.601	0	32.601
**D NUTRISIA AM FUNDS	12.451	0	12.451
**D VANGUARD INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	11.516	0	11.516
**D VANGUARD INVESTMENTS IN COT-ANGUARD SRI FISE DEVELOPED WORLD II CCF	2.427.012	0	2.427.012
**D FIDELITY INVESTMENT SERIES EUROPE LIMITED COMPANY	67.045	0	67.045
**D VANGUARD INVESTMENT TRUST; FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565

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Azionisti: 1.992 Teste: 0 Azionisti in delega: 1.992
 Azionisti in proprio: 0
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
 ***D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla porzione assistita)
 RL* rappresenta l'agire alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TRUSTEM ROC EUROPE	113.776	0	113.776
**D OHRAN MARKNAD GLOBAL	16.009	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D TELSTRA SUPERANNUATION SCHEME	12.788	0	12.788
**D MSCI EQUITY INDEX FUND B - ITALY (MSIIB)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D KAPITALFORENINGEN PENSUM INVEST, FSI 3 GLOBALE AKTIER 3	32.053	0	32.053
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D TCGMIP DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 490021974	6.653	0	6.653
**D MORDEA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	147.015	0	147.015
**D MORDEA WORLD PASSIVE FUND	14.596	0	14.596
**D T. ROWE PRICE FUNDS SICAV	8.220	0	8.220
**D STITCHING PENSIONFONDS PROVISUM	1.952	0	1.952
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND B (PTEWEFF)	62.207	0	62.207
**D BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	51.260	0	51.260
**D EUROPEAN BANK OF ASIA TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	9.872.853	0	9.872.853
**D SCHRODER INTERNATIONAL SELECTION FUND	271.900	0	271.900
**D MINISTRY OF ECONOMY AND FINANCE	775	0	775
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	129.721	0	129.721
**D SEC MASTER PENSION TRUST	63.827	0	63.827
**D T. ROWE PRICE INTERNATIONAL EQUITY TRUST	7.920	0	7.920
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	700.159	0	700.159
**D ROBECO CAPITAL GROWTH FUNDS	84.841	0	84.841
**D NATIONAL PENSION INSURANCE FUND	11.403	0	11.403
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	8.199	0	8.199
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	4.077	0	4.077
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	59.254	0	59.254
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	6.981	0	6.981
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	84.598	0	84.598
**D JNL INTERNATIONAL INDEX FUND	43.162	0	43.162
**D STITCHING PENSIONFONDS VOOR HUISARTSEN	552.098	0	552.098
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	3.221	0	3.221
**D HC REMTE	23.112	0	23.112
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	65.086	0	65.086
**D DANISKE INVEST SICAV	50.030	0	50.030
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	43.797	0	43.797
**D MSCI EUROPE EQUITY INDEX FUND B (EUROSECB)	40.480	0	40.480
**D MAIN 1 - UNIVERSAL - FUNDS	630	0	630
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	15.194	0	15.194
**D EUROPEAN INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	16.439	0	16.439
**D GENERAL MOTORS PENSIONFONDS OFF	5.939	0	5.939
**D SIFERIA-FONDS	5.735	0	5.735
**D UNMURDERED FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.003	0	4.089.003
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D IBS ASSET MANAGEMENT LIFE LTD.	38.128	0	38.128
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883	0	883

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Codename	Tot. Voti	Proprio	Delega
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D IGHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	82.155	0	82.155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NBS LIMITED	4.366	0	4.366
**D MBS SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK CON MSCI AOMI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VNL) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	16.573	0	16.573
**D AVITA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D MSCI AOMI EX-U.S. IMI INDEX FUND B2	34.668	0	34.668
**D BLACKROCK CON MSCI EMER EQUITY INDEX FUND	58.661	0	58.661
**D EUROSTALANIER INDEX ESG SCREENED FUND (EURPCWB)	1.031	0	1.031
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	29.275	0	29.275
**D IGHARES WHOLESHELF SCREENED INTERNATIONAL EQUITY INDEX FUND	669.130	0	669.130
**D VGV EQUITYFONDS METALLER	3.281	0	3.281
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	283.000	0	283.000
**D NORDEA 1 SICAV	60.478	0	60.478
**D EVERUKA PENSION UNIVERSAL	219.430	0	219.430
**D VERDIPAIREFONDET EQUINOR AKSJER EUROPA	18.435	0	18.435
**D PSF	26.000	0	26.000
**D BLACKROCK INDEX SELECTION FUND	101.901	0	101.901
**D MAIN VI-UNIVERSAL-FONDS	488.617	0	488.617
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	1.210	0	1.210
**D EQ ADVISORS TRUST - EQ/AM DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	193.334	0	193.334
**D SCHRODER PENSION MANAGEMENT LIMITED	5.173	0	5.173
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	372.767	0	372.767
**D AVITA INVESTORS PORTFOLIO FUNDS ICVC AVITA INVESTORS MULTI-ASSET CORE FUND I	2.049	0	2.049
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	61.639	0	61.639
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	766.239	0	766.239
**D T. RONE PRICE GLOBAL ALLOCATION FUND	2.032.690	0	2.032.690
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	3.424	0	3.424
**D NEW YORK STATE COMMON RETIREMENT FUND	2.218.389	0	2.218.389
**D FORD PENSION UNIVERSAL	10.008	0	10.008
**D TORFIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	42.499	0	42.499
**D VANGUARD ESG INTERNATIONAL STOCK ETF	105.010	0	105.010
**D MACQUARIE INTERNATIONAL EQUITIES FUND	17.595	0	17.595
**D STRATEGIC INTERNATIONAL EQUITY FUND	7.760	0	7.760
**D AVITA LIFE & PENSIONS IRELAND DAC	22.636	0	22.636
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	55.584	0	55.584
**D F-EQUITY MANAGED BALANCED FUND	17.799	0	17.799
**D BLACKROCK CON WORLD INDEX FUND	56.663	0	56.663
**D VANGUARD TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	30.903	0	30.903
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	125.242	0	125.242
**D STELLAR INSURANCE, LTD.	2.452	0	2.452
**D AVITA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.163	0	1.163
**D AME WHOLESALE INTERNATIONAL SHARE NO.5 FUND	66.113	0	66.113
**D THE SAUDI SECOND INVESTMENT COMPANY	133.453	0	133.453

Azionisti:
Azionisti in proprio:

1.992 Teste:

02 Teste:
0 Azionisti in delega:

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2 DE* 2

2

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D LVM LANDEWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MIENSTER A.G.	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	848	0	848
**D CONNECTICOT GENERAL LIFE INSURANCE COMPANY	11.359	0	11.359
**D BOILERMAKERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D BIRELEYS ORANGE JAPAN, S.A.	36.400	0	36.400
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F44	35.975	0	35.975
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	9.911	0	9.911
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	13.466	0	13.466
**D INVESTINGFORENINGEN DANSKE INVEST EUROPA INDEXES KL	6.243	0	6.243
**D CHURCH COMMISSIONERS FOR ENGLAND	315.473	0	315.473
**D HI-KZTR-AL-FONDS	27.461	0	27.461
**D AEX FUND SERVICES PTY LTD	54.125	0	54.125
**D ONEPATH GLOBAL SHARES - LARGE CAP (UNHEGED) INDEXPOOL	93.744	0	93.744
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	10.351	0	10.351
**D IBERDROLA GLOBAL ALLOCATION FUND	40.585	0	40.585
**D IBERDROLA WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF	8.994	0	8.994
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	59.831	0	59.831
**D ACTIVA INVESTORS INVESTMENT FUNDS LCVC ACTIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	2.257.202	0	2.257.202
**D ALLIANCE-FONDS USPT	22.211	0	22.211
**D T. ROME PRICE INTERNATIONAL DISCOVERY FUND	3.286	0	3.286
**D ESG INSIGHTS WORLD EX USA FUND B	479	0	479
**D INVESTINGFORENINGEN NORDEA INVEST GLOBALE ACTIER INDEXES KL	9.581	0	9.581
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	318.613	0	318.613
**D FUNDACAO CALOUSTE GULESKIAN	16.009	0	16.009
**D VANGUARD GLOBAL WELLESLEY INCOME FUND	3.163	0	3.163
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	5.291	0	5.291
**D BUNA-UNIVERSAL-FONDS I	10.408	0	10.408
**D INVESTINGFORENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	53.626	0	53.626
**D NORDEA EUROPEAN PASSIVE FUND	96.393	0	96.393
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	5.807	0	5.807
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	1.015	0	1.015
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	31.647	0	31.647
**D ANDRA AP-FONDEN	225.326	0	225.326
**D BANCO CENTRAL DE TIMOR-LESTE (ECTL)	64.709	0	64.709
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	5.056	0	5.056
**D STICHTING SHELL PENSIONFONDS	1.128.619	0	1.128.619
**D MES INTERNATIONAL NEW DISCOVERY FUND	218.097	0	218.097
**D ROSIN 1-FONDS	113.273	0	113.273
**D MES INTERNATIONAL ALPHA PORTFOLIO, L.P.	20.704	0	20.704
**D INVESTINGFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	42.093	0	42.093
**D FLEXSHARES INTERNATIONAL GLOBAL DIVIDEND DYNAMIC INDEX FUND	8.410.207	0	8.410.207
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	63.114	0	63.114
**D 1934 GLOBAL INVESTMENT FUND LP	253.531	0	253.531
**D HI-FONDS BAV BET AKTIEN	141.879	0	141.879
**D BBN			

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	32.438	0	32.438
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	302.760	0	302.760
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	2.723	0	2.723
**D MAINSTAY WAC INTERNATIONAL RESEARCH EQUITY FUND	77.832	0	77.832
**D INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES KL	25.086	0	25.086
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL APELING DANICA PENSION - AKTIER 4	7.302	0	7.302
**D ROKOCO UMBRELLA FUND I N.V.	1.773	0	1.773
**D ENBO-FONDS	15.230	0	15.230
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL APELING DANICA LINK - INDEXES GLOBALE ANTIER	15.241	0	15.241
**D FLEXSHARES MONINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	382.712	0	382.712
**D FLEXSHARES FRÉZ INTERNATIONAL SMALL-CAP EQUITY TRUST	8.288	0	8.288
**D VALENTIA LINK	18.953	0	18.953
**D INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	11.712	0	11.712
**D FORSTA AP - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	20.065	0	20.065
**D EQUINOR PENSION	54.963	0	54.963
**D SHELL FOUNDATION	28.257	0	28.257
**D NVIT INTERNATIONAL INDEX FUND	60.000	0	60.000
**D ERK-AKTIEIN-UNIVERSAL-FONDS	9.628	0	9.628
**D EPS	3.742	0	3.742
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	2.547	0	2.547
**D LE HOLDINGS I LLC	21.771	0	21.771
**D NORDRA GLOBAL PASSIVE FUND	262.105	0	262.105
**D MI-FONDS 392	40.337	0	40.337
**D STATE OF WYOMING	84.246	0	84.246
**D ARROWSTREET GLOBAL EQUITY FUND	387	0	387
**D TREH CORPORATION	440	0	440
**D AZIMUT STRATEGIC TREND	13.400	0	13.400
**D AZIMUT TREND	145.593	0	145.593
**D BUREAU OF PUBLIC SERVICE PENSION FUND	6.896	0	6.896
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES BNP KL	1.040	0	1.040
**D FISCHER FAMILY TRUST	1.886	0	1.886
**D ISHARES ALU-COUNTRY EQUITY INDEX FUND	11.046	0	11.046
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	34.326	0	34.326
**D ANTIWORLDWIDE INTERNATIONAL INDEX FUND	4.041	0	4.041
**D OB 2	1.058	0	1.058
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI	440	0	440
**D AZIMUT TRADING	5.237	0	5.237
**D CC AND L Q 140/40 FUND	3.796	0	3.796
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	10.900	0	10.900
**D CORVICTION FATHOLOINE	66.010	0	66.010
**D BEST OF FUNDS	155.000	0	155.000
**D DOW SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	15.900	0	15.900
**D MK INV STRAT EUREKA FUND AC	49.879	0	49.879
**D ARROWSTREET EAFE ALPHA-EXTENSION TRUST FUND	3.353	0	3.353
**D ARROWSTREET INTERNATIONAL-EQUITY - EAFE EXTENSION FUND	15.230	0	15.230
**D DEKA INVESTMENT GMBH W/DK MSCI EURO CL-CH-ESG UCITS ETF	25.236	0	25.236
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/ARLDEKA	800.000	0	800.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMD CL-C-ESG UCITS ETF	24.985	0	24.985
**D DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	91.340	0	91.340



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Delega alla persona fisica sopra indicata con il numero della scheda sottostante

**D delega alla persona fisica sopra indicata con il numero della scheda sottostante. L'incarico è riservato alla persona indicata

RL: rappresentazioni legate alla persona fisica sopra indicata con il numero della scheda sottostante

2

1992

Azionisti:

Azionisti in proprio:

1992

Teste:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA INVESTMENT GBNH W/DEK.MSCI WOR.CL.CH.ESG UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GBNH W/DEKA MSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GBNH W/DEKA MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GBNH W/NAIPA-FONDS AUSCHUETUNG ELIUS	809	0	809
**D DEKA INVESTMENT GBNH W/MASTER 172 W/AKTIEEN NEERENMERTE	40.000	0	40.000
**D DEKA INVESTMENT GBNH W/DEKA MSCI EUROPE MC UCITS ETF	5.658	0	5.658
**D DEKA VERMOEGENSMANAGEMENT GBNH W/HAMB. NACHH.FD. - BEST IN PROG.	32.000	0	32.000
**D DEKA INVESTMENT GBNH W/DEKA-PRIVATVORSORGE AS	18.000	0	18.000
**D ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIOENSPAARFONDS	487.700	0	487.700
**D UNIVERSITIES SUPERANNUATION SCHEME	89.226	0	89.226
**D PEOPLE'S BANK OF CHINA	439.080	0	439.080
**D EUROFACIFIC GROWTH FUND	29.888.102	0	29.888.102
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	147.416	0	147.416
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629	0	32.629
**D JPMORGAN INVESTMENT FUNDS	32.629	0	32.629
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	1.830.884	0	1.830.884
**D CAPITAL INTERNATIONAL FUND	266.271	0	266.271
**D AMERICAN FUNDS GLOBAL BALANCED FUND	55.818	0	55.818
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.079.356	0	2.079.356
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	78.230	0	78.230
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727	0	38.727
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	11.218	0	11.218
**D AGENTIA JP	1.509.858	0	1.509.858
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	9.145.763	0	9.145.763
**D CAPITAL WORLD GROWTH AND INCOME FUND	5.355	0	5.355
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	108.689	0	108.689
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	437.795	0	437.795
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	142.000	0	142.000
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	16.643	0	16.643
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	6.500	0	6.500
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	15.125	0	15.125
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	2.734.981	0	2.734.981
**D COMFV, LLC	776	0	776
**D COMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	311.385	0	311.385
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	38.894	0	38.894
**D DEKA VALUE PLUS	173.838	0	173.838
**D DEKA VALUE PLUS	36.118	0	36.118
**D DEKA VALUE PLUS	17.762	0	17.762
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LDN)	538.229	0	538.229
**D JPMORGAN ETFS (IRELAND) ICAN-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN ETFS (IRELAND) ICAN-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	111.886	0	111.886
**D JPMORGAN ETFS (IRELAND) ICAN - EUROZONE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	23.059	0	23.059
**D TRUST & COMPANY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	76.937	0	76.937
**D ARNDT H.R. PORTFOLIOS	55.500	0	55.500
**D VICTOR INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	607	0	607
**D VICTOR DEFENSIVE	22.314	0	22.314
**D HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEEN GLOBAL GEBUNDENES DUEBENDORF	1.131	0	1.131
**D BEST INVESTMENT CORPORATION	24.722	0	24.722
**D THE KOWLOON MOTOR BUS COMPANY (1913) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D PLATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEEN GLOBAL DUEBENDORF	2.389	0	2.389
**D BEST INVESTMENT CORPORATION	49.537	0	49.537

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Azionisti: 1.992 Teste: 1.992 0 Azionisti in delega: 1.992
 Azionisti in proprio: 1.992
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
 ***D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
 RL* rappresentata l'agente alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HSBC LIFE (INTERNATIONAL) LIMITED	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D PLATO INST 1 FUND EURO EQUITY	15.612	0	15.612
**D HANG SEAG INSURANCE COMPANY LIMITED	63.163	0	63.163
**D SCHOEDER INSTITUTIONAL POOLED FUNDS	4.372	0	4.372
**D HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GESUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D KBC INSTITUTIONAL FUND SRI EURO	75.378	0	75.378
**D KBC INST FUND SRI WORLD EQUITY	41.225	0	41.225
**D HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GESUNDENES VERMOEGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYERS PENSION FUND	9.908	0	9.908
**D HSC POOLED INVESTMENT FUND - HSC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	866.067	0	866.067
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	8.239	0	8.239
**D REASSURE LIMITED	3.378	0	3.378
**D HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	289.226	0	289.226
**D PRIORS SRI	1	0	1
**D HSC POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D PLATO INST FUND SRI WORLD EQUITY	8.840	0	8.840
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	531.122	0	531.122
**D PLATO R1 WORLD	531.122	0	531.122
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	2.947	0	2.947
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	9.977	0	9.977
**D AVIVA INSTIIT INDEX FUND WORLD DEI-RDI	3.711	0	3.711
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741	0	68.741
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	52.795	0	52.795
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974	0	87.974
**D HSC GLOBAL FUNDS ICNV	513	0	513
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738	0	83.738
**D PHENIX UNIT TRUST MANAGERS LIMITED	2.485.968	0	2.485.968
**D HSC ETFs PUBLIC LIMITED COMPANY - HSC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	1.735	0	1.735
**D M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	699.208	0	699.208
**D HSC ETFs PUBLIC LIMITED COMPANY - HSC MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	7.178	0	7.178
**D AMUNDI ETF ICNV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS Etf	48.013	0	48.013
**D SPANDAO LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	92.350	0	92.350
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	93.072	0	93.072
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30-70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	5.754	0	5.754
**D IFSD MANCHESTER EUROPEAN SPECIAL SITUATIONS FUND	186.000	0	186.000
**D HSC GLOBAL INVESTMENT FUNDS	227.555	0	227.555
**D AMUNDI ETF ICNV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	114.880	0	114.880
**D AVIVA INVESTORS UK FUND SERVICES LIMITED	43.910	0	43.910
**D AMUNDI INVESTORS PASSIVE FUNDS ACS - AI 50-50 GLOBAL EQUITY INDEX FUND	82.580	0	82.580
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50-50 GLOBAL EQUITY INDEX FUND	2.125	0	2.125
**D HSC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	29.319	0	29.319
**D HSC INVESTORS PASSIVE FUNDS ACS - AI 60-40 GLOBAL EQUITY INDEX FUND	346.456	0	346.456
**D ROYAL LONDON EQUITY FUNDS ICNV - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	103.677	0	103.677
**D AXA INVESTMENT MANAGERS UK LIMITED	161.522	0	161.522
**D HSC ETFs PLC	55.442	0	55.442
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	85.260	0	85.260



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2

1.992

Azionisti:

Azionisti in proprio:

1.992

0

Teste:

Azionisti in delega:

1.992

0

Teste:

Azionisti in delega:

**D delega alla persona fisica sopra indicata con il numero della scheda allegata.

**D delega alla persona fisica sopra indicata con il numero della scheda allegata (votatore effettivo).

RI - rappresentanza legale alla persona fisica sopra indicata con il numero della scheda allegata.

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D ANUNDI ETF ICNV	22.906	0	22.906
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	10.647	0	10.647
**D INTERNATIONAL KAPITALANLAGESGELLSCHAFT MBH	514.243	0	514.243
**D ALLIANZ PV-WS RCM SVSPRO INDEXING EUROLAND	95.417	0	95.417
**D ANUNDI DEUTSCHLAND GMBH	42.117	0	42.117
**D KAIROS INTERNATIONAL SICAV-ITALIA	245.640	0	245.640
**D KAIROS INTERNATIONAL SICAV - MADE IN ITALY	134.509	0	134.509
**D THE E. M. FOUNDATION	13.000	0	13.000
**D ANTHEM MASTER TRUST	66.340	0	66.340
**D II	7.560	0	7.560
**G PREVINDAL FONDO PENSIONE	14.278	0	14.278
**D IF IST - EUROPE INDEX SRI	12.363	0	12.363
**D DEPM B	2.797.703	0	2.797.703
**D IF IST - GLOBE INDEX	114.100	0	114.100
**D AVADIS FUND - AKTIEN SMALL CAPS	22.562	0	22.562
**D AVADIS FUND-AKTIE WELT CO2 SELECT AST 2	54.172	0	54.172
**D AVADIS FUND-AKTIE WELT AST 2	1.937	0	1.937
**D MAGNESION PENSIONES, S.A., SGPP	4.844	0	4.844
**D KUTABANK PENSIONES, S.A., SGPP	12.232	0	12.232
**D LUMINA-MARSHALL & CO. S.R.L.	351.222	0	351.222
**D LUMINA-MARSHALL & CO. S.R.L. - LUMINA-LUMINA-MW SYSTEMATIC ALPHA	141.753	0	141.753
**D CHURCH OF THE HOLYCOMFORT	417.993	0	417.993
**D LUMINA MARSHALL&CFC UCITS SICAV LUMINA MW TOPMARKET NEUT	114.384	0	114.384
**D EXETER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDFOUR EMPLOYE	463	0	463
**D OVERSEAS SERIES	463	0	463
**D PRO BLEND RNOERATE TERM SERIES	117.205	0	117.205
**D PRO BLEND RNMNMK TERM SERIES	457.557	0	457.557
**D PRO BLEND EXTENDERTERM SERIES	6.961	0	6.961
**D BAKERY ANDCONFECTIONERY UNION AND INDUSTRYINTERNATIONAL PE	12.789	0	12.789
**D PRO BLENDCONSERVATIVE TERM SERIES	15.565	0	15.565
**D MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	27.396	0	27.396
**D BRUCE POWERRENEW PLAN	2.957	0	2.957
**D CCANDL U S QMARKET NEUTRAL ONSHORE FUNDII	2.075	0	2.075
**D PNC BANK NAUCUSTODIAN FOR TBN LOCAL	99.904	0	99.904
**D VIRTUS GLOBAL FUNDIS PUBLIC LTD CO	18	0	18
**D IMPERIAL INTERNATIONAL EQUITY POOL	19.940	0	19.940
**D CIBC INTERNATIONAL EQUITY INDEX ETF	7.822	0	7.822
**D CIBC INTERNATIONAL INDEX FUND	21.962	0	21.962
**D CIBC EUROPEAN INDEX FUND	1.140	0	1.140
**D CIBC EUROPEAN EQUITY FUND	29.498	0	29.498
**D CIBC INTERNATIONAL EQUITY INDEX POOL	2.938	0	2.938
**D STATE OF WISCONSIN INVESTMENT BOARD	314.136	0	314.136
**D AUTHORIDADE MONETARIA DE MACAO	921	0	921
**D BRILLIANT SCHOOLS PROVIDENT FUND	148.145	0	148.145
**D SURESLIDED SCHOOLS PROVIDENT FUND	10.803	0	10.803
**D AMERICAN ELECTRIC POWER RETIREMENT TRUST	1.968.894	0	1.968.894
**D INVESTINGSCORPINCEN NYAREDTU INVEST SURGE GLOBALE AKTI	22.615	0	22.615
**D KAPITALFORENINGEN INVESTIN PRO ACCIDAN GLOBAL VALUE	28.235	0	28.235
**D VONTORSEL NOK US EQUITY OFFSHORE MASTER LP	11.146	0	11.146
	22.527	0	22.527
	5.412	0	5.412
	454.636	0	454.636

Содержание

Coultone

*D D NATEWEST TDS DEP BNFM RM GLO EGO FUND
*D D MEADS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST
*D D SNEA FUND TRUST DEFINED BENEFIT PLAN
*D BN NY MELLON DT NSL INTERNATIONAL STOCK INDEX FUND
*D D ADVANCED SERIES TRUST ASST T ROME PRICE OPPORTUNIT
*D D TEMESQUARE CAPITAL MANAGEMENT
*D D INVESCO MARKETS II PLC
*D D GEORGIA TECH FOUNDATION INC
*D D GOLDMAN SACHS PROFIT SHARING MASTER TRUST
*D D DODGE AND CREDIT ALICITS EFF FUND
*D D VANGUARD FUND ASST T ROME PRICE OPPORTUNIT
*D D VANGUARD EUROPEAN STOCK INDEX FUND
*D D VANGUARD INTERNATIONAL GROWTH FUND
*D D GOLDMAN SACHS ENT TRUST II GOLDMAN SACHS MARKETSTRA TOTAL INTN
*D D TRACKERS MSCI EAFE ESG LEADERS EQUITY ETF
*D D WESTPATH FUNDS TRUST
*D D ALLEGHENY COLLEGE
*D D ERIE COMMUNITY FOUNDATION
*D D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST
*D D MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST
*D D OSMAN IRL ICADV
*D D MCGILL UNIVERSITY PENSION PLAN
*D D T1 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST
*D D VOYA VACS INDEX SERIES I PORTFOLIO
*D D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR
*D D DANMARKS GRONDSERINGSFOND
*D D SPERIAL GLOBAL EQUITY INCOME FOND
*D D HARRIS UNITED FOUNDATION RETIREMENT PLAN
*D D HARRIS UNITED FOUNDATION NUCLEAR DECOMMISSIONING FUND
*D D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND
*D D THE PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST
*D D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST
*D D SUPERVALU INC MASTER INVESTMENT TRUST
*D D CERVURTE INTERNATIONAL LLC
*D D CARL VICTOR PAGE MEMORIAL FOUNDATION
*D D ACHEVA VARIABLE SECURITIES HEALTH FUND
*D D STICHTING PENSIONFONDS NOTARIAAT
*D D NV HASSELUNIE
*D D DEUTSCHE DCG EQ
*D D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST
*D D GOLDMAN SACHS ASSET MANAGEMENT LP
*D D MANULIFE MULTIFUND DEVELOPED INTERNATIONAL INDEX ETF
*D D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING
*D D FLORIDA GLOBAL EQUITY FUND LLC
*D D ASROWSTREET COLLECTIVE INVESTMENT TRUST
*D D GLOBEFLEX INTERNATIONAL ALPHA EQUITIES FUND
*D D WILMINGTON GLOBAL ALPHA EQUITIES FUND
*D D TEXAS UTILITIES QUAL NDT PARTNERSHIP
*D D DMS INVESTMENT GMBH ON BEHALF OF DMS FONDS ZDV EVO

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1,992 Teste:

Aziionisti:

Azionisti:
Azionisti in proprio:

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

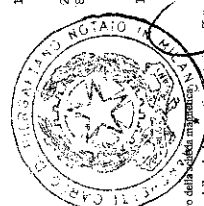
Cognome	Tot. Voti	Proprio	Delega
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	0	27.516
**D 1949 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	1	0	1
**D TD INTERNATIONAL EQUITY INDEX ETF	38.890	0	38.890
**D TD EUROPEAN INDEX FUND	3.667	0	3.667
**D ELIZABETH E RIORDAN	2.961	0	2.961
**D BRUCE P BICKNER TRUST NAWER INTL	1.142	0	1.142
**D DBB INVESTMENT LP	1.195	0	1.195
**D CHARLES A FEIGIN 2012 TRUST FBO MOR	5.105	0	5.105
**D ELIZABETH ROGSMAN	1.171	0	1.171
**D BUNRATTY HOLDINGS LLC	1.695	0	1.695
**D CAROL L BARNETT CHARITABLE REMAIND 10571068350	7.126	0	7.126
**D CAROL J BARNETT CREDIT II	3.787	0	3.787
**D RED BLAZER INVESTMENTS VENTURE LLC	5.825	0	5.825
**D OFUS FINANCIAL LLC	11.110	0	11.110
**D L BUCANINO TRUST T SMITH SR	9.323	0	9.323
**D DORIS CHRISTOPHER	41.936	0	41.936
**D MS DEFENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CATHERINE KING	1.229	0	1.229
**D JOHN MCCARTNEY	1.984	0	1.984
**D GALLI MCCLACHLAN	3.753	0	3.753
**D L SHERIFF REV TR 11 18 04 NAWER ADR	2.271	0	2.271
**D JONAS RING GIFT TRUST	3.380	0	3.380
**D JONAS RUTING	2.203	0	2.203
**D JAMES C TUCKER TR DTD 6 18 92 NAWER	2.770	0	2.770
**D SUSAN ZUCKER	2.538	0	2.538
**D TD EMERALD INTERNATIONAL EQUITY INDEX FUND	1.505	0	1.505
**D STICHTING DEPOSITARY APC DEVELOPED MARKETS EQUITY POOL	118.913	0	118.913
**D WINDWISE MSCI EAFE INDEX NON LENDING	919.623	0	919.623
**D CHARLES TEAGIN	16.657	0	16.657
**D EXEC FAMILY TRUST M FOND 11 FAMILY TRUST	1.593	0	1.593
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D BNW MELLON CF SL INTERNATIONAL STOCK INDEX FUND	48.811	0	48.811
**D BLACKROCK FUND MANAGERS LTD	48.451	0	48.451
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN WAST	540.704	0	540.704
**D 1895 FONDS STICHTING 1	87.362	0	87.362
**D COUNTY OF SANTA CLARA	36.229	0	36.229
**D VAERDIPAFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIE ETIK KL ID SPARINVEST AS FILITAL AF SPARINVEST SA	11.547	0	11.547
**D VAERDIPAFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL	6.405	0	6.405
**D VIRTUS NFI INTERNATIONAL VALUE FUND	14.511	0	14.511
**D PIONEER GLOBAL EQUITY FUND	97.062	0	97.062
**D PIONEER INTERNATIONAL EQUITY FUND	466.544	0	466.544
**D PIONEER MULTI ASSET INCOME FUND	1.018.382	0	1.018.382
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	1.142.785	0	1.142.785
**D FCT FOCUSED INVESTMENT FUND SERIES DIVERSIFIED INTERNATIONAL FUND	3.908	0	3.908
**D FCT FOCUSED INVESTMENT FUND SERIES SWAST EUROPEAN EQUITY FUND	3.437.241	0	3.437.241
**D SHILL NEDERLAND PENSIOENFONDS STICHTING	4.128	0	4.128
	2.179	0	2.179

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Azionisti: 1.992 Teste: 1.992 2 Dpr delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 0 Azionisti in delega: 1.992 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vuotazione effettuata alla postazione assistita)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D ARIZONA STATE RETIREMENT SYSTEM	171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.659	0	3.659
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D XTRACKERS MSCI KOKUSAI EQUITY ETF	5.803	0	5.803
**D KRIGHTS OF COLUMBUS MASTER TRUST	18.558	0	18.558
**D TO CAUDRIAM ESG INTERNATIONAL EQUITY ETF	9.291	0	9.291
**D INVESTINGFORENIGEN SPARINVEST INDEX EUROPA VALUE KL	8.501	0	8.501
**D CITI RETIREMENT SAVINGS PLAN	19.596	0	19.596
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	66.862
**D THE ESB PENSION FUND	13.013	0	13.013
**D ATTACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	16.272	0	16.272
**D AIB GROUP IRISH PENSION SCHEME	21.268	0	21.268
**D BANK OF KOREA	37.113	0	37.113
**D ALASKA PENSION FUND CORPORATION	12.063	0	12.063
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536	0	1.536
**D LOCKHEED DIVERSIFIED GROWTH	19.368	0	19.368
**D SIEMENS EMU EQUITIES	42.068	0	42.068
**D FLORIDA RETIREMENT SYSTEM	170.036	0	170.036
**D INVESCO EDV INTERNATIONAL EQUITY CLASS	25.731	0	25.731
**D INVESCO EUROPLUS FUND	239.594	0	239.594
**D CAPITALFORENIGEN EMO INVEST GLOBALE AKTIER III	11.770	0	11.770
**D INVESTINGFORENIGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	6.403	0	6.403
**D INVESTINGFORENIGEN NYKREDIT INVEST TANTISK ALLOKERING	5.891	0	5.891
**D INVESCO MARKETS III PLC	265	0	265
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	29.877	0	29.877
**D INVESCO FTSE RAPI DEVELOPED MARKETS EX U S ETF	22.590	0	22.590
**D ANG TIMESQUARE GLOBAL SMALL CAP FUND	900	0	900
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	11.912	0	11.912
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLAS2ETB2DRIEF	13.505	0	13.505
**D 1895 FONDS FGR	12.906	0	12.906
**D BLACKROCK LIFE LIMITED	12.182	0	12.182
**D VERTUS GLOBAL SMALL CAP FUND	65.505	0	65.505
**D EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	3.362	0	3.362
**D INVESCO FUNDS	1.256.296	0	1.256.296
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPIC DECOMMISSIONING MASTER TRUST	4.279	0	4.279
**D INVECO MARKETS II PUBLIC LTD CO	38	0	38
**D GREAT WEST INTERNATIONAL INDEX FUND	52.512	0	52.512
**D UNIVERSITY OF NOTRE DAME DU LAC	9.963	0	9.963
**D ISHARES VII PUBLIC LIMITED COMPANY	1.191.050	0	1.191.050
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	41.685	0	41.685
**D RBC FUND ADVISORS INC	178.165	0	178.165
**D INTERNATIONAL RECONSTRUCTION AND DEVELOPMENT	38.477	0	38.477
**D DIVERSIFIED INTERNATIONAL FUND	9.903	0	9.903
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INVE	237.735	0	237.735
**D PRINCIPAL FUNDS INC OVERSEAS FUND	58.346	0	58.346
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	30.398	0	30.398
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	20.265	0	20.265
	26.661	0	26.661
	151.659	0	151.659



Pagina 17

Delega alla persona fisica sopra indicata con il numero della delega (se delega) KL* rappresentanza legale alla persona fisica sopra indicata con il numero della delega (se delega)

Azionisti: 1.992
Azionisti in proprio: 0
Azionisti in delega: 1.992

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D ABB PENSION FUND	1.403	0	1.403
**D INVESCO S AND P EUROPE 350 ROLAL WEIGHT INDEX ETF	1.082	0	1.082
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	71.830	0	71.830
**D STICHTING PENSIOENFONDS ABP	9.248.388	0	9.248.388
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	86.852	0	86.852
**D HAND-COMPOSITE EMPLOYEE BENEFIT TRUST	81.666	0	81.666
**D IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	20.614	0	20.614
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	284.768	0	284.768
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	959	0	959
**D AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	520.000	0	520.000
**D XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	3.652	0	3.652
**D FLUORBERG AND PIERFITTERS NATIONAL PENSION FUND	175.060	0	175.060
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	789	0	789
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D VOYA BALANCED PORTFOLIO	672	0	672
**D THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNATE WORD CHARITABLE TRUST	32.226	0	32.226
**D COUNSEL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D ALIZONA PARKS TRUST	89.287	0	89.287
**D DMS INVESTMENT GISH ON BEHALF OF DMS FONDS BPT	89.366	0	89.366
**D TEACHER ENERGY PENSION MASTER TRUST	5.470	0	5.470
**D TEACHER RETIREMENT SYSTEM OF LOUISIANA	1.025	0	1.025
**D USMC MASTER TRUST	17.509	0	17.509
**D USMC BASIC RETIREMENT PLAN	43.385	0	43.385
**D COUNSEL INTERNATIONAL GROWTH	236.480	0	236.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.800	0	19.800
**D INVESTINGFORENEMEN LAEGERNES INVEST LI ANTIER GLOBALE	9.714	0	9.714
**D KAPITALFORENINGEN LAEGERNES INVEST KLI ANTIER GLOBALE	15.334	0	15.334
**D BLACKROCK LIFE LTD	147.221	0	147.221
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	1.529.004	0	1.529.004
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	30.800	0	30.800
**D STANDARD BANK OF SOUTH AFRICA LTD	57.333	0	57.333
**D ARROWSTREET US GROUP TRUST	142.503	0	142.503
**D WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	197.002	0	197.002
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	32.238	0	32.238
**D MACKENZIE MAXIMUM DIVERSIFICATION ALL WORLD DEVELOPED	2.062	0	2.062
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	267	0	267
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	614	0	614
**D XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	22.029	0	22.029
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.432	0	1.432
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	15.637	0	15.637
**D EUROPEAN CENTRAL BANK	1.773.748	0	1.773.748
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	296.534	0	296.534
**D HANVILLE PERSONAL INJURY SETTLEMENT TRUST	155.817	0	155.817
**D WELLS FARGO BANK TRUST 31 US\$ TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	12.040	0	12.040
**D VIT US AND T SAVINGS GROUP INVESTMENT TRUST	2.244	0	2.244
**D WELLS FARGO BANK TRUST 31 US\$ TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIT US AND T SAVINGS GROUP INVESTMENT TRUST	2.850.514	0	2.850.514
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	38.005	0	38.005
**D WILMINGTON INTERNATIONAL FUND	141.613	0	141.613
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986	0	7.986

Pagina 18

**D delega alle persone fisiche sopra indicate con il numero della scheda magnetica

**D delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione effettuata alla proiezione assisa)

EL "rappresentanza legale alle persone fisiche sopra indicate con il numero della scheda magnetica

Azionisti: 1.992

Totale: 1.992

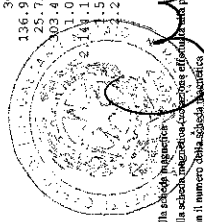
Azionisti in proprio: 0

Azionisti in delega: 1.992

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GRAYHAM GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STICHTING PENSIONFONDS UWV	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D NSF MINNESOTA PRAIRIE I REPAID QUALIFIED TRUST	2.702	0	2.702
**D VANGUARD VANGUARD INVESTMENT PAIRIE II ED	3.389	0	3.389
**D VANGUARD VANGUARD INVESTMENT PAIRIE II ED	366.310	0	366.310
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.281	0	24.281
**D STICHTING CA FUND DEPOSITARY	7.214	0	7.214
**D STICHTING PENSIONFONDS HOOGOVENS	28.631	0	28.631
**D DEAM FONDS EDV	5.101	0	5.101
**D FIDELITY SAI INTERNATIONAL INDEX FUND	242.826	0	242.826
**D VIRTUS TACTICAL ALLOCATION FUND	266.906	0	266.906
**D SHELL CANADA 2007 PENSION PLAN	512	0	512
**D AVRION GLOBAL EQUITY FUND	486.092	0	486.092
**D RELIABILITY LLC	45.709	0	45.709
**D AAL INTERNATIONAL INDEX FUND	15.429	0	15.429
**D AAL DFA INTERNATIONAL CORE EQUITY FUND	44.491	0	44.491
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	17.802	0	17.802
**D JOHN DEERE PENSION TRUST	989	0	989
**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	15.085	0	15.085
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	136.382	0	136.382
**D VANGUARD GLOBAL DIVIDEND FUND	66.114	0	66.114
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	173.621	0	173.621
**D ALABAMA TRUST FUND	165.567	0	165.567
**D COX ENTERPRISES INC MASTER TRUST	173.915	0	173.915
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	115.209	0	115.209
**D MAYFRE MSV LIFE PLC	519.821	0	519.821
**D ISHARES PUBLIC LIMITED COMPANY	14.829	0	14.829
**D ACHMEA PENSION EN LEVENSVZERKERINGEN NV	30.726	0	30.726
**D PMET INKA FONDS	10.074	0	10.074
**D INKA FERRAK	97.890	0	97.890
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	652.405	0	652.405
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	281.494	0	281.494
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	4.971	0	4.971
**D RETIREMENT BENEFITS INVESTMENT FUND	19.913	0	19.913
**D LIFE INSURANCE CO LTD	20.503	0	20.503
**D MULTIVEST PENSION FUND	3.098	0	3.098
**D PNNI SERIES DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	102.933	0	102.933
**D PNNI SERIES DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	30.500	0	30.500
**D RMG TIMESSQUARE INTERNATIONAL SMALL CAP FUND	689.060	0	689.060
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	70.230	0	70.230
**D BLACKROCK SOLUTIONS FUNDS ICAY	136.949	0	136.949
**D PENSION RESERVES INVESTMENT TRUST FUND	25.722	0	25.722
**D THE HSAR GOVERNMENT SCHOLARSHIP FUND	303.485	0	303.485
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	25.722	0	25.722
**D DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	303.485	0	303.485
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	1.093	0	1.093
**D QUALITY EDUCATION FUND	2.144.103	0	2.144.103
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	1.581	0	1.581
**D ADVANCE PLANNING LIMITED	2.266	0	2.266
**D DIGNITY FRE ARRANGEMENT LIMITED	2.266	0	2.266



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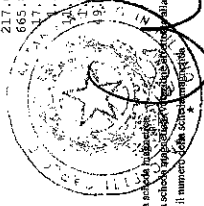
LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D INDIANA PUBLIC RETIREMENT SYSTEM	675.632	0	675.632
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM	11.685	0	11.685
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24.923	0	24.923
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	1	0	1
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414	0	414
**D HSEC INTERNATIONAL EQUITY INDEX FUND	8.234	0	8.234
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91.201	0	91.201
**D STICHTING BEDRIJFSPENSIOENFONDUS VOOR DE ZOETWARENINDUSTRIE	5.035	0	5.035
**D STICHTING BEDRIJFSPENSIOENFONDUS VOOR HET	4.163	0	4.163
**D GOLDMAN SACHS ETF ICAP	77	0	77
**D ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH	6.868	0	6.868
**D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484	0	2.484
**D FGM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2.034	0	2.034
**D ENERGY INSURANCE MUTUAL LIMITED	243	0	243
**D MIDDLETOWN WORKS HOURLY AND SALARIED UNION	2.865	0	2.865
**D METROPOLITAN LIFE INSURANCE COMPANY	24.797	0	24.797
**D IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	11.740	0	11.740
**D BOCI PHOENANTIAL TRUSTEE LIMITED ROCIIFS EU1F	29.736	0	29.736
**D SOGECAP ACTIONS - MID CAP	180.704	0	180.704
**D SILVER INVENCO EURO EQUITY	106.659	0	106.659
**D SG ACTIONS MARKE SELECTION	164.839	0	164.839
**D LYXOR MSCI EUROPE UCITS ETF	58.036	0	58.036
**D SBB ASIANFONDS	12.113	0	12.113
**D SG ACTIONS INTERNATIONALES	12.945	0	12.945
**D SG ACTIONS ETATS-UNIS POCHE AC	44.043	0	44.043
**D OFI INVEST ESG EURO EQUITY SMA	43.464	0	43.464
**D LYINDEX FUND - LYXOR MSCI EMU	16.979	0	16.979
**D MULTI UNITS LUX-LYXOR CORE MSC	34.711	0	34.711
**D LYXOR CORE MSCI WORLD (DR) UCI	53.168	0	53.168
**D MU LUX - LYXOR EURO STOXX BANK	36.188	0	36.188
**D MUL- LYN FTSE IT ALL CAP FIR 2	1.116.229	0	1.116.229
**D LYXOR MSCI EUROPE ESG LEADERS	16.241	0	16.241
**D LIF-LYXOR MSCI WORLD CATHOL PR	135.632	0	135.632
**D MUL-LUX NET ZERO 50 SP EUROZ C	9.014	0	9.014
**D PROGETT AZ SOST	331.509	0	331.509
**D ASI PROG AZIONE SOSTENIB III	598	0	598
**D AMIF - EMU EQUITY	779	0	779
**D AMIF - EUROPEAN EQUITY	34.683	0	34.683
**D AIF- TACTICAL PORTFOLIO INCOME	28.605	0	28.605
**D ASI - BILANC PERCOR ATTI VI	13.884	0	13.884
**D ASI BIL PER ATTIVO III	7.698	0	7.698
**D MOL AMUNDI MSCI EUROPE CLIMATE	7.564	0	7.564
**D REPELUX SICAV ALZONARIO EURO	39.991	0	39.991
**D ASI BILANCIATO PERC ATTIV II	54.822	0	54.822
**D AMUNDI SFR / AMUNDI RISPARMIO ITALIA	4.798	0	4.798
**D AMUNDI SFR / AMUNDI EUROPEAN ACTIVITY ITALIA	202.722	0	202.722
**D AMUNDI SFR SPA / CORE PENSIONE APERTO	755.000	0	755.000
**D AMUNDI SFR SPA/SECOND PENSIONE APERTO	207.101	0	207.101
**D SEI GLOBAL MASTER FUND ELG THE	509.336	0	509.336
**D SEI GLOBAL MASTER FUND ELG THE	4.935	0	4.935
**D AS SICAV III - DYNAMIC ALL NR	1.552	0	1.552

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D KONGAI EQUITY INDEX FUND, A S	15.212	0	15.212
**D MORGAN STANLEY PATHWAY FUNDS -	16.668	0	16.668
**D METZLER UNIVERSAL TRUST KILMOR	16.200	0	16.200
**D BRIDGE BUILDER INTERNATIONAL E	34.442	0	34.442
**D CREDIT SUISSE INVESTMENT	27.722	0	27.722
**D CUSTODY BANK OF LUXEMBOURG	3.777	0	3.777
**D BRIDGES BUILDER FUND MANAGED	25.557	0	25.557
**D DESTINATIONS INTERNATIONAL FOU	13.861	0	13.861
**D NZAM EURO STOXX PARIS-ALIGNED	976	0	976
**D METZLER INTERNATIONAL INVESTME	334.000	0	334.000
**D BLACKROCK GLOBAL ALLOCATION FU	64.547	0	64.547
**D MORGAN STANLEY PATHWAY	140.033	0	140.033
**D MLC INVESTMENTS MLC LIMITED	27.881	0	27.881
**D VEV LOW CARBON WORLD EQUITIES	65.593	0	65.593
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	243.123	0	243.123
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	87.246	0	87.246
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	2.446	0	2.446
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	1.430	0	1.430
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	3.111	0	3.111
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	756	0	756
**D UBS FUND MANAGEMENT (LUXEMBOURG) SA	154.556	0	154.556
**D UBS (LUX) SICAV 1	154.556	0	154.556
**D MIGROS BANK (LUX) FONDS INTERSTOCK	1.280	0	1.280
**D MIGROS BANK (LUX) FONDS 50	1.560	0	1.560
**D MIGROS BANK (LUX) FONDS 40 (EUR)	920	0	920
**D MIGROS BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D LGTASUPER	32.562	0	32.562
**D PRIME SUPER	2.308	0	2.308
**D KERRICK LIMITED	803	0	803
**D STIBANK A/S	28.409	0	28.409
**D FUNDATION BCTRNR...	31.151	0	31.151
**D UBS FUND MANAGEMENT (SWITZERLAND) AG.	359.314	0	359.314
**D CREDIT SUISSE FUNDS AG	10.820	0	10.820
**D UBS FUND MGT (CH) AG - CHI243B-TRIANGULUS - AKTIEN DENMARK HEDGED	28.489	0	28.489
**D UBS FUND MGT (CH) AG - CHI244B-TRIANGULUS - AKTIEN DEVMARK	27.571	0	27.571
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT	10.582	0	10.582
**D SAS	166.071	0	166.071
**D NORDESS BANK	1.648.802	0	1.648.802
**D GOVERNMENT OF NORWAY	2.748.822	0	2.748.822
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	25.829	0	25.829
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	10.655	0	10.655
**D LGIM MANAGERS (EUROPE) LIMITED	49.156	0	49.156
**D LEGAL AND GENERAL OCF	18.019	0	18.019
**D BANK OF BOTSWANA.	4.393	0	4.393
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	21.793	0	21.793
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE.	665.895	0	665.895
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	971.639	0	971.639
**D INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	11.829	0	11.829
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUND	13.104	0	13.104
**D WHEELS COMMON INVESTMENT FUND.	10.344	0	10.344
**D STICHTING BEDELVSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	9.683	0	9.683



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2

1.992 Teste: 1.992

Azionisti: Azionisti in proprio: 0

DE* delega alla persona fisica sopra indicata con il numero della scheda di delega
**D delega alla persona fisica sopra indicata con il numero della scheda di delega
RL* rappresenta la legittimazione alla persona fisica sopra indicata con il numero della scheda di delega

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HI MULTI-MANAGER SPECIAL SITUATIONS TRUST	47.430	0	47.430
**D LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	7.338	0	7.338
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	38.024	0	38.024
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT I	20.777	0	20.777
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	11.939	0	11.939
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	9.403	0	9.403
**D JUPITER EUROPEAN SMALLER COMPANIES FUND	18.462	0	18.462
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND	417.330	0	417.330
**D JUPITER EUROPEAN FUND	8.200.572	0	8.200.572
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	329.160	0	329.160
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	62.597	0	62.597
**D TRUE POTENTIAL PICTET BALANCED	8.318	0	8.318
**D TRUE POTENTIAL PICTET GROWTH	9.499	0	9.499
**D TRUE POTENTIAL PICTET CAUTIOUS	1.456	0	1.456
**D TRUE POTENTIAL PICTET AGGRESSIVE	2.943	0	2.943
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	147	0	147
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	10.386	0	10.386
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	2.383.828	0	2.383.828
**D STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	14.447	0	14.447
**D BARINGS INTERNATIONAL UMBRELLA FUND	3.920	0	3.920
**D NORTHERN TRUST UCITS FOR FUND	62.740	0	62.740
**D VERIDIAN FUND INVESTMENT KLP MACROECONOMIA INDEXES	584	0	584
**D VERIDIAN FUND INVESTMENT KLP MACROECONOMIA INDEXES	28.853	0	28.853
**D SCHLIMBERGER INTERNATIONAL STAFF RETIREMENT FUND RCP-SIF.	23.562	0	23.562
**D MELCHIOR SELECTED TRUST	98.343	0	98.343
**D STICHTING BLUE SKY LIQUID ASSET FUNDS	2.553	0	2.553
**D PUBLIC SECTOR PENSION INVESTMENT BOARD	417.360	0	417.360
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	9.809	0	9.809
**D BAKER HUGHES INCORPORATED MASTER TRUST	575.189	0	575.189
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	648.423	0	648.423
**D CSAA INSURANCE EXCHANGE	192.596	0	192.596
**D SUTTER HEALTH MASTER RETIREMENT TRUST	40.237	0	40.237
**D SUTTER HEALTH	1.654	0	1.654
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	95.900	0	95.900
**D SCHLIMBERGER GROUP TRUST AGREEMENT	71.800	0	71.800
**D LINARIS PENSION MASTER TRUST	34.186	0	34.186
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	14.749	0	14.749
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	95.180	0	95.180
**D CHEVRON MASTER PENSION TRUST	22.369	0	22.369
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	30.043	0	30.043
**D THE MINDEROO FOUNDATION TRUST	9.924	0	9.924
**D EQUUSUPER	6.020	0	6.020
**D STICHTING PENSIONFONDS SAGITTARIUS	5.417	0	5.417
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	11.610	0	11.610
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI-	14.005	0	14.005
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	85.423	0	85.423
**D HEE COMMON CONTRACTUAL FUND	475.509	0	475.509
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	24.147	0	24.147
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	8.429	0	8.429
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	3.257	0	3.257
	563.201	0	563.201
	3.565	0	3.565

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2 Dgr delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.992 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.992 Teste:
Azionisti in proprio: 0 Azionisti in delega:

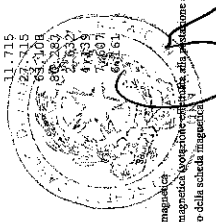
LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D RIPI LP	4.180	0	4.180
**D GLOBAL BOND FUND WAYCROSSE INC	21.276	0	21.276
**D THYSEN GLOBAL INVESTMENTS CORE.	537	0	537
**D MFC INTERNATIONAL FUND LLC	7.196	0	7.196
**D INTERMED INTERNATIONAL EQUITY SERIES	15.475	0	15.475
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059	0	2.059
**D SLW FORTOLIO LLC	2.405	0	2.405
**D SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D CINDY SPRINGS LLC	48.975	0	48.975
**D GOVERNMENT OF GUAM RETIREMENT FUND	71.145	0	71.145
**D K INVESTMENTS SH LIMITED.	63.462	0	63.462
**D LEGAL & GENERAL NSCI EAFE SI FUND LLC	43.955	0	43.955
**D MBB PUBLIC MARKETS I LLC	25.154	0	25.154
**D ASCENSION ALPHA FUND LLC	7.309	0	7.309
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D INTERNATIONAL JOINT STAFF PENSION FUND.	595.043	0	595.043
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	178.219	0	178.219
**D CHEVRON UK PENSION PLAN	8.618	0	8.618
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.192	0	19.192
**D FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419	0	1.569.419
**D FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	49.129	0	49.129
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR OVERSEAS FUND	219.563	0	219.563
**D FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874	0	1.616.874
**D FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST: FIDELITY ENOURING OPPORTUNITIES FUND	1.536	0	1.536
**D MITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WGM INVESTMENTS LIMITED	373	0	373
**D HAGFORS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.273	0	28.273
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER OSS TRUST.	672.227	0	672.227
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615	0	1.615
**D LORD MAYOR'S CHARITABLE FOUNDATION	803	0	803
**D NY WORLD GREEN TRANSITION INDEX FUND	494	0	494
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	17.553	0	17.553
**D WSP INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D MERCER INDEXED INTERNATIONAL SHARES FUND	47.788	0	47.788
**D AUSTRALIAN CAPITAL TERRITORY	16.190	0	16.190
**D MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	168.317	0	168.317
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.053	0	3.053
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	84	0	84
**D EQUITY TRUSTERS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	3.993	0	3.993
**D EQUITY TRUSTERS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	9.321	0	9.321
**D OIC INTERNATIONAL EQUITIES FUND.	4.326	0	4.326
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	248.318	0	248.318
**D JOHN T. WALTON FAMILY TRUST	231.749	0	231.749
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	2.187	0	2.187
**D MOBILUS LIFE LIMITED	8.673	0	8.673

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HRM TESTAMENTARY TRUST NO. 1	2.768	0	2.768
**D HRM TESTAMENTARY TRUST NO. 3	4.659	0	4.659
**D HRM TESTAMENTARY TRUST NO. 10.	417	0	417
**D HRM TRUST NO. 2 UAD 01/17/03	4.319	0	4.319
**D HRM TRUST NO. 3 UAD 01/17/03	3.879	0	3.879
**D HRM TESTAMENTARY TRUST NO. 2	2.885	0	2.885
**D STEELWORKERS PENSION TRUST	98.164	0	98.164
**D KESON UNION 1110 TRUST	2.620	0	2.620
**D S. ROSSON MAR 1991	1.340	0	1.340
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	11.236	0	11.236
**D THE LAURIE M. TISCH FOUNDATION INC.	15.595	0	15.595
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.552	0	1.278.552
**D SEAN P ANDRADE 2016 TR UAD FEB 8 1991	1.693	0	1.693
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	41.080	0	41.080
**D ROYAL BOROUGH OF KINGSTON PENSION FUND	13.054	0	13.054
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	40.171	0	40.171
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	2.164	0	2.164
**D HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	2.079	0	2.079
**D JTW TRUST NO. 2 UAD 9/19/02.	2.351	0	2.351
**D JTW TRUST NO. 1 UAD 9/19/02.	3.079	0	3.079
**D JTW TRUST NO. 3 UAD 9/19/02.	2.351	0	2.351
**D JTW TRUST NO. 5 UAD 9/19/02.	3.508	0	3.508
**D THE MISSOURI FOUNDATION FOR HEALTH	1.846	0	1.846
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	2.541	0	2.541
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	1.670	0	1.670
**D THE NEMOURS FOUNDATION PENSION PLAN	176.146	0	176.146
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	562	0	562
**D ARVEST FOUNDATION	8.423	0	8.423
**D BARINGS EUROPE SELECT TRUST	394	0	394
**D ESSENTIA HEALTH	773.597	0	773.597
**D DREW M ANDRADE 2016 TR UAD FEB 8 1991.	1.687	0	1.687
**D CONSTELLATION BEACH BOTTOM UNIT 1 QUALIFIED FUND	3.140	0	3.140
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	530	0	530
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	13.295	0	13.295
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	2.121	0	2.121
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	106.656	0	106.656
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	170.244	0	170.244
**D ALFRED I. DUPONT CHARITABLE TRUST	11.975	0	11.975
**D CITY OF ST. LOUIS RETIREMENT SYSTEMS	10.674	0	10.674
**D CITY OF AMERICA MASTER PENSION TRUST	90.309	0	90.309
**D ILLINOIS MUNICIPAL RETIREMENT FUND	222.573	0	222.573
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	198.931	0	198.931
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	41.900	0	41.900
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.213	0	71.213
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	947.652	0	947.652
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	11.715	0	11.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	83.268	0	83.268
**D UTAH STATE RETIREMENT SYSTEMS	80.287	0	80.287
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	2.632	0	2.632
**D USAA GENERAL INDEMNITY COMPANY	4.838	0	4.838
**D USAA CASUALTY INSURANCE COMPANY	7.607	0	7.607
**D WYOMING RETIREMENT SYSTEM	6.161	0	6.161



LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ABDI DAREI PENSION FUND	58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181	0	1.181
**D NAV CANADA PENSION PLAN	27.389	0	27.389
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	772.076	0	772.076
**D ACS 30:70 GLOBAL EQUITY TRACKER FUND	8.491	0	8.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.664	0	1.664
**D LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.	14.585	0	14.585
**D STATE TEACHERS RETIREMENT SYSTEM OF OHIO	456.971	0	456.971
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDELICOMISO DE FOND O DE AHORRO DE PANAMA	5.299	0	5.299
**D LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	6.300	0	6.300
**D UBS COMMON CONTRACTUAL FUND	2.535	0	2.535
**D BLACKROCK COMMON CONTRACTUAL FUNDS	13.175	0	13.175
**D BLACKROCK UCITS CCF	72.306	0	72.306
**D FIDELITY INVESTMENT TRUST-FIDELITY INTERNATIONAL DISCOVERY K	126.560	0	126.560
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	484.967	0	484.967
**D MERSETSIDE PENSION FUND	281.266	0	281.266
**D DELTA NUTURA- EM LEVENVERZEKERINGEN N.V.	246.920	0	246.920
**D KOMMUNAL LANDPENSIONSKASSE GUENSLING FÖRSIKRINGSSELSKAP	63.171	0	63.171
**D RECORD INVEST SCA SICAV RAIF	5.055	0	5.055
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	2.414	0	2.414
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES- VLEESRASEN S	84.444	0	84.444
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL	13.980	0	13.980
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET BERGPEREVALIER OVER DE WEG	14.198	0	14.198
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDELJF	28.576	0	28.576
**D FUNDOK AP-FONDEN.	24.516	0	24.516
**D STICHTING PENSIONFONDS OPENBARE BIELIOTHEKEN	130.077	0	130.077
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	6.559	0	6.559
**D WELLINGTON PACOGA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	130.569	0	130.569
**D WOLF CREEK INVESTORS (BERMUDA) LP	155.165	0	155.165
**D LMAF IRELAND ICAV - LMAP 910	276.448	0	276.448
**D POINT12 LONDON INVESTMENTS LTD.	254	0	254
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND	237.690	0	237.690
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.	76.148	0	76.148
**D ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED	12.254	0	12.254
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT ED A SUB-OF ARROWSTREET US GRP TST PORTFOLIO	1.790	0	1.790
**D DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC	10.804	0	10.804
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	88	0	88
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED PORTFOLIO MARGIN ACCT 200.	178	0	178
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	6.749	0	6.749
**D AQR INNOVATION FUND-L.P.- SE RIES	22.155	0	22.155
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	280	0	280
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	148	0	148
**D ARROWSTREET INTERNATIONAL EQUITY ACWI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	23.054	0	23.054
**D AQR MORGAN MASTERS ACCOUNT L.P. OGIER FIDUCIARY SERVICES	11.545	0	11.545
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	49.758	0	49.758
**D THE BUTTERWICK FAMILY FOUNDATION	36.130	0	36.130
**D ALEXIARES LLC	1.700	0	1.700
**D THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY USD 06/27/11 A K MOORHEAD TREE AND 12/11/18	3.600	0	3.600
**D THE DAVID A DUFFIELD TRUST USD 07/14/88	3.100	0	3.100
**D CN GRANT LLC	2.432	0	2.432
	650	0	650

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ROSEDIENE LLC	2.499	0	2.499
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0	77.973
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0	37.145
**D MEDICANUM BEST BRANDS - MEDICANUM GLOBAL DEMOGRAPHIC OPOR	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE EDROPFAN EQUITY FUND	13.363	0	13.363
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0	500.000
**D LGT SELECT FUND	6.096	0	6.096
**D MEDICANUM BEST BRANDS - COUPON STRATEGY COLLECTION	42.333	0	42.333
**D MEDICANUM BEST BRANDS - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	18.486	0	18.486
**D MEDICANUM BEST BRANDS - GLOBAL NETWORK FUND - CHI CONTINENTAL EURO	48.719	0	48.719
**D SMA INVERED GLOBAL EQUITY FUNDS	2.203	0	2.203
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0	1.306.000
**D FIDELITY OVERSEAS FUND	4.669.000	0	4.669.000
**D JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND.	1.045.599	0	1.045.599
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	4.651.614	0	4.651.614
**D JPM-MED CORE GLOBAL EQ TILT	23.582	0	23.582
**D THE JUPTER GLOBAL FUND SICAV	10.387	0	10.387
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	2.232.967	0	2.232.967
**D COLONIAL FIRST STATE INVESTMENT FUND 12L	14.398	0	14.398
**D SCHWAB FUNDAMENTAL INDEX FUND	338.015	0	338.015
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	41.408	0	41.408
**D ABRON SICAV II	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	10.546	0	10.546
**D COLONIAL FIRST STATE WHOLESAL INDEXED GLOBAL SHARE FUND..	26.442	0	26.442
**D ONEMARKETS ITALY ICAY	17.768	0	17.768
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.635.000	0	1.635.000
**D IIA-LA WORLD ESG SCREENED FUND	4.886	0	4.886
**D IIA - RAFINF	3.056	0	3.056
**D IIA-A-ILSDME	88.142	0	88.142
**D IIA-A-ILMCHRY	3.446	0	3.446
**D IRISH LIFE CLIMATE FOCUSED FUND	1.764	0	1.764
**D IRISH LIFE ASSURANCE PLC	77.290	0	77.290
**D IIA-ILSEAFE - SUSTAINABLE EAFE EQUITY	32.869	0	32.869
**D IIA - A-ILGLOEG	5.240	0	5.240
**D IIA - A-ILBZEG	13.982	0	13.982
**D IIA - A-ILMPEG	14.164	0	14.164
**D IIA - A-ILGLOEN	1.131	0	1.131
**D IRISH LIFE ASSURANCE.	2.666	0	2.666
**D PERSON CUSTODY P.V. CES	52.129	0	52.129
**D STITCHING BRNS COINTEGRATED METAL EN TECHNIK MN SERVICES	331.986	0	331.986
**D LARGE CAP INTL PORTFOLIO OF DEA INV	191.885	0	191.885
**D STITCHING MN SERVICES ANDELENFO ND	56.502	0	56.502
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDS MANAGEMENT) LIMITED	244.712	0	244.712
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500).	38.192	0	38.192
**D TSX SOLACT ESG TRACO EX OHNG(3387).	85.469	0	85.469
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	3.801	0	3.801
**D L AND G ASSUR(PENS MGT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	4.848	0	4.848
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRON (LOTHIAN) EUROPEAN T	17.879	0	17.879
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRON (LOTHIAN) INTERNATIO	784.395	0	784.395
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRON (LOTHIAN) INTERNATIO	64.363	0	64.363



Pagina 27

De* delega alla persona fisica sopra indicata con il numero della scheda magnetica.
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica.
 RL* rappresenta la legge alla persona fisica sopra indicata con il numero della scheda magnetica.

Azionisti: 1.992
 Azionisti in proprio: 0
 Azionisti in delega: 1.992
 Teste: 0

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D OETGEN COMMUNITY PROPERTY TRUST DTD 12/24/2008 AS AMENDED A	609	0	609
**D CSHL RE CNAHTH GS FD 16	10.903	0	10.903
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	1.359.767	0	1.359.767
**D INVESCO POOLED INVESTMENT FUND - EUROPE FUND	164.597	0	164.597
**D TRANSAMERICA AIM INTERNATIONAL GROW	12.343	0	12.343
**D NMTE/NIK KOKUSAL-NH 935026	23.540	0	23.540
**D NMTE/NIK KOKUSAL-H 935034	1.495	0	1.495
**D BERSFORD FUNDS IC4V	2.755	0	2.755
**D AERON OEC IV-AERON EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D AERON OEC II-AERON EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STICHTING PCGM DEPOSITARY	149.317	0	149.317
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND	10.975	0	10.975
**D THREADNEEDLE (LUX) .	6.457.209	0	6.457.209
**D TWO SIGMA INTERNATIONAL CORE	1.113.297	0	1.113.297
**D THREADNEEDLE INVESTMENT FUNDS ICVCA.	5.500	0	5.500
**D THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	3.032.169	0	3.032.169
**D TWO SIGMA WORLD CORE FUND LP	8.282	0	8.282
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	1.700	0	1.700
**D HUTCHISON PROVIDENT FUND.	68.876	0	68.876
**D AERON OEC IV-AERON EUROPE EX UK SMALLER COMPANIES FUND	3.581	0	3.581
**D SAKUKING GLOBAL CORE EQUITY FUND	48.828	0	48.828
**D LAYVINS BANKS	2.933	0	2.933
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	5.283	0	5.283
**D CITITRUST LIMITED	102.012	0	102.012
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	12.638	0	12.638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	5.655	0	5.655
**D HOSTPLUS POOLED SUPERANNUATION TRUST	24.464	0	24.464
**D AERON OEC IV-AERON EUROPEAN EQUITY ENHANCED INDEX FUND	25.338	0	25.338
**D AERON OEC I-AERON EUROPEAN SMALLER COMPANIES FUND	56.937	0	56.937
**D AERON OEC IV-AERON EUROPEAN EQUITY TRACKER FUND	156.033	0	156.033
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	35.345	0	35.345
**D UNFP - BLACK ROCK PASSIVE EQUITY	2.607	0	2.607
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	2.568	0	2.568
**D CC4L MULTI-STRATEGY FUND	12.611	0	12.611
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	66	0	66
**D AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	1.706	0	1.706
**D POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	2.315	0	2.315
**D AQR TAX AWARE HELIX FUND L.P. C/O COGENCY GLOBAL INC.	58.889	0	58.889
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	480	0	480
**D MARSHALL WACE MASTER FUNDS SPC-SF ALPHA PLUS FUND	26.824	0	26.824
**D M&M INSIGHT LIMITED	83.866	0	83.866
**D MANULIFE WORLD INVESTMENT FUND	8	0	8
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	651.558	0	651.558
**D MANULIFE TAX-MANAGED GROWTH FUND	1.492.556	0	1.492.556
**D MANULIFE INVESTMENT STRATEGIES-EUROPEAN SMALLER COMPANIES	6.259	0	6.259
**D MANULIFE INVESTMENT STRATEGIES-EUROPEAN SMALLER COMPANIES	760.610	0	760.610
**D GS2-INTERNATIONAL FUND	174.846	0	174.846
**D GS2-INTERNATIONAL FUND	209.386	0	209.386
**D BMO&B GLOBAL DIVIDEND YIELD POOLED FUND	209.113	0	209.113
**D BMO&B GLOBAL EQUITY POOLED FUND	49.308	0	49.308
**D THE EMPIRE LIFE INSURANCE COMPANY.	310.847	0	310.847
**D THE EMPIRE LIFE ENHANCED MODERATE GROWTH PORTFOLIO	17.697	0	17.697

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DPR delega alle persone fisiche sopra indicate con il numero della scheda magnetica

**D delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione effettuata alla posizione assiale)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.992

Azionisti:

Azionisti in proprio:

Teste:

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONI Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460	0	12.460
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE MINNIEPS FOUNDATION	1	0	1
**D STEADHAND GLOBAL SMALL-CAP EQUITY FUND	52.600	0	52.600
**D WAMULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN	72.206	0	72.206
**D DIVERSIFIED FUND OF CANADA - DEC GLOBAL EQUITY FUND	11.170	0	11.170
**D NEIMC LIFE EQUITY INDEX FUND	1	0	1
**D FORTAL INVESTMENT MANAGEMENT	75.563	0	75.563
**D ARROWSTREET CAPITAL C/O STEPHEN R. MENICH	6.862	0	6.862
**D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND	6.862	0	6.862
**D WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	27	0	27
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAYMAN)	619	0	619
**D ARROWSTREET CAPITAL COPELY FUND LIMITED	1.686	0	1.686
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED	2.866	0	2.866
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.719	0	4.719
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988	0	11.988
**D CCAL Q MARKET NEUTRAL FUND	309	0	309
**D WMS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370	0	28.370
**D MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	187.037	0	187.037
**D LMAP 909 SUB FUND OF LMAP IRELAND ICAY	167.037	0	167.037
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	258	0	258
**D MARSHALL WACE COMMON CONTRACTUAL FUND - MMCCF WORLD TOPS 150	119.380	0	119.380
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	316	0	316
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	588	0	588
**D MARSHALL WACE COMMON CONTRACTUAL FUND-MMCCF WORLD TOPS 130/3	5.150	0	5.150
**D LMA IRELAND-MAP 501	153	0	153
**D WMS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	10.148	0	10.148
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	40.000	0	40.000
**D AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	279.117	0	279.117
**D GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	4.194	0	4.194
**D AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	1.306	0	1.306
**D CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	26.820	0	26.820
**D MICHAEL AND MAINA CAREN TRUST	128.986	0	128.986
**D A.A. CAURUM DIVERSIFE	445	0	445
**D RA SGA ACTIONS INDICE EURO	198.303	0	198.303
**D AGM MANUNT ACTION	165.497	0	165.497
**D ALLOCATION INVEST EQUITY CORE	20.170	0	20.170
**D ANUNDI ACTIONS EURO ISR	36.772	0	36.772
**D ANUNDI ACTIONS EUROPE ISR	116.342	0	116.342
**D ANUNDI ACTIONS PMS	25.176	0	25.176
**D ANUNDI ETF REA S P 500 UCITS F	114.655	0	114.655
**D ANUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	344.001	0	344.001
**D ANUNDI IPSA ACTIONS	708.000	0	708.000
**D ANUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UNWELTWEISCHEN UCITS ETF DR	23.685	0	23.685
**D ANUNDI FULLSECTIONS	4.112	0	4.112
**D ANUNDI STRATEGIES ACTIONS EURO CORE +	88.874	0	88.874
**D ANUNDI STRATEGIES ACTIONS EURO RISK PARTY	594	0	594
**D ANUNDI STRATEGIES ACTIONS EURO RISK PARTY	323	0	323



Pagina 29

DE* delega alla persona fisica sopra indicata con il numero della scheda sopra indicata. UN*

**D delega alla persona fisica sopra indicata con il numero della scheda sopra indicata (votazione effettuata in proprio o assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda sopra indicata.

2

1.992

Azionisti:

Azionisti in proprio:

1.992

2

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Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Codex	Tot. Voti	Proprio	Delega
**D ANUNDI TRANSMISSION ACTIONS	3.562	0	3.562
**D ANUNDI TRANSMISSION PATRIMoine	10.296	0	10.296
**D AP ACTIONS 1 EURO	26.903	0	26.903
**D ARCO QUANT 2	52.751	0	52.751
**D ASSUREDIX	51.985	0	51.985
**D BEL EQUITY EUROPE ESG	110.895	0	110.895
**D BT EURO FUTUR ISR	16.500	0	16.500
**D CARP DIVERSIFIE ACTION EURO	79.997	0	79.997
**D CNP ASSUR EUROPE CANORIEM	148.246	0	148.246
**D CONCORDE 96 (ACTION EURO)	34.962	0	34.962
**D CPE EUROLAND PREMIUM ESG	7.527	0	7.527
**D CPE SILVER AGE POEHE COR	897.296	0	897.296
**D DIEZEL ACTIONS EURO PME	6.724	0	6.724
**D DINA ACTIONS SMALL ET MID CAP EURO	413.567	0	413.567
**D DNCA SRI EURO QUALITY	294.750	0	294.750
**D ECOPIT AVENTUR PLUS	1.072.723	0	1.072.723
**D ECOPI ENVERNANCE EURO	36.000	0	36.000
**D ECUREIL ENDURANCE EURO	10.000	0	10.000
**D ECUREIL PROFIL 75 (ACTIONS)	139.564	0	139.564
**D ECUREIL PROFIL 90 ACTIONS EUR	556.396	0	556.396
**D ESEPARONE 2 DIVERSIFIE	12.613	0	12.613
**D EPARGNE ETHIQUE ACTIONS	30.628	0	30.628
**D FC CARPIMO (ACTIONS EURO)	93.300	0	93.300
**D FCF CARP - INDICO	181.496	0	181.496
**D FCF ECUREIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCF GROUPEAMA PHARMA DIVERSIFIE	53.000	0	53.000
**D FRN ANUNDI	68.557	0	68.557
**D FV ACTIONS EUROPE LM A	9.929	0	9.929
**D GLOBAL MULTI-FACTORS EQUITY FUND	4.298	0	4.298
**D GROUPEAMA CFI AVENTUR EUROPE	2.001.936	0	2.001.936
**D GROUPEAMA CH TOTAL RETURN ALL CAP EUROPE	134.722	0	134.722
**D HSBC EUROPE SMALL & MID CAP	87.000	0	87.000
**D HYANG ISR	105.216	0	105.216
**D I2C ACTIONS	7.800	0	7.800
**D IP ACTIONS EURO	410.000	0	410.000
**D LEPAM 3 MOIS	11.750	0	11.750
**D LEPAM ISR ACTIONS EURO LARGE CAP	712.676	0	712.676
**D LEPAM ISR ACTIONS EURO MIN VOL	33.080	0	33.080
**D LEPAM ISR STRATEGIE PEA 1	186.154	0	186.154
**D LEPAM ISR STRATEGIE PEA 2	1.224	0	1.224
**D LCL ACTIONS EURO CORP*	3.211	0	3.211
**D MONSIEUR HONDE HORS EUROPE EURO	5.401	0	5.401
**D NEUFIZIE VIE OPPORTUNITES	34.377	0	34.377
**D OSSIAM GOVERNANCE FOR CLIMAT	94.922	0	94.922
**D OSTRIM SRI EUROPE EQUITY	27.096	0	27.096
**D PEP PROG (ACTIONS EUROPE)	51.522	0	51.522
**D PLURI-INVESTISSEMENTS	27.562	0	27.562
**D RENAULT CAREMAKERS SOLID AIR	94.688	0	94.688
**D RICHELIEU GLOBAL INNOVATION	28.987	0	28.987
**D RICHIEU GLOBAL INNOVATION	1.630	0	1.630
**D RICHIEU GLOBAL INNOVATION	17.000	0	17.000
**D RICHIEU GLOBAL INNOVATION	11.612	0	11.612

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1 992 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero delle schede magnetiche

Teste:

1.992

Azionisti:

Azionisti in proprio:	0	Azionisti in delega:	0
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FAVOREVOLI

Tot. Voti	Proprio	Delega
54.868	0	54.868
77.123	0	77.123
89.523	0	89.523
193.978	0	193.978
12.733	0	12.733
58.100	0	58.100
20.604	0	20.604
7.300	0	7.300
141.942	0	141.942
15.637	0	15.637
74.294	0	74.294
23.189	0	23.189
154.499	0	154.499
1.619	0	1.619
31.584	0	31.584
28.152	0	28.152
394.572	0	394.572
19.843	0	19.843
2.498	0	2.498
175.896	0	175.896
25.548	0	25.548
28.783	0	28.783
312.409	0	312.409
15.531	0	15.531
2.032.119	0	2.032.119
423.973	0	423.973
946.923	0	946.923
102.173	0	102.173
211.588	0	211.588
813.691	0	813.691
19.132	0	19.132
6.083	0	6.083
4.636	0	4.636
12.913	0	12.913
550.135	0	550.135
8.585	0	8.585
30.057	0	30.057
9.832	0	9.832
55.515	0	55.515
4.523	0	4.523
3.536	0	3.536
559	0	559
12.230	0	12.230
456.317	0	456.317
360.799	0	360.799
197.299	0	197.299
325.086	0	325.086
1.024.811	0	1.024.811
220.776	0	220.776
2.272.508	0	2.272.508

DE* delega alla persona fisica sopra indicata con il numero della scheda rappresentativa
 **D delega alla persona fisica sopra indicata con il numero della scheda rappresentativa
 RI* rappresentanza locale alla persona fisica sopra indicata con il numero della scheda rappresentativa

Azionisti:	1.992	Teste:
Azionisti in proprio:	0	Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome		Tot. Voti	Proprio	Delega
**D	CANDRIAN SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D	CANDRIAN SUSTAINABLE EQUITY EMU	1.048.161	0	1.048.161
**D	CLEOME INDEX - EMU EQUITIES	34.859	0	34.859
**D	CLEOME INDEX - EUROPE EQUITIES	76.225	0	76.225
**D	CORDIUS WORLD EQUITIES QUALITY	13.875	0	13.875
**D	FONDACO LUX GLOBAL EQUITIES	151.599	0	151.599
**D	G FUND - AVENIR SMALL CAP BURD	410.341	0	410.341
**D	G FUND - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D	INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	685	0	685
**D	INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D	LOF GLOBAL FINTECH	162.500	0	162.500
**D	LOF TARGETNETZERO EUROPE EQUITY	3.636	0	3.636
**D	LUXCELLENCE-HELVETIA EUROP EQUITY	6.920	0	6.920
**D	REF ETHICAL-BALANCED DYNAMIC	321.765	0	321.765
**D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	26.253	0	26.253
**D	ONEMARKETS AMUNDI INCOME OFF FD	48.091	0	48.091
**D	R MONTJOLI INVESTISSEMENTS POOL AXA	18.300	0	18.300
**D	RO LUX MONTJOLI INVEST POOL AMUNDI	4.766	0	4.766
**D	STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	3.381	0	3.381
**D	STRUTURA - PIONEER GLOBAL ESG GROWTH FUND	10.000	0	10.000
**D	AMUNDI INVESTMENT	175.137	0	175.137
**D	AMUNDI WELFAREPORTOLIO	386	0	386
**D	VPM-SERIAL AMUNDI	8.286	0	8.286
**D	AMUNDI DIVIDENDO ITALIA	290.000	0	290.000
**D	AMUNDI ESG SELECTION BILANCIATO	14.394	0	14.394
**D	AMUNDI ESG SELECTION CONSERVATIVO	5.934	0	5.934
**D	AMUNDI ESG SELECTION DINAMICO	7.704	0	7.704
**D	AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D	AMUNDI PROG INC REALE 2026	4.129	0	4.129
**D	AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D	AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D	AMUNDI PROGETTO INCOME 2028	884	0	884
**D	AMUNDI PROGETTO INCOME AGOSTO 2026	3.308	0	3.308
**D	AMUNDI PROGETTO INCOME REALE 2026	5.278	0	5.278
**D	AMUNDI PROGETTO INCOME REALE 2027	3.063	0	3.063
**D	AMUNDI PROGETTO INCOME REALE 2027 DUE	1.114	0	1.114
**D	AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.144	0	1.144
**D	AMUNDI PROGETTO INCOME REALE 2027 TRE	61.500	0	61.500
**D	AMUNDI VALORE ITALIA PIR	2.372	0	2.372
**D	FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	54.055	0	54.055
**D	ASR INSTITUT FONDSEN EUR ANDELEN	6.431	0	6.431
**D	COOPERATIE KLAVERBLAD VERGERINGEN U.A.	6.067	0	6.067
**D	KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	20.337	0	20.337
**D	SEA MANDAT BLACKROCK	8.056	0	8.056
**D	SEB MANDAT BLACKROCK	5.629	0	5.629
**D	SEB MANDAT GLOBAL EQ MANDAT ESGA	7.859	0	7.859
**D	SEB MANDAT GLOBAL EQ MANDAT ESGA	3.440	0	3.440
**D	ST EF STRATES MANDAT ALLIANCE CAPITAL	6.565	0	6.565
**D	ST EF STRATES MANDAT ALLIANCE CAPITAL	6.175	0	6.175
**D	ST EF VOOR DE ARCHITECTENBUREAUS-PMC AMU	3.160	0	3.160
**D	ST EF VOOR DE ARCHITECTENBUREAUS-DNE SS	1.527	0	1.527
**D	CHELAN INVEST BALANCED	6.866	0	6.866
**D	CHELAN INVEST DYNAMIC	1.527	0	1.527
**D	EDR GLOBAL EQUITIES RDT - DEI	6.866	0	6.866

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DE* delega alla persona fisica seggi indicata con il numero della scheda magnetica

**D delega alla persona fisica seggi seggi indicata con il numero della scheda magnetica (votazione effettuata alla poltroncina assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.992

Azionisti:

1.992

Totale:

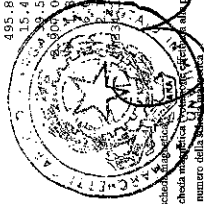
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Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	2.172	0	2.172
**D EDR SICAV - EQUITY EURO SOLVE	63.407	0	63.407
**D EDR SICAV - EURO SUSTAINABLE EQUITY	1.106.050	0	1.106.050
**D EDR SICAV - EUROPEAN INFRASTRUCTURE	9.430	0	9.430
**D ELLIUM	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620	0	205.620
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	38.158	0	38.158
**D HELVETIA 1 EUROPA	49.100	0	49.100
**D HELVETIA 1 EUROPA - FLESSIBILE FUSO EURO ITALIA	1.760.000	0	1.760.000
**D MEGALOM GESTION FUND	300.000	0	300.000
**D MEGALOM GESTION FUND - FLESSIBILE SVILUPPO ITALIA	440.000	0	440.000
**D ALLIANZ ALFONI ITALIA ALL STARS LI STARS	13.000	0	13.000
**D ALLIANZ ITALIA 50 SPECIAL	38.812	0	38.812
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	3.848	0	3.848
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	46.692	0	46.692
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	491.829	0	491.829
**D ABN AMRO FUNDS	14.190	0	14.190
**D ALLEANZA ASSICURAZIONI SPA	93.319	0	93.319
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	232.517	0	232.517
**D ISHARES EURO STOXX UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	1.062.535	0	1.062.535
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	354.467	0	354.467
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	13.231	0	13.231
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	5.898	0	5.898
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	2.342	0	2.342
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	6.196	0	6.196
**D THE ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	13.447	0	13.447
**D THE MONEYTREE AUTHORITY OF SINGAPORE	22.307	0	22.307
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	24.635	0	24.635
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	3.884	0	3.884
**D FLOURISH INVESTMENT CORPORATION	1.762.016	0	1.762.016
**D ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	83.927	0	83.927
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	10.606	0	10.606
**D ISHARES I PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES I PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES IV PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES VI PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D ISHARES VII PUBLIC LIMITED COMPANY	159.961	0	159.961
**D ISHARES VIII PUBLIC LIMITED COMPANY	1.588	0	1.588
**D AUSTRALIAN PENSION FUNDS LIMITED	253.418	0	253.418
**D RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	714	0	714
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	15.221	0	15.221
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	9.523	0	9.523
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	2.133	0	2.133
**D AWARE SUPER	495.957	0	495.957
**D VANCK VICTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412	0	15.412
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	39.513	0	39.513
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	2.907.585	0	2.907.585
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.007	0	1.007
**D SPDR SP WORLD EX AUSTRALIA FUND	2.145	0	2.145
**D NEW AIRWAYS PENSION SCHEME	334.331	0	334.331
**D MANAGED PENSION FUNDS LIMITED		0	



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2

1992

1992 Teser:
0 Azionisti in delega.Azionisti:
Azionisti in proprio:

DE* delega alla persona fisica sopra indicata con il numero della scheda elettorale (selezionando la casella corrispondente).

**D delega alla persona fisica sopra indicata con il numero della scheda elettorale (selezionando la casella corrispondente).

RL* rappresenta la legge alle persone fisiche sopra indicate con il numero della scheda elettorale (selezionando la casella corrispondente).

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS TCVC-INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS TCVC- EUROPEAN (EX US)EQUITY FUND	78.823	0	78.823
**D INTERNATIONAL MONETARY FUND	38.260	0	38.260
**D ALLIANZ ACTIONS EURO PMETI	100.558	0	100.558
**D ARCONSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812	0	98.812
**D DWS INVESTMENT GMBH FOR DWS OI EUROZONE EQUITY	28.388	0	28.388
**D DWS INVESTMENT GMBH FOR MULTINDEX EQUITY FUND	5.396	0	5.396
**D ISHARES MSCI EAFE INTERNATIONALINDEX FUND	364.355	0	364.355
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	1.307.308	0	1.307.308
**D ISHARES MSCI ACWI EAFE ETF	139.975	0	139.975
**D ISHARES MSCI ACWI EX U.S. ETF	103.342	0	103.342
**D ISHARES GLOBAL FINANCIALS ETF	24.001	0	24.001
**D ISHARES MSCI EUROZONE ETF	826.089	0	826.089
**D ISHARES EUROPE ETF	96.874	0	96.874
**D ISHARES MSCI EAFE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE VALUE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI EUROPE FINANCIALS ETF	2.072	0	2.072
**D ISHARES MSCI ITALY ETF	422.071	0	422.071
**D ISHARES ESG ADVANCED MSCI EAFE ETF	840.149	0	840.149
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	43.798	0	43.798
**D ISHARES CORE MSCI EUROPE ETF	3.536	0	3.536
**D ISHARES MSCI INTL QUALITY FACTOR ETF	230.744	0	230.744
**D ISHARES MSCI INTL SIZE FACTOR ETF	937.604	0	937.604
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES CORE MSCI EAFE ETF	35.040	0	35.040
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF	699.218	0	699.218
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	353.706	0	353.706
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	11.177	0	11.177
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	7.205	0	7.205
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	194.245	0	194.245
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	11.431	0	11.431
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	1.418	0	1.418
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	6.646	0	6.646
**D MATH MSCI KOSGISA INDEX MOTHER FUND	221.944	0	221.944
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL LARGE CAPVALUE ETF	10.293	0	10.293
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	7.803	0	7.803
**D AXA IN ETF IC3V	6.687	0	6.687
**D M&B FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	5.058	0	5.058
**D INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	2.877	0	2.877
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINEOEM SKGB CARBON FOCUS	4.698	0	4.698
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	145.092	0	145.092
**D AXA IN EQUITY TRUST	6.462	0	6.462
**D AMERICAN BUREAU OF SHIPPING	20.208	0	20.208
**D FISHER GLOBAL SMALL CAP EQUITY FUND	245.000	0	245.000
**D F&B INVESTMENT ADVANTAGE MASTER TRUST	899	0	899
**D B&B CREEK INC	33.033	0	33.033
**D THE WALF DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	166.563	0	166.563
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	9.577	0	9.577
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO CAD INDEX ETF	18.172	0	18.172
**D BNO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	1.713	0	1.713
	71.501	0	71.501

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DPS delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

DPS delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

1.992

Azionisti:

1.992

Teste:

Azionisti in proprio:

0

Azionisti in delega:

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BMO MSCI EAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI AWDI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	16
**D BMO MSCI EAFE ESG LEADERS INDEXETF	4.537	0	4.537
**D THE CAPTIVE INVESTORS FUND	289.530	0	289.530
**D CAPRIA TAIL RISK MASTERS FUND LIMITED	3.886	0	3.886
**D THE CAPTIVE INVESTORS FUND	66.800	0	66.800
**D BMO COMMON CONTRACTUAL FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	558.489	0	558.489
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	23.779	0	23.779
**D CENTRAL PROVIDENT FUND BOARD	1.685	0	1.685
**D TRUST I AS GLOBAL DYNAMIC ALLOCATION PORTFOLIO	24.095	0	24.095
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	698.853	0	698.853
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	97.117	0	97.117
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	1.557	0	1.557
**D CAISSE DE DEPOT ET PLACEMENT D'UQUEBEC	491	0	491
**D DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	1.379	0	1.379
**D REGIME DE RENTES DU MOUVEMENT DESRADINS	1.535	0	1.535
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	35.236	0	35.236
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	254.686	0	254.686
**D CALVERT VE EAFE INTERNATIONAL INDEX PORTFOLIO	5.059	0	5.059
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	673.250	0	673.250
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0	240.916
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTC INVESSCO GLOBAL ESG INSIGHT INDEX MOTHERS FUND	2.604	0	2.604
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	20.886	0	20.886
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	1.804	0	1.804
**D PARKER FOUNDATION INC	1.804	0	1.804
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	43.481	0	43.481
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	27.816	0	27.816
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	3.768	0	3.768
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	52.216	0	52.216
**D FRANKLIN TEMPLETON ICAY	6.490	0	6.490
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	324	0	324
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUND	2.156	0	2.156
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	21.030	0	21.030
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	5.264	0	5.264
**D FIDELITY EUROPE FUND	57.650	0	57.650
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	70.372	0	70.372
**D FIDELITY SELECT GLOBAL PLUS ALLOCX EQUITY INSTITUTIONAL TRUST	23.810	0	23.810
**D FIDELITY LONGTERM LEADERS FUND	3.598	0	3.598
**D FIDELITY INVESTMENT SERVICES	3.167	0	3.167
**D FIDELITY INTERNATIONAL EQUITY MULTIFACTOR ESG FUND	7.338	0	7.338
**D FIDELITY INTERNATIONAL EQUITY MULTIFACTOR ESG FUND	609	0	609
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	438.200	0	438.200
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	201.480	0	201.480
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	583	0	583
**D GAM STAR FUND PLC	66.079	0	66.079
**D RUSSELL INVESTMENT COMPANY TAMMANGED INTERNATIONAL EQUITY FUND	16.280	0	16.280
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	16.009	0	16.009
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	686.259	0	686.259
**D GOVERNMENT PENSION INVESTMENT FUND	2.358	0	2.358
**D AMERICAN FUNDS INSURANCE SERIES INTERNATIONAL FUND	439	0	439
	141	0	141
	3.313	0	3.313
	1.271.778	0	1.271.778



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2

1.992

Azionisti:

Azionisti in proprio:

1.992

Teste:

0

Azionisti in delega:

1.992

Pagina 35

Delega alle persone fisiche sopra indicate con il numero delle schede appoggiate alla presente segna

**D delega alle persone fisiche sopra indicate con il numero della scheda appoggiata alla presente segna

RL: l'apprezzazione egale alla persona fisica sopra indicata con il numero della scheda appoggiata

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.805	0	8.805
**D TANGERINE BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D TANGERINE BALANCED PORTFOLIO	7.344	0	7.344
**D TANGERINE BALANCED GROWTH PORTFOLIO	9.662	0	9.662
**D TANGERINE EQUITY GROWTH PORTFOLIO	12.564	0	12.564
**D FIRST CHURCH OF CHRIST SCIENTIST	738	0	738
**D TRANSMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	24.189	0	24.189
**D TRANSMERICA INTERNATIONAL EQUITY INDEX VP	3.101	0	3.101
**D JNL/MELLOW MSCI WORLD INDEX FUND	83	0	83
**D JNL/JPMORGAN GLOBAL ALLOCATION FUND	15	0	15
**D JNL/DFP INTERNATIONAL CORE EQUITY FUND	18.298	0	18.298
**D SONAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	1.259
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	82.908
**D SONAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	5.099	0	5.099
**D SONAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.739	0	55.739
**D SONAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	28.712	0	28.712
**D OBERWOLD PUBLIC LIMITED COMPANY	8.614	0	8.614
**D OBERWOLD INVESTMENT COMPANY	4.616	0	4.616
**D MULTI STYLE MULTI MANAGER FUNDASFC	107.258	0	107.258
**D INVESCO MSCI WORLD SRI INDEX FUND	393	0	393
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	1.507.758	0	1.507.758
**D INVESCO EQV EUROPEAN EQUITY FUND	751.371	0	751.371
**D INSTITUTIONAL RETIREMENT TRUST	1.104.169	0	1.104.169
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.352.751	0	1.352.751
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	3.352	0	3.352
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	137.892	0	137.892
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OPER TRUST	12.437	0	12.437
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D INVE KAPITALANLAGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	90.351	0	90.351
**D LVIF BLACKROCK GLOBAL ALLOCATION FUND	7.734	0	7.734
**D LVIF SSCA INTERNATIONAL INDEX FUND	94.627	0	94.627
**D LVIF DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	15.139	0	15.139
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	15.234	0	15.234
**D SPDR MSCI EMEE FOSSIL FUEL RESERVES FREE ETF	10.619	0	10.619
**D SPDR MSCI EMEE STRATEGICFACTORSET	41.494	0	41.494
**D SPDR MSCI WORLD STRATEGICFACTORS ETF	924	0	924
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	1.268	0	1.268
**D HUMBLE INTERNATIONAL POOLED INDEX TRUST	15.679	0	15.679
**D HUMBLE COLLECTIVE INVESTMENT TRUST	1.163.216	0	1.163.216
**D MOFIN INTERNATIONAL EQUITY FUND	722.947	0	722.947
**D INTERNATIONAL GROWTH FUND	8.813	0	8.813
**D THE INTERNATIONAL EQUITY INDEX POOL	28.014	0	28.014
**D THE INTERNATIONAL EQUITY INDEX POOL OF AMERICA	20.704	0	20.704
**D MERCEZ CITI COMMON CONTRACTUAL FUND	681.866	0	681.866
**D MERCEZ GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.333	0	92.333
**D MERCEZ GLOBAL EQUITY FUND	207.465	0	207.465

LISTA ESITO DELLE VOTAZIONI
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MGI FUNDS PLC	36.264	0	36.264
**D MARGOLD TACTICAL STRATEGIES LTD	19.044	0	19.044
**D MAWER TAX EFFECTIVE BALANCED FUND	270.423	0	270.423
**D MAWER INTERNATIONAL EQUITY FUND	7.068.520	0	7.068.520
**D MERCER UCITS COMMON CONTRACTUAL FUND	25.326	0	25.326
**D MONTANA BOARD OF INVESTMENTS	317.899	0	317.899
**D MARIJLAND STATE RETIREMENT PENSION SYSTEM	165.453	0	165.453
**D COMPASS CONSERVATIVE PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED PORTFOLIO	267.484	0	267.484
**D COMPASS BALANCED GROWTH PORTFOLIO	363.119	0	363.119
**D COMPASS GROWTH PORTFOLIO	295.231	0	295.231
**D COMPASS INVESTMENT COMPANY PLC	205.977	0	205.977
**D RUSSELL INVESTMENT COMPANY PLC	78.724	0	78.724
**D AELIS INTERNATIONAL EQUITY FUND	37.606	0	37.606
**D FALCOTT RESOLUTION LIFE INSURANCE COMPANY	80.295	0	80.295
**D STATE OF NEW JERSEY COMMON PENSION FUND D	5.612	0	5.612
**D JAME TAFT UNGARLS TRUST 12 & 51 FDC ATTN GARY LOMBARDO	206.455	0	206.455
**D CITY OF NEW YORK GROUP TRUST	1.012	0	1.012
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	113.892	0	113.892
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	170.983	0	170.983
**D STITCHING PENSIONFONDS MERK EN PREI INTEGRATIE	170.983	0	170.983
**D PES-PIMCO RAEI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	80.151	0	80.151
**D THE INCUBATION FUND LTD	7.265	0	7.265
**D DWS INVESTMENT GMBH FOR DEAMFONDS KOPENHAGEN	702	0	702
**D DEAM-FONDS CPT	2.756	0	2.756
**D THRIVENT INTERNATIONAL INDEX PORTFOLIO	5.300	0	5.300
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	7.193	0	7.193
**D RUSSELL INVESTMENTS GLOBAL EQUITY FUND	3.170	0	3.170
**D RUSSELL OVERSEAS EQUITY POOL	11.457	0	11.457
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY FUND	82.519	0	82.519
**D RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY FUND	1.310	0	1.310
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	1.086	0	1.086
**D THE BANK OF KOREA	194.428	0	194.428
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	1.794	0	1.794
**D DESJARDINS RI DEVELOPED EXUSA EXCAMADA LOW CO2 INDEX ETF	65.700	0	65.700
**D SCOTIA DIVERSIFIED BALANCED FUND	983	0	983
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	6.064	0	6.064
**D SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	1.075	0	1.075
**D SELFFINANCING POSTSECONDARY EDUCATION FUND	3.626	0	3.626
**D HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	370	0	370
**D HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	6.294.056	0	6.294.056
**D STATE STREET IRELAND UNIT TRUST	1.746	0	1.746
**D PUBLIC EMPLOYERS' LONG-TERM CARE FUND	22.358	0	22.358
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	2.486.908	0	2.486.908
**D SECSTAR PERS PENSIONFONDS TRUST EN PENSIONFONDS-SPECIALISTEN	127.119	0	127.119
**D SSGA SEUR EFPS EUROPE 1 PUBLIC LIMITED COMPANY	176.955	0	176.955
**D SIR DAVID TRENCH FUND FOR RECREATION	1.672	0	1.672
**D UNIVERSALINVESTMENTSELLSCHAFTMBH FOR SERV100	112.340	0	112.340
**D STATE STREET CCF	3.859	0	3.859
**D TEACHER RETIREMENT SYSTEM OF TEXAS	8.874	0	8.874
	74.405	0	74.405



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DPS delega alle presenti Elenco sopra indicata con il numero della delega
 **D delega alla persona fisica sopra indicata con il numero della delega
 RL: rappresentanza legale alla persona fisica sopra indicata con il numero della delega

Azionisti: 2
 Azionisti in delega: 1.992
 Teste: 1.992
 Azionisti in delega: 0

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D 31-NONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D 33-QUALIFIED LLC	41.581	0	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D UBS (IRL) ETF PLC	239.086	0	239.086
**D DWS INVESTMENT GMBH FOR DEDFONDS PG EQ	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	118.000	0	118.000
**D DWS INVESTMENT GMBH FOR DEDFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624	0	7.624
**D WELLINGTON DURABLE ENTERPRISES, L.P.	244.163	0	244.163
**D WELLINGTON-OIS GLOBAL EQUITY FUND	151.200	0	151.200
**D WASHINGTON STATE INVESTMENT BOARD	207.428	0	207.428
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	288.600	0	288.600
**D WISDOMTREE INTERNATIONAL EQUITYFUND	3.442	0	3.442
**D WISDOMTREE GLOBAL HIGH DIVIDEND FUND	995	0	995
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	186	0	186
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	1.240	0	1.240
**D WISDOMTREE INTERNATIONAL GROWTH ORIENTED EQUITY FUND	9.782	0	9.782
**D THE WELLINGTON TR CO INC ASSOCIATED COLLECTIVE INVEST FSTRS II	470.351	0	470.351
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	903.450	0	903.450
**D MTGN DURABLE COMPANIES PORTFOLIO	1.797.445	0	1.797.445
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	868.618	0	868.618
**D EMPower ANNUITY INSURANCE COMPANY	22.131	0	22.131
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431	0	1.694.431
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	25.370	0	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	300	0	300
**D ZURICH INVEST ICAY	56.109	0	56.109
**D SET GLOB ADV TAX EXEMPT RETIREMENT PLANS	2.592.899	0	2.592.899
**D SSB MSCJ EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D SSB MSCJ ACMI EX USA INT. SCREENED NONLENDING COMMON TRUST FUND	11.039	0	11.039
**D STATE STREET TOTAL RETURN VIS FUND	5.510	0	5.510
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX FUND	376.852	0	376.852
**D VANGUARD DEVELOPED MARKETS INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D INVESCO EQV INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KLEINER FREUNDENBERG FUND	2.376	0	2.376
**D KLEINER FREUNDENBERG TRUST	7.118	0	7.118
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	12.231	0	12.231
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.931	0	1.931
**D HC CAPITAL TRUST - THE CATHOLIC SRI GROWTH PORTFOLIO	344	0	344
**D SCHWAB INTERNATIONAL EQUITY ETF	1.083.931	0	1.083.931
**D SCHWAB INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676

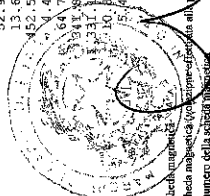
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Azionisti: 1.992 Testi: 1.992
 Azionisti in proprio: 0 Azionisti in delega: 1.992
 **D delega alle persone fisiche sopra indicate con il numero della scheda magnetica
 **D delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione effettuata alla protezione assistita)
 RL* rappresentanza legale alle persone fisiche sopra indicate con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCEFUND TRUST EQ ALLOCATION TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGE EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FIDELITY FUND II	26.900	0	26.900
**D FIDELITY FUND SMALL CAP FUND	1.132.500	0	1.132.500
**D UNIVERSALINVESTMENTMANAGEMENT TRUST FOR PROOFONOS S&P	55.930	0	55.930
**D FIDELITY RUTLAND SOURCE TRUST II STRATEGIC ADV FIDELITY INT FUND	351.102	0	351.102
**D FIDELITY RUTLAND SOURCE TRUST II STRATEGIC ADV FIDELITY INT FUND	929.491	0	929.491
**D PENSION BENEFIT GUARANTY CORPORATION	27.313	0	27.313
**D INTE KAPITALANLAGENGESCHAFT MBH FOR LEBRIVENTRAEKTEN	18.000	0	18.000
**D UNIVERSAL INVESTMENT GESCHAFT MBH FOR KFT UNIVERSAL FUNDS	23.087	0	23.087
**D INTE KAPITALANLAGENGESCHAFT MBH FOR ENTSCORGINGSFONDS	92.483	0	92.483
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579	0	23.579
**D TEM 401(K) PLUS PLAN TRUST	131.566	0	131.566
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.669	0	24.669
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.639	0	3.639
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	66.772	0	66.772
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D SSB CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.378	0	18.378
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AB VPSE AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	133	0	133
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMOFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554
**D IBM RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTGESCHAFTMBH FOR UIFONDS AKTIEN WORLD ESS	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	782.803	0	782.803
**D TITACREE INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II BALLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013	0	1.197.013
**D BRIGHTHOUSE FUNDS TRUST II NETLIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.769	0	65.769
**D STATE OF MINNESOTA	257.790	0	257.790
**D MERCEN HENRIS CORE EQUITY FUND	37.346	0	37.346
**D SPER MONTGOMERY INVESTMENT CO II PLC	26.037	0	26.037
**D SPER MONTGOMERY INVESTMENT CO II PLC	1.283	0	1.283
**D SPER PORTFOLIO DEVELOPMENT WORLD EQUITY ETF	323.377	0	323.377
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D MORGAN STANLEY VARIABLE INSURANCE FUND INC. GLOBAL STRATEGIST SI PORTFOLIO	1.674	0	1.674
**D THE WELLINGTON PR CO NATL ASSOCIATED COLLEGE INVESTMENT FUS IR	225.746	0	225.746
**D MTCN COMMON TRUST FUNDS TRUSTING RESEARCH EQUITY PORTFO	52.949	0	52.949
**D SPIN PORTFOLIO EUROPE ENF	13.632	0	13.632
**D SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	52.556	0	52.556
**D M INTERNATIONAL EQUITY FUND	4.450	0	4.450
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	14.769	0	14.769
**D COLUMBIA THREAZEMEDE (UK) LTCVI - CI SELECT EUROPEAN EQUITY FUND	141.877	0	141.877
**D M&G INVESTMENT FUNDS (1)- M&G EUROPEAN SUSTAIN PARIS ALIGNED FUND	1.331.335	0	1.331.335
**D STICHTING PHILIPS PENSIOENFONDS	10.857	0	10.857
**D NOW PENSIONS TRUST	5.449	0	5.449



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 2. Destinazione del risultato dell'esercizio 2023

Cognome	
**D UBS LUX FUND SOLUTIONS	
**D ARERO - DER WEITFONDS - ESG	
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	
**D AXA WORLD FUNDS SICAV	
**D EURIZON FOND	
**D EURIZON NEXT 2.0	
**D MULTISTRAND SICAVSIF	
**D RECOVERY LEADERS ESG 40 DICEMBRE 2025	
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	
**D EURIZON GLOBAL LEADERS ESG 50 - GENNAIO 2026	
**D EURIZON GLOBAL LEADERS ESG 50 - GENNAIO 2027	
**D EKSILON ASSOCIATI SCR - EFSSILONGER QVALLER	
**D MULTIFLEX SICAV	
**D GOLDMAN SACKS FUNDS	
**D EURIZON INVESTMENT SICAV	
**D OSSIM LUX	
**D ALLIANZ GLOBAL INVESTORS FUND	
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	

Totale voti	479.240,301
Percentuale votanti %	99,316493
Percentuale Capitale %	78,435475

Azionisti: 1.992
Azionisti in proprio: 0
Azionisti in delega: 0

Totale:

FAVOREVOLI

Tot. Voti	Proprio	Delega
1.459.299	0	1.459.299
15.670	0	15.670
163.069	0	163.069
5.361.915	0	5.361.915
415.045	0	415.045
29.253	0	29.253
15.470	0	15.470
33.077	0	33.077
23.417	0	23.417
221.005	0	221.005
107.204	0	107.204
1.807	0	1.807
73.308	0	73.308
136.309	0	136.309
18.563	0	18.563
730.075	0	730.075
624.730	0	624.730

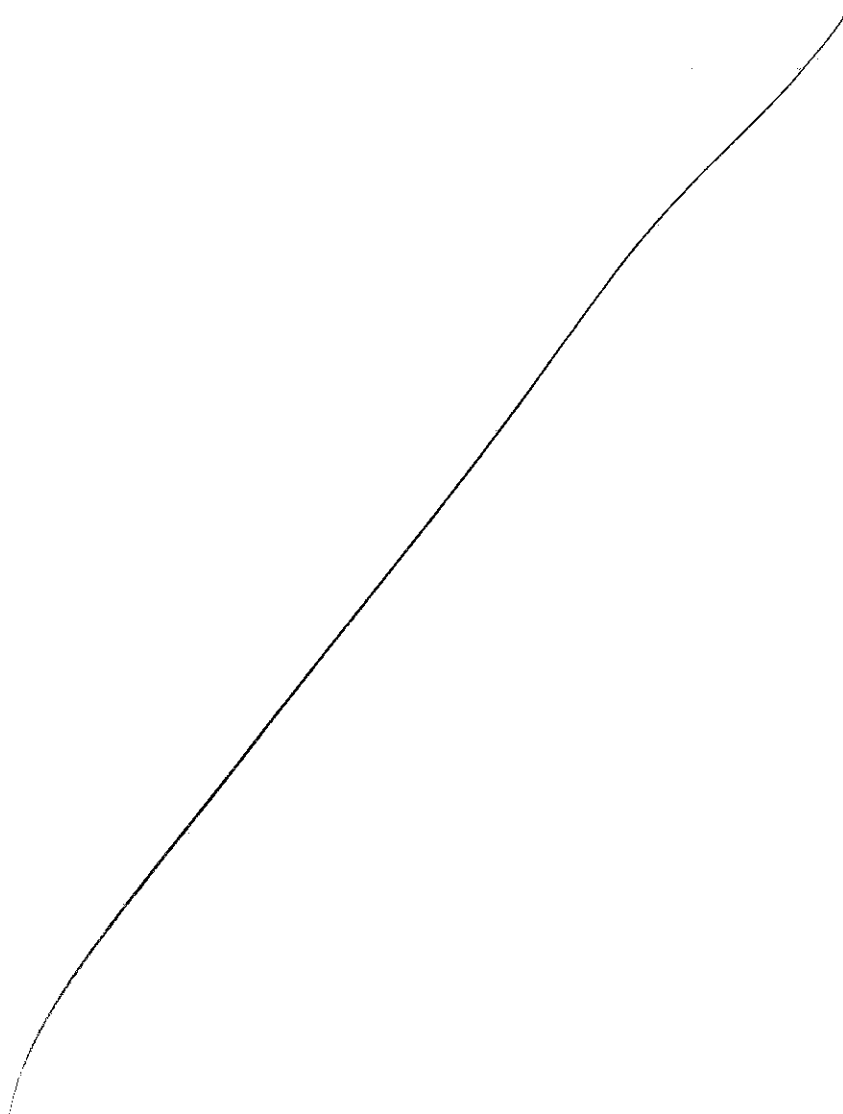


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Delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presenza del delegante)

RL* rappresentata legale alla persona fisica sopra indicata con il numero della scheda magnetica



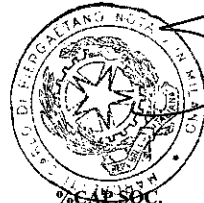
Assemblea Ordinaria del 24 aprile 2024ESITO VOTAZIONE**Oggetto : 3. Relazione sulla politica retributiva 2024**

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° **482.538.485** azioni ordinarie pari al **78,975276** % del capitale sociale riferibili a **1.998** soggetti aventi diritto al voto.

Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	415.761.917	86,161401	86,161401	68,046204
Contrari	66.480.044	13,777149	13,777149	10,880541
SubTotale	482.241.961	99,938549	99,938549	78,926745
Astenuti	296.524	0,061451	0,061451	0,048531
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	296.524	0,061451	0,061451	0,048531
Totale	482.538.485	100,000000	100,000000	78,975276

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.

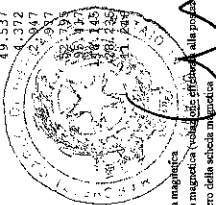


Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

CONTRARI

Cognome	Tot. Voti	Proprio	Delega
2. COMPUTERSHARE SPA RAFFA. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-MOVIES (ST.FREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D BELFIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
**D CANPIRIAN BUSINESS EQUITIES SA	71.608	0	71.608
**D BELFIUS EQUITIES NV	864.033	0	864.033
**D BELFIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
**D BELFIUS PENSION FUND LOW EQUITIES	64.038	0	64.038
**D ALLIANZ GLOBAL INVESTORS GBR WALLINGZG-FUNDS AOKW-JR SEGMENT OKWCO-ANTEN	6.140	0	6.140
**D ALLIANZ ACTIONS EUROPE CANORIUM	1.634.530	0	1.634.530
**D ALLIANZ FUND INVESTISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D INVESTITORI EUROPE AXA IN	52.700	0	52.700
**D INVESTITORI EUROPE AXA IN	100.284	0	100.284
**D IBCANTEC ACTIONS EUROPE CANDELAN 2	685.053	0	685.053
**D IBCANTEC ACTIONS EUROPE AXA IN	500.000	0	500.000
**D IBCANTEC ACTIONS EUROPE AXA IN	32.656	0	32.656
**D IBCANTEC ACTIONS EUROPE AXA IN	36.800	0	36.800
**D IBCANTEC ACTIONS EUROPE AXA IN	6.086	0	6.086
**D IBCANTEC ACTIONS EUROPE AXA IN	58.949	0	58.949
**D IBCANTEC ACTIONS EUROPE AXA IN	575.954	0	575.954
**D IBCANTEC ACTIONS EUROPE AXA IN	22.800	0	22.800
**D IBCANTEC ACTIONS EUROPE AXA IN	334.515	0	334.515
**D IBCANTEC ACTIONS EUROPE AXA IN	19.011	0	19.011
**D IBCANTEC ACTIONS EUROPE AXA IN	645.516	0	645.516
**D IBCANTEC ACTIONS EUROPE AXA IN	48.943	0	48.943
**D IBCANTEC ACTIONS EUROPE AXA IN	12.160	0	12.160
**D IBCANTEC ACTIONS EUROPE AXA IN	117.938	0	117.938
**D IBCANTEC ACTIONS EUROPE AXA IN	1.158.334	0	1.158.334
**D IBCANTEC ACTIONS EUROPE AXA IN	266.304	0	266.304
**D IBCANTEC ACTIONS EUROPE AXA IN	20.038	0	20.038
**D IBCANTEC ACTIONS EUROPE AXA IN	100.000	0	100.000
**D IBCANTEC ACTIONS EUROPE AXA IN	6.000	0	6.000
**D IBCANTEC ACTIONS EUROPE AXA IN	113.776	0	113.776
**D IBCANTEC ACTIONS EUROPE AXA IN	32.000	0	32.000
**D IBCANTEC ACTIONS EUROPE AXA IN	9.872.653	0	9.872.653
**D IBCANTEC ACTIONS EUROPE AXA IN	372.767	0	372.767
**D IBCANTEC ACTIONS EUROPE AXA IN	766.239	0	766.239
**D IBCANTEC ACTIONS EUROPE AXA IN	17.799	0	17.799
**D IBCANTEC ACTIONS EUROPE AXA IN	36.400	0	36.400
**D IBCANTEC ACTIONS EUROPE AXA IN	18.512	0	18.512
**D IBCANTEC ACTIONS EUROPE AXA IN	59.831	0	59.831
**D IBCANTEC ACTIONS EUROPE AXA IN	119.273	0	119.273
**D IBCANTEC ACTIONS EUROPE AXA IN	145.593	0	145.593
**D IBCANTEC ACTIONS EUROPE AXA IN	42.748	0	42.748
**D IBCANTEC ACTIONS EUROPE AXA IN	49.537	0	49.537
**D IBCANTEC ACTIONS EUROPE AXA IN	4.372	0	4.372
**D IBCANTEC ACTIONS EUROPE AXA IN	2.947	0	2.947
**D IBCANTEC ACTIONS EUROPE AXA IN	977	0	977
**D IBCANTEC ACTIONS EUROPE AXA IN	52.795	0	52.795
**D IBCANTEC ACTIONS EUROPE AXA IN	95.417	0	95.417
**D IBCANTEC ACTIONS EUROPE AXA IN	148.145	0	148.145
**D IBCANTEC ACTIONS EUROPE AXA IN	28.236	0	28.236
**D IBCANTEC ACTIONS EUROPE AXA IN	11.246	0	11.246



Pagina 1

2 DER delega alla persona fisica sopra indicata con il numero della scheda magnetica
113 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
RL rappresenta legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 113 Teste: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

CONTRARI

Cognome	Tot. Voti	Proprio	Delega
**D NATWEST TDS DEF BNVM RM GLO EQ FUND	133.118	0	133.118
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173
**D STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL	919.623	0	919.623
**D COUNTY OF SANTA CLARA	11.547	0	11.547
**D BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4.128	0	4.128
**D STICHTING PENSIOENFONDS ASP	9.248.388	0	9.248.388
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	44.491	0	44.491
**D MORGAN STANLEY PATHWAY	140.033	0	140.033
**D ASSET MANAGEMENT EXCHANGE UCITS COF.	10.655	0	10.655
**D STICHTING BLUE SKY LIQUID ASSET FUNDS	9.809	0	9.809
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369	0	22.369
**D GOVERNMENT OF GUAM RETIREMENT FUND	71.145	0	71.145
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.652	0	947.652
**D STICHTING MN SERVICES	191.885	0	191.885
**D STICHTING PENSIOENFONDS METAAL EN TECHNIEK MN SERVICES	56.502	0	56.502
**D STICHTING MN SERVICES ANDELENFO ND	36.192	0	36.192
**D ALERE PHARMAT ACTION	20.170	0	20.170
**D CORE DIVERSIFIED ACTION EURO	79.997	0	79.997
**D CREDIT SUISSE INVESTMENT FUND	148.246	0	148.246
**D CONCORDE 96 (ACTION EURO)	34.962	0	34.962
**D DNGA ACTIONS EURO PME	413.567	0	413.567
**D DNGA ACTIONS SMALL ET MID CAP EURO	254.750	0	254.750
**D DNGA SRI EURO QUALITY	1.672.723	0	1.672.723
**D ECOPI AVENTUR PLUS	36.000	0	36.000
**D ECOPI ENDURANCE EURO	10.000	0	10.000
**D EUREUIL PROFIL 75 (ACTIONS)	139.564	0	139.564
**D EUREUIL PROFIL 90 ACTIONS EUR	458.396	0	458.396
**D EPARGNE ETHIQUE ACTIONS	30.628	0	30.628
**D FC CARPINKO (ACTIONS EURO)	93.300	0	93.300
**D MONGELAS	27.096	0	27.096
**D NEULIZEE VIE OPPORTUNITES	58.959	0	58.959
**D PERP PROG (ACTIONS EUROPE)	28.987	0	28.987
**D RENAUT CAREMAGERS SOLID AIR	17.000	0	17.000
**D RL PREVIOYANCE (ACTIONS EUROPE)	54.868	0	54.868
**D RSC ACTIONS (ACTION EURO)	193.978	0	193.978
**D TOTALENERGIES DIVERSIFIEE EQUILIBRE ET SOLIDAIRE	74.294	0	74.294
**D CARPIRM EQUITIES L - EMO INNOVATION	177.249	0	177.249
**D CARPIRM EQUITIES L - EUROPE INNOVATION	2.325.096	0	2.325.096
**D CARPIRM EQUITIES L - EUROPE OPTIMM QUALITY	1.029.811	0	1.029.811
**D CARPIRM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	220.776	0	220.776
**D CARPIRM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	2.272.508
**D CARPIRM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D CLEVER INDEX - EMO EQUITIES	1.048.161	0	1.048.161
**D CLEVER INDEX - EUROPE EQUITIES	34.859	0	34.859
**D CARDIUS WORLD EQUITIES	76.225	0	76.225
**D CARDIUS WORLD EQUITIES	13.875	0	13.875
**D INDEXIO FACTORS SUSTAINABLE EMO EQUITY	685	0	685
**D INDEXIO FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D ALLIANCE AZIONI ITALIA NLI STARS LL STARS	440.000	0	440.000
**D ALLIANCE ITALIA 50 SPECIAL	13.000	0	13.000
**D ALLIANCE ACTIONS EURO PRETTI	100.558	0	100.558
**D THE CAPTIVE INVESTORS FUND	289.550	0	289.550

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)
**D GUARDIAN INTERNATIONAL VALUE VIP FUND
**D HARTFORD SCHRODERS INTERNATIONAL STOCK FUND
**D HARTFORD SCHRODERS DIVERSIFIED GROWTH FUND
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS
**D MOUNT HAYTON INVESTMENTS LIMITED
**D ALLIANZ GLOBAL INVESTORS FUND
**D ALLIANZ EUROPEAN PENSION INVESTMENTS

Totale voti	66.480.844
Percentuale votanti %	13,77/149
Percentuale Capitale %	10,88/541

CONTRARI

Tot. Voti	Proprio	Delega
583	0	583
66.079	0	66.079
216.280	0	216.280
6.294.056	0	6.294.056
1.746	0	1.746
824.348	0	824.348
747.003	0	747.003
272.161	0	272.161
730.075	0	730.075
624.730	0	624.730

Azionisti: 113
Azionisti in proprio: 0
Azionisti in delega: 0

Pagina 3
2 D/S* delega alla persona fisica sopra indicata con il numero della scheda magnetica
113 ***D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata da persona assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

ASTENUTI

Cognome		Tot. Voti		Delega	
2	COMPUTERSHARE SEA RAPPR. DESIGNATO IN QUALITA' DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0	0
**D	MERSEYSIDE PENSION FUND	281.266	0	281.266	0
**D	TOLLESON INTERNATIONAL EQUITY LP	15.258	0	15.258	0
Totale voti		296.524			
Percentuale votanti %		0,061451			
Percentuale Capitale %		0,048531			

Azionisti:	2	Teste:	2	Pagina 4
Azionisti in proprio:	0	Azionisti in delega:	2	DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica
				**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla poltrona assistita)
				RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMFUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** AGATEMATTEI AUGUSTO	50	0	50
D** AICO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO FONDA PLASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** FREVEDI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
2. COMFUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D STOCK SMALL CAPS OFF	1.130.000	0	1.130.000
**D HELABA INVEST AAG MEN HI KAPPA 10 SPONDS	12.100	0	12.100
**D DEKRA INVEST CAPITALAML GES MEN HI SYVA 2	15.550	0	15.550
**D DEKRA INVEST CAPITALAML GES MEN HI SYVA 1	12.760	0	12.760
**D DEKRA INVESTMENT GBRH DE VALUE EQU EXTRA SE	24.556	0	24.556
**D MESTERINVEST KAPITALANLAGE GBRH	2.735	0	2.735
**D VR BANK KT EUROPROTECT UI	17.716	0	17.716
**D ITAN INVEST EUROPA PLUS	746	0	746
**D LEF AL IMPACT EQUITY EU	751	0	751
**D LLS FUND SERV. AG AUTO LEB IMPACT CLIMATE ACTION GLOBAL PASSIV (USD)	17.372	0	17.372
**D UNIVERSITAT BASEL	16.022	0	16.022
**D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	236.209	0	236.209
**D PROPRIS SMALL NAD MID CAP WELT CREDIT SUISSE FUNDS AG MANDAT *THREADNEEDLE AM	65.247	0	65.247
**D AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	21.480	0	21.480
**D CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	24.640	0	24.640
**D WIF-DWS QI EURO SMT EXT	18.080	0	18.080
**D PK CSG WORLD-EQUITY CREDIT SUISSE FUNDS AG	15.382	0	15.382
**D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	370	0	370
**D AXA VORSORGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	16.391	0	16.391
**D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	1.421	0	1.421
**D WORLD TRADE ORGANIZATION PENSION PLAN	4.582	0	4.582
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	25.252	0	25.252
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	538.519	0	538.519
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	19.684	0	19.684
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	4.812	0	4.812
**D PICTET - DIGITAL	1.938.081	0	1.938.081
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	13.168	0	13.168
**D PICTET CH - GLOBAL EQUITIES	4.615	0	4.615
**D DECALIA SICAV - SUSTAINABLE SOCIETY	105.000	0	105.000
**D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	7.641	0	7.641
**D PACIFIC RESOURCES FUND LIMITED	66.911	0	66.911
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	16.813	0	16.813
**D PICTET - EUROPE INDEX	59.265	0	59.265
**D PICTET-EUROLAND INDEX	37.201	0	37.201
**D ORACLE FUND ORACLEIA EQUITIES EMU SRI EX-FOSSIL	29.503	0	29.503
**D DEKRA INVEST CAPITALAML GES MEN HI SYVA 2	3.858	0	3.858
**D DEKRA INVESTMENT GBRH DE VALUE EQU EXTRA SE	2.735	0	2.735
**D MESTERINVEST KAPITALANLAGE GBRH	18.444	0	18.444
**D AGRI AMBITION	35.081	0	35.081
**D HELIOS	2.087	0	2.087
**D STICHLING HOLD DELHAIZE PENSION	85.011	0	85.011
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	1.366	0	1.366
**D UI-NSMFT-BAP-FONDS	55.900	0	55.900
**D AZIMUT CAPITAL MANAGEMENT SGR S.P.A.	202.041	0	202.041
**D LABEL EUROPE ACTIONS	202.041	0	202.041



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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica.
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (il numero indicato alla posizione astipita)
N.B. rappresentanza legale dell'assemblea fisica sopra indicata con il numero della scheda magnetica

Arzoni: 1.883 Teste: 0
Arzoni in proprio: 0 Arzoni in delega: 1.883

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D LBPM ISR AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENDACTIS ISR	17.329	0	17.329
**D ERI BAYERNINVEST FONDS PATIEN EUROPA	17.530	0	17.530
**D ECEPARCNE CROISSANCE	475.009	0	475.009
**D BROGLIE	14.250	0	14.250
**D AGPI ACTIONS EUROPE	485.558	0	485.558
**D AXA VALUERS EURO	486.000	0	486.000
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESERVEABLES	255.000	0	255.000
**D SCANDIUM	185.000	0	185.000
**D TOTALENERGIES ACTIONS EUROPEENNES	351.331	0	351.331
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6.200	0	6.200
**D PHOSPHORE	41.924	0	41.924
**D BNP PARIBAS ACTIONS RENDEMENT ISR	66.913	0	66.913
**D DIVERSIS DYNAMIQUE	11.531	0	11.531
**D FCP SODIUM I	25.467	0	25.467
**D AXA AA DIVERSITE INDICIEL I	42.191	0	42.191
**D FRASER ACTIONS 2	74.682	0	74.682
**D MENARD ACTIONS EURO	49.671	0	49.671
**D ADASINALE SOCIAL SERVICE ALL CAP GLOBAL ETF	5.250	0	5.250
**D AMABELLE ROTHSCCHILD	2.568	0	2.568
**D ZWITSERLEVEN INSTITUTIONELE BELEGGINSGEFONDSEN - ZWITSERLEVEN DOURZAM INDEX RANDELENFONDS EUROPA	8.180	0	8.180
**D AVCP-UI-FONDS	2.398	0	2.398
**D ACTIAM DOURZAM INDEX RANDELENFONDS WERELD	14.453	0	14.453
**D AZ FUND I AZ EQUITY EUROPE	175.000	0	175.000
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	51.684	0	51.684
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT M&H ON BEHALF OF UNIVERSAL-CA V	31.544	0	31.544
**D COMPT - EUROPE	26.971	0	26.971
**D ERAPE ACTIONS EUROPE I	2.875.416	0	2.875.416
**D AME INTERNATIONAL EQUITY INDEX FUND HEDGED	4.475	0	4.475
**D AMP INTERNATIONAL EQUITY INDEX FUND	5.000	0	5.000
**D BANGADELL 2000 FP	49.187	0	49.187
**D PHILADELPHIA GAS WORKS PENSION PLAN	340	0	340
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT M&H ON BEHALF OF EROTIF MASTERFONDS	1.162	0	1.162
**D BNP PARIBAS EASY ICAY - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF	24.933	0	24.933
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	1.942	0	1.942
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	14.142	0	14.142
**D AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	3.398	0	3.398
**D THRAM COUNT - EQUITY EUROZONE DEFI	3.811	0	3.811
**D FONDAGIONE ROMA - GLOBAL PASSIVE EQUITIES	21.007	0	21.007
**D THRAM COUNT - EQUITY WORLD DEFI	2.303	0	2.303
**D NEWER UNHEDGED OVERSEAS SPARKS TRUST	9.097	0	9.097
**D ACTIAM DOURZAM INDEX RANDELENFONDS EUROPA	393.618	0	393.618
**D MANATINSKY	44.189	0	44.189
**D BNP PARIBAS ACTIONS PME ISR	3.990	0	3.990
**D AXA OPTIMAL INCOME	214.284	0	214.284
**D ALLENZIVA OBLIGAZIONARIO	374.990	0	374.990
**D BS PREVISION EMPRESAS ERSV DE EMPLEO	139.650	0	139.650
**D FONGSOBANK FP	1.020	0	1.020
**D EFN MULTI-MANAGER INTERNATIONAL EQUITY FUND	2.351	0	2.351
	87.329	0	87.329

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Azionisti: 1.893 Teste: 0 Azionisti in delega:

2

1.893

DPT* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica.

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.701	0	253.701
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK AL-FONDS	432.688	0	432.688
**D GUIDEMARK WORLD EX-US FUND	6.120	0	6.120
**D AZIF - AZ EQUITY -NEW GENERATIONS	16.432	0	16.432
**D BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED	372.731	0	372.731
**D GENERALI ITALIA SEA	143.050	0	143.050
**D BETURN	38.382	0	38.382
**D KATNE ANDERSON KUMICK INVESTMENT MANAGEMENT LLC	4.306	0	4.306
**D AXA GENERATION EQUILIBRE	137.234	0	137.234
**D SANDHILL FLANIFICATION 454, FI	2.754	0	2.754
**D FORTUM ITALIAN EXCELLENCE 70	243.000	0	243.000
**D BNP PARIBAS EUROPEAN EQUITIES INDEX FUND	13.898	0	13.898
**D BNP GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	30.000	0	30.000
**D DUREHAM INTERNATIONAL STOCK FUND	6.555	0	6.555
**D JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	193.090	0	193.090
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK A3-FONDS	671.000	0	671.000
**D ASTF - AZ ALLOCATION -GLOBAL GOALS	5.569	0	5.569
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	507.000	0	507.000
**D FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	9.379	0	9.379
**D ZEPHYR - OPTIMISED PLUS 2	2.463	0	2.463
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939	0	939
**D DEKA-MASTER-HAEK I	28.019	0	28.019
**D DIVERSIS	30.669	0	30.669
**D AQUARIUS INTERNATIONAL FUND	224.761	0	224.761
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WME-UNIVERSAL-FONDS	720	0	720
**D INVERSADELL 70, FI	2.284	0	2.284
**D AXA GENERATION EUROPE ACTIONS	201.400	0	201.400
**D MERCER WHOLESALE FUNDS	2.175	0	2.175
**D TTC WORLD EQUITY FUND QP, LP	545.054	0	545.054
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D FERROATLANTICA 92 FP	467	0	467
**D BAYERINVEST NEW FUNDS	49.000	0	49.000
**D PIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000
**D ERAPF ACTIONS EURO I	524.700	0	524.700
**D BANSADELL 36, F.P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH ED	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FF	467	0	467
**D TEAM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	86.633	0	86.633
**D UNIVERSADELL 25, FI	11.937	0	11.937
**D FONECONOMISTES, FONDS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	6.979	0	6.979
**D AMF WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D TEAM QUANT- EQUITY WORLD- GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FUNDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400



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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (consenso informato alla posizione assunta)
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (consenso informato alla posizione assunta)
R/L* rappresentanza legale delle persone fisiche sopra indicate con il numero della scheda magnetica

Aziionisti: 1.883
Aziionisti in proprio: 0
Aziionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome	Tot. Voti	Proprio	Delega
**D ZEPHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.687	0	371.687
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB S& CAPPED	171.991	0	171.991
**D INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSADELL 50, FI	8.123	0	8.123
**D INVESTORS WHOLESAL GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D THEM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	80.259	0	80.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600	0	17.600
**D SIMPLICITY HEDGED GLOBAL SHARE FUND	15.037	0	15.037
**D SIMPLICITY UNHEDGED GLOBAL SHARE FUND	8.992	0	8.992
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	67.480	0	67.480
**D AZ FUND 1-AZ ALLOCATION-STRATEGICBALANCED CATHOLIC VALUES	5.320	0	5.320
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	79.827	0	79.827
**D GENERALI INVESTMENTS SICAV BRIO FUTURE LEADERS	140.000	0	140.000
**D AZ FUND 1 AZ ALLOCATION GLOBAL	4.042	0	4.042
**D G.A.-FUND-B - EQUITY BRIO4 EURO P	18.124	0	18.124
**D AZ FUND 1 AZ ALLOCATION FFR ITALIAN EXCELLENCE 30	12.100	0	12.100
**D BNP PARIBAS NEXT TECH	9.291	0	9.291
**D BNP PARIBAS GLOBAL MEDICAL TECH	71.736	0	71.736
**D FOREIGN STOCK INDEX MOTHER FUND	69.980	0	69.980
**D SHINKO GLOBAL EQUITY INDEX MOTHER FUND	31.980	0	31.980
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	76	0	76
**D NATIXIS AM FUNDS	94.191	0	94.191
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	90.196	0	90.196
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	32.601	0	32.601
**D FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	12.451	0	12.451
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	11.916	0	11.916
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	2.427.012	0	2.421.015
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	676.945	0	676.945
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	8.381.085	0	8.381.085
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	777.565	0	777.565
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	749	0	749
**D FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	3.286	0	3.286
**D CREDIT SUISSE INDEX FUND (LUX)	15.158	0	15.158
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKYU 18420-7095	230.145	0	230.145
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	686.472	0	686.472
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	76.000	0	76.000
**D FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL QUALITY INDEX FUND	63.485	0	63.485
**D NOVEN TIPA INTERNATIONAL EQUITY INDEX FUND	245.618	0	245.618
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	186.245	0	186.245
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	28.855	0	28.855
**D FIDELITY EUROPEAN GROWTH POOL	13.071	0	13.071
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	28.532	0	28.532
**D FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL S&P COMPLEX FUND	2.750.366	0	2.750.366
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL ED/VANG FTSE DOWLED WLD EX CHA CUT ED	962	0	962
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL ED/VANG FTSE DEVELOPED WLD CHA CONT ED	438.676	0	438.676
**D FIDELITY FUNDS - ITALY POOL	13.684	0	13.684
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	10.648	0	10.648
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	860.383	0	860.383
	704.355	0	704.355
	2.506.616	0	2.506.616

Pagina 8

Azionisti: 1.883

Teste:

Azionisti in proprio: 0

Azionisti in delega:

2 DFF delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

FAVOREVOLT

Cocome	Tot.	Voti	Proprio
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	0
**D FIDELITY UNITS ICAY - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	593.729	0	0
**D VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	14.606	0	0
**D SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	14.010	0	0
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	4.828	0	0
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	22.145	0	0
**D SIX CIRCLES JAPANESE EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	76.000	0	0
**D FIDELITY FUNDS - EUROPE POOL	241.972	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTB3400025521	120.963	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	2.145	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MOTB400021492	53.020	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MOTB400021492	19.939	0	0
**D FIDELITY UNITS II ICAY/ FIDELITY MSCI EUROPE INDEX FUND	11.161	0	0
**D CUSTODY BANK OF JAPAN, LTD. RE: SNTS DAIWA WELLINGTON DURABLE COMP ANES FUND (FOFS ONLY) (QII ONLY)	8.670	0	0
**D OMBEN MARINAD EUROPE	3.295	0	0
**D KEVNE ANDERSON ERMACK INTERNATIONAL SMALL CAP CIT	328.013	0	0
**D CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	16.500	0	0
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	7.048	0	0
**D CREDIT SUISSE INDEX FUND (IE) ETF ICAY	665.010	0	0
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	14.523	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCJ-KOKUSAI INDEX MOTHER FUND	128.375	0	0
**D SCHRODER GALA	295	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	42.780	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST).	42.188	0	0
**D CH-AM SHALL & MIDCAP EURO	58.082	0	0
**D OMBEN MARINAD GLOBAL	146.000	0	0
**D BELSTIA SUPERANNATION SCHEME	16.000	0	0
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	12.788	0	0
**D CAPITALFOREIGN PENSIUM INVEST, PER 3 GLOABLE AKTIER 3	220.607	0	0
**D JPMORGAN CHASE RETIREMENT PLAN	4.400.872	0	0
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	32.053	0	0
**D COREFM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	252.114	0	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021574	23.610	0	0
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	166.648	0	0
**D NORDEA WORLD PASSIVE FUND	2.173	0	0
**D T. ROME PRICE FUNDS SICAV	6.553	0	0
**D STITCHING PENSIONFUNDS PROVISION	34.692	0	0
**D DEVELOPED EX-FOSILL FUEL INDEX FUND B (FTDEVAFX)	147.015	0	0
**D BLACKROCK INSTITUTIONAL POWERED FUNDS PLC	14.596	0	0
**D CREDIT SUISSE INDEX FUND (IE) ETF ICAY	47.808	0	0
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	8.220	0	0
**D SEC MASTER PENSION TRUST	1.952	0	0
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX TRUST	62.207	0	0
**D BLACKCO CAPITAL GROWTH FUNDS	51.360	0	0
**D NATIONAL INSURANCE FUND	271.910	0	0
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	11.403	0	0

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2 DE* deleva alla prossima fisica sopra indicata con il numero della scheda magnetica

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RL* rappresenta legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE.
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D MESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	0.077	0	0.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981	0	6.981
**D JNL INTERNATIONAL INDEX FUND	84.598	0	84.598
**D STICHTING PENSIOENFONDS VOOR HUISAARSEN	43.162	0	43.162
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D HC RENTE	3.221	0	3.221
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D DANESKE INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	43.797	0	43.797
**D MAIN 1 - UNIVERSAL - FONDS	40.480	0	40.480
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194
**D VGV POOLFONDS PAI	16.459	0	16.459
**D GENERAL MOTORS PENSIOENFONDS OPF	1.639	0	1.639
**D SUBEIA-FONDS	5.333	0	5.333
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D US ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D ROULENDE SRL INTERNATIONAL CORE EQUITIES	883	0	883
**D ISHARES MSCI WORLD ELECTRONICS QUALITY LEF	82.742	0	82.742
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	135	0	135
**D NES LIMITED	54.342	0	54.342
**D MBB SMART FUND C LLC	4.366	0	4.366
**D TRINITY COLLEGE CAMBRIDGE	5.975	0	5.975
**D BLACKROCK CN MSCI ACWI EX-CANADA INDEX FUND	10.842	0	10.842
**D GENERAL MOTORS (VMI) PENSION PLAN	14.606	0	14.606
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	2.425	0	2.425
**D AVIVA LIFE & PENSIONS UK LIMITED	16.573	0	16.573
**D MSCI ACWI EX-U.S. IMI INDEX FUND B2	322.543	0	322.543
**D BLACKROCK CN MSCI EAFE EQUITY INDEX FUND	34.668	0	34.668
**D EUROPE EQUITY INDEX ESG SCREENED FUND B(EUROKOE)	98.661	0	98.661
**D AUSTRALIANSPER	1.031	0	1.031
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	29.275	0	29.275
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	669.130	0	669.130
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	3.281	0	3.281
**D VGV POOLFONDS METZLER	285.000	0	285.000
**D NORDEA I SICAV	60.478	0	60.478
**D FOKERKA PENSION UNIVERSAL	219.430	0	219.430
**D VERDIPATIFONDET EQUINOR AKSJER EUROPA	18.435	0	18.435
**D PSF	26.000	0	26.000
**D BLACKROCK INDEX SELECTION FUND	101.901	0	101.901
**D MAIN VI-UNIVERSAL-FONDS	488.617	0	488.617
**D BLACKROCK RETIREMENT SYSTEM OF THE CITY OF NEW YORK	1.210	0	1.210
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	193.334	0	193.334
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	5.173	0	5.173
**D MSTA	2.049	0	2.049
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	61.639	0	61.639
	177	0	177

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	2.032.690	0	2.032.690
**D T. ROWE PRICE GLOBAL ALLOCATION FUND	9.424	0	9.424
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	3.648	0	3.648
**D FUND FORUM SHARE COMMON RETIREMENT FUND	2.218.389	0	2.218.389
**D FUND INVESTMENT SERVICES	10.008	0	10.008
**D FUND INVESTMENT SERVICES	42.499	0	42.499
**D VANGUARD ESG INTERNATIONAL STOCK ETF	105.010	0	105.010
**D MACQUARIE INTERNATIONAL EQUITIES FUND	17.595	0	17.595
**D STRATEGIC INTERNATIONAL EQUITY FUND	7.760	0	7.760
**D AVIVA LIFE & PENSIONS IRELAND DAC	22.636	0	22.636
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	55.584	0	55.584
**D BLACKROCK CDN WORLD INDEX FUND	52.583	0	52.583
**D VANTAGE TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	30.903	0	30.903
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	125.246	0	125.246
**D STELLAR INSURANCE, LTD.	2.652	0	2.652
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.163	0	1.163
**D ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	66.113	0	66.113
**D THE SAUDI SECOND INVESTMENT COMPANY	133.453	0	133.453
**D LVM LANWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MÜNSTER A.G.	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	848	0	848
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.359	0	11.359
**D THRIFT SAVINGS PLAN	17.376	0	17.376
**D MINE SUPERANNUATION FUND	2.873.453	0	2.873.453
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	23.809	0	23.809
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	902.026	0	902.026
**D VANGUARD CORE MSCI WORLD EX AUSTRALIA ESG ETF	17.666	0	17.666
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	35.875	0	35.875
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	575.777	0	575.777
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	9.911	0	9.911
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	13.466	0	13.466
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	6.243	0	6.243
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	315.473	0	315.473
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	27.461	0	27.461
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	54.125	0	54.125
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	93.744	0	93.744
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	10.351	0	10.351
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	6.305	0	6.305
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	40.584	0	40.584
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	2.257.593	0	2.257.593
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	22.213	0	22.213
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	3.296	0	3.296
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	3.479	0	3.479
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	9.581	0	9.581
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	318.643	0	318.643
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	15.009	0	15.009
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	3.163	0	3.163
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	5.291	0	5.291
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	10.408	0	10.408



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Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Retazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ISHARES HOLESAL INTERNATIONAL EQUITY INDEX FUND	53.626	0	53.626
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	96.393	0	96.393
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	5.807	0	5.807
**D ANDRA AE-FONDEN	1.015	0	1.015
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	31.647	0	31.647
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	225.326	0	225.326
**D STICHTING SHELL PENSIONFONDS	64.709	0	64.709
**D SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	5.056	0	5.056
**D MFS INTERNATIONAL NEW DISCOVERY FUND	1.128.619	0	1.128.619
**D ROEIN 1-FONDUS	218.087	0	218.087
**D INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	20.704	0	20.704
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	42.093	0	42.093
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	8.410.207	0	8.410.207
**D 1934 GLOBAL INVESTMENT FUND LP	63.114	0	63.114
**D UT-FONDUS BAV RET AKTIEN	253.531	0	253.531
**D BEM	141.879	0	141.879
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	32.438	0	32.438
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	302.760	0	302.760
**D GALVINT INTERNATIONAL RESPONSIBLE INDEX ETF	7.723	0	7.723
**D MAINSTADT WIC INTERNATIONAL RESEARCH EQUITY FUND	25.882	0	25.882
**D INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES KL	24.083	0	24.083
**D INVESTERINGSFORENINGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA PENSION - AKTIER 4	7.309	0	7.309
**D ROBEQ UNIRELLA FUND I N.V.	1.773	0	1.773
**D ERMCO-FONDUS	15.230	0	15.230
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA LINK - INDEXES GLOBALE AKTIER	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENCIA INKA	18.953	0	18.953
**D INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	11.712	0	11.712
**D FORSTA AP - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745	0	61.745
**D EQUIMOR PENSION	20.000	0	20.000
**D NWIT INTERNATIONAL INDEX FUND	51.063	0	51.063
**D SHELL FOUNDATION	28.257	0	28.257
**D EER-AKTIEEN-UNIVERSAL-FONDUS	60.000	0	60.000
**D EPS	9.628	0	9.628
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	3.742	0	3.742
**D LB HOLDINGS I LLC	2.547	0	2.547
**D NORDEA GLOBAL PASSIVE FUND	21.771	0	21.771
**D MI-FONDUS 392	262.105	0	262.105
**D STATE OF WYOMING	40.337	0	40.337
**D AERONETREET GLOBAL EQUITY FUND	84.246	0	84.246
**D ITRR CORPORATION	387	0	387
**D AZIMUT STRATEGIC TREND	440	0	440
**D ALZIMUT TREND	13.490	0	13.490
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES BNP KL	6.896	0	6.896
**D FISCHER FUNDLY TRUST	1.040	0	1.040
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.886	0	1.886
**D EQ ADVISORS TRUST - EQ/EA DYNAMIC MODERATE GROWTH PORTFOLIO	11.046	0	11.046
**D NATIONWIDE INTERNATIONAL INDEX FUND	34.326	0	34.326
**D OB 2	4.041	0	4.041
**D PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	1.058	0	1.058

Pagina 12

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.883

Teste:

Azionisti:

0

Azionisti in proprio:

1.883

Azionisti in delega:

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla protezione azionista)

RLT rappresentanza agisce alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AZIMUT TRADING	440	0	440
**D CC AND L Q 140/40 FUND	5.237	0	5.237
**D COMPTON L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	3.796	0	3.796
**D CONVICTION EUROPOINE	10.900	0	10.900
**D DEAN L	66.010	0	66.010
**D BEST OF FUNDS	155.000	0	155.000
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	15.900	0	15.900
**D MK INV STRAT EUREKA FUND AC	49.879	0	49.879
**D AEGIONSTREET EAFE ALPHA-EXTENSION TRUST FUND	3.353	0	3.353
**D AEGIONSTREET INTERNATIONAL-EQUITY - EATS EXTENSION FUND	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/DK MSCI EURO CL CH ESG UCITS ETF	25.230	0	25.230
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/ARIDEKA	800.000	0	800.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF	24.985	0	24.985
**D DEKA INTERNATIONAL S.A. W/DEKA-NACHHAFTIGKEIT AKTIEN EUROPA	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/ANSPA-FONDS AUSSCHUEITUNG PLUS	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/MASTER 172 W/AKTIEIN NEBENMERITE	5.658	0	5.658
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATVORGEZE AS	18.000	0	18.000
**D ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTA PENSIONSPARFONDS	487.700	0	487.700
**D UNIVERSITIES SUPERANNUATION SCHEME	89.226	0	89.226
**D PEOPLE'S BANK OF CHINA	439.080	0	439.080
**D EUROPAFIC GROWTH FUND	29.888.102	0	29.888.102
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	147.416	0	147.416
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629	0	32.629
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	1.830.884	0	1.830.884
**D CAPITAL INTERNATIONAL FUND	266.271	0	266.271
**D AMERICAN FUNDS GLOBAL BALANCED FUND	55.818	0	55.818
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.079.356	0	2.079.356
**D JPMORGAN GLOBAL ALLOCATION FUND	78.230	0	78.230
**D ARGENTA UP	38.727	0	38.727
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	2.218	0	2.218
**D CAPITAL WORLD GROWTH AND INCOME FUND	113.215	0	113.215
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	1.599.856	0	1.599.856
**D JEFFREY LLC	9.145.763	0	9.145.763
**D JPMORGAN BETABUILDERS EUROPE ETF	5.355	0	5.355
**D MASTERFONDS BANUIS	108.689	0	108.689
**D LORENTZ POCKET CROISSANT	437.795	0	437.795
**D DEGROOF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	142.000	0	142.000
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	16.643	0	16.643
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	6.500	0	6.500
**D COMFY, LLC	15.125	0	15.125
**D COMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JPMORGAN CHASE BANK, N.A.	2.734.991	0	2.734.991
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	311.385	0	311.385
**D DEKA VALUE PLUS	38.894	0	38.894
**D LEMANIA GLOBAL EQUITY	173.838	0	173.838
	36.118	0	36.118



Pagina 13

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione a favore della proposta)

RL* rappresenta la persona fisica sopra indicata con il numero della scheda magnetica

1.883 Teste:

Azionisti:

0 Azionisti in delega:

1.883

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Corporne	Tot. Voti	Proprio	Delega
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (JLNU)	17.762	0	17.762
**D JPMORGAN ETFs (IRELAND) ICADV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	538.229	0	538.229
**D JPMORGAN ETFs (IRELAND) ICADV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN ETFs (IRELAND) ICADV-EUROZONE RESEARCH ENHAW INDEX EQ (ESG) UCITS ETF	111.886	0	111.886
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	23.059	0	23.059
**D AMUNDI HK PORTFOLIOS	76.937	0	76.937
**D REALDANIA	55.500	0	55.500
**D VITASOY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	607	0	607
**D PRICOS DEFENSIVE	22.134	0	22.134
**D HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GERUNDENES VERMOEGEN DUEBENDORF	1.811	0	1.811
**D BEST INVESTMENT CORPORATION	24.722	0	24.722
**D THE KWOHLON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D FLATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	2.389	0	2.389
**D HSBC LIFE (INTERNATIONAL) LIMITED	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.910	0	2.910
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	15.252	0	15.252
**D FLATO INST I FUND EURO EQUITY	43.712	0	43.712
**D HANG SENG INSURANCE COMPANY LIMITED	63.163	0	63.163
**D HELSANA UNIFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GERUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D REC INSTITUTIONAL FUND SRI EURO	75.378	0	75.378
**D INST INVESTMENT MANAGEMENT AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GERUNDENES VERMOEGEN DUEBENDORF	41.225	0	41.225
**D HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GERUNDENES VERMOEGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYEES PENSION FUND	9.908	0	9.908
**D HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D PRICOS	866.067	0	866.067
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239	0	8.239
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D REASURE LIMITED	289.226	0	289.226
**D HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	1	0	1
**D PRICOS SRI	33.220	0	33.220
**D HSBC POOLED INVESTMENT FUND	15.715	0	15.715
**D FLATO INSTITUTIONAL INDEX FUND	8.940	0	8.940
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	531.122	0	531.122
**D FLATO RI WORLD	591	0	591
**D FLATO INSTI INDEX FND WORLD DEI-RDT	3.711	0	3.711
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741	0	68.741
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974	0	87.974
**D HSBC GLOBAL FUNDS ICADV	513	0	513
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738	0	83.738
**D PHENIX UNIT TRUST MANAGERS LIMITED	2.483.968	0	2.483.968
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	1.735	0	1.735
**D M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	699.708	0	699.708
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	48.019	0	48.019
**D AMUNDI ETF ICADV - AMUNDI SIF 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	92.350	0	92.350
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	95.072	0	95.072
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	5.754	0	5.754
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	186.000	0	186.000
**D HSBC EUROPEAN SPECIAL SITUATIONS FUND	227.555	0	227.555
**D HSBC GLOBAL INVESTMENT FUNDS	114.890	0	114.890

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**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.893

Azionisti:

Azionisti in proprio:

0

Teste:

1.893

Azionisti in delega:

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla portazione assistita)

L rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AVIVA INVESTORS UK FUND SERVICES LIMITED	43.910	0	43.910
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AT 50:50 GLOBAL EQUITY INDEX FUND	82.580	0	82.580
**D AVUNDI MSCI ACMI SRI PAS UCITS ETF	2.125	0	2.125
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AT DEVELOPED WORLD EX UK EQUITY INDEX FUND	29.319	0	29.319
**D HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	346.456	0	346.456
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AT 60:40 GLOBAL EQUITY INDEX FUND	19.677	0	19.677
**D ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	100.225	0	100.225
**D AXA INVESTMENT MANAGERS UK LIMITED	131.522	0	131.522
**D HSBC ETFS PLC	35.442	0	35.442
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	85.260	0	85.260
**D INVESTMENT COMPANY - HSBC MSCI EUROPE UCITS ETF	22.906	0	22.906
**D HSBC EUROPEAN CAPITAL INVESTMENT MANAGEMENT	10.647	0	10.647
**D INTERNATIONALE KAPITALMANAGEMENTGESELLSCHAFT MBH	514.243	0	514.243
**D AVUNDI DEUTSCHLAND GMBH	42.117	0	42.117
**D VALROS INTERNATIONAL SICAV-ITALIA	245.640	0	245.640
**D VALROS INTERNATIONAL SICAV - MADE IN ITALY	134.509	0	134.509
**D THE E. M. FOUNDATION	13.000	0	13.000
**D ANTHEM MASTER TRUST	66.340	0	66.340
**D II	7.360	0	7.360
**D PREVINDAI FONDO PENSIONE	17.590	0	17.590
**D IF IST - EUROPE INDEX SRI	14.278	0	14.278
**D DPAM B	11.583	0	11.583
**D IF IST - GLOBE INDEX	2.797.703	0	2.797.703
**D IF IST - GLOBE INDEX	114.100	0	114.100
**D AVADIS FUND - AKTIEN SMALL CAPS	22.562	0	22.562
**D IF IST - GLOBE INDEX SRI	54.172	0	54.172
**D AVADIS FUND-AKTION WELT CO2 SELECT AST 2	1.937	0	1.937
**D AVADIS FUND-AKTION WELT AST 2	4.844	0	4.844
**D MAGNESIUM	12.232	0	12.232
**D RUTABANK PENSIONS, S.A., SGPP	351.222	0	351.222
**D RUTABANK GESTION SGIC, S.A.	141.753	0	141.753
**D LUMINA-MARSHALL WACE UCITS SICAV-LUMINA-MM SYSTEMATIC ALPHA	417.993	0	417.993
**D CHURCH OF THE HOLYCOMFORTER	114.384	0	114.384
**D LUMINA MARSHALLWACE UCITS SICAV LUMINA MM TOPSMARKET NEUT	478	0	478
**D EXETER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSTOR EMPLOYE	463	0	463
**D OVERSEAS SERIES	117.205	0	117.205
**D PRO BLEND MODERATE TERM SERIES	457.557	0	457.557
**D PRO BLEND MAXIMUM TERM SERIES	6.961	0	6.961
**D PRO BLEND EXTENDEDTERM SERIES	12.789	0	12.789
**D BARNET ANDCONNECTIONARY UNION AND INDUSTRIYINTERNATIONAL FE	15.565	0	15.565
**D PRO BLENDCONSERVATIVE TERM SERIES	27.396	0	27.396
**D MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	2.957	0	2.957
**D FORTENSION PLAN	2.075	0	2.075
**D SCANDI INVESTMENT MANAGEMENT	99.904	0	99.904
**D PNC BANK MASTORTON FOR IRISH LOCAL	18	0	18
**D VIRTUS GLOBAL FUNDS EUROCL LTD	19.940	0	19.940
**D IMPERIAL INTERNATIONAL EQUITY INDEX	7.822	0	7.822
**D CIRC INTERNATIONAL EQUITY INDEX EFF	21.962	0	21.962
**D CIRC INTERNATIONAL INDEX FUND	1.140	0	1.140
**D CIRC EUROPEAN INDEX FUND	2.038	0	2.038
**D CIRC EUROPEAN EQUITY INDEX	2.038	0	2.038
**D CIRC INTERNATIONAL EQUITY INDEX POOL	314.136	0	314.136
**D CIRC INTERNATIONAL EQUITY INDEX POOL	921	0	921



Pagina 15

2

1.883

Azionisti:

Azionisti in proprio:

1.883

Testi:

1.883

Pagina 15

DE* delega alle persone fisiche sopra indicate con il numero della scheda seguita da

**D delega alle persone fisiche sopra indicate con il numero della scheda seguita da

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda seguita da

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AUTORIAUE MONETARIA DE NACRU	10.803	0	10.803
**D BALLIUE GIFFORD INTERNATIONAL ALPHA FUND	1.968.894	0	1.968.894
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	22.615	0	22.615
**D INVESTINGFOREIGNEN NYKREDIT INVEST ENGRCS GLOBALE AKTI	23.527	0	23.527
**D KAPITALFOREIGNEN INVESTIN PKG ACADIAN GLOBALE VALUE	5.412	0	5.412
**D VONTGREL NON US EQUITY OFFSHORE MASTER LP	484.836	0	484.836
**D SHEMA HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	70.374	0	70.374
**D NEGA PENSION TRUST DEFINED BENEFIT PLAN	29.509	0	29.509
**D SHEMA HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	25.986	0	25.986
**D BNTH MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	41.839	0	41.839
**D ADVANCED SERIES TRUST AST T ROME PRICE GROWTH OPPORTUNIT	143.877	0	143.877
**D TIMESSQUARE CAPITAL MANAGEMENT	25.498	0	25.498
**D INVERSCO MARKETS II PLC	586.260	0	586.260
**D GEORGIA TECH FOUNDATION INC	81.053	0	81.053
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	74.102	0	74.102
**D LEGAL AND GENERAL UCITS ETF PLC	1.222.734	0	1.222.734
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.264.234	0	1.264.234
**D VANGUARD EUROPEAN STOCK INDEX FUND	10.213	0	10.213
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	3.550	0	3.550
**D NYRACENS NSCI EAFE ESG LEADERS EQUITY ETF	27.847	0	27.847
**D MESPATH FUNDS TRUST	2.200	0	2.200
**D ALLEGHEM COLLEGE	4.400	0	4.400
**D ERIC CROWTHILL FOUNDATION	31.111	0	31.111
**D KENNEDY WILSON COMPANY COLLECTIVE INVESTMENT TRUST	5.304	0	5.304
**D MOBILITY'S SOLE TRUSTS OF THE MOBILITY ENDOWMENT TRUST	248	0	248
**D OSSIAM IRI ICN	3.017	0	3.017
**D MCGILL UNIVERSITY PENSION PLAN	4.229	0	4.229
**D PMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D VOYA VANCE INDEX SERIES I PORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D DANMARKS GRUNDFORSKINGFOND	1.801	0	1.801
**D IMPERIAL GLOBAL EQUITY INCOME POOL	15.151	0	15.151
**D CONSOLIDATED EDISON RETIREMENT PLAN	13.157	0	13.157
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR	10.092	0	10.092
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRST	200	0	200
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.932	0	93.932
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	5.501	0	5.501
**D SUPERVALU INC MASTER INVESTMENT TRUST	18.161	0	18.161
**D CERVURITE INTERNATIONAL LLC	24.851	0	24.851
**D CARM VICTOR PAGE MEMORIAL FOUNDATION	108.193	0	108.193
**D ACHMEA VARIABLE SECURITIES HEALTH FUND	27.213	0	27.213
**D STITCHING PENSIONFONDS NOTARIAAT	2.721	0	2.721
**D NV HEGELINIE	2.956	0	2.956
**D DEUTSCHE DGS EQ	2.323	0	2.323
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	909.286	0	909.286
**D GOLDMAN SACHS ASSET MANAGEMENT LP	135.181	0	135.181
**D WANDLITE INVESTMENT SERVICES INTERNATIONAL INDEX ETF	12.198	0	12.198
**D CENTRALE BANK OF THE INTERNATIONAL UNION OF OPERATING	11.983	0	11.983
**D IPR I GLOBAL EQUITIES FUND	3.537.165	0	3.537.165
**D FLORIDA GLOBAL EQUITY FUND LLC	8.246	0	8.246
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	218.838	0	218.838

Pagina 16

Azionisti: 2
Azionisti in proprio: 1.883
Teste: 1.883
DER* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presidenza assemblea)
RL* rappresenta il totale delle persone sopra indicate con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGLED TRUST	87.193	0	87.193
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND	99.406	0	99.406
**D TEXAS UTILITIES QUAL NET PARTNERSHIP	1.611	0	1.611
**D DWS INVESTMENT GNBH ON BEHALF OF DWS FONDS ZEV EVO	2.680	0	2.680
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	0	27.516
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	1	1	0
**D TD INTERNATIONAL EQUITY INDEX ETF	38.890	0	38.890
**D TD EUROPEAN INDEX FUND	3.667	0	3.667
**D ELIZABETH F RICHMAN	2.961	0	2.961
**D BRUCE F BLOCHER TRUST MAYER INTL	1.142	0	1.142
**D BNP PARIBAS INVESTMENT LP 2012 TRUST FEQ MOR	1.195	0	1.195
**D BERLESE FREEMAN	5.105	0	5.105
**D ELIZABETH ROSSMAN	1.561	0	1.561
**D BUNRATTY HOLDINGS LLC	1.561	0	1.561
**D CAROL L BARNETT CHARITABLE REMAIND 10571068350	7.926	0	7.926
**D CAROL J BARNETT CRUT II	3.787	0	3.787
**D SED BLAZER INVESTMENTS VENTURE LLC	5.825	0	5.825
**D OPUS FINANCIAL LLC	11.110	0	11.110
**D L BIONNANO TRUST T SMITH SR	9.323	0	9.323
**D DORIS CHRISTOPHER	41.936	0	41.936
**D MS DEPENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MONICICAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CATHERINE KING	1.229	0	1.229
**D JOHN MCCARTNEY	1.894	0	1.894
**D L SHIGLEY REV TR II 18 04 MAWER ADR	3.753	0	3.753
**D MORRIS 1992 GIFT TRUST	2.271	0	2.271
**D JOHN NEVINS	3.380	0	3.380
**D THOMAS P PRCHAL TR DTD 3 31 94 MAWER	2.203	0	2.203
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	2.770	0	2.770
**D SUSAN ZUCKER	2.538	0	2.538
**D TD EMERALD INTERNATIONAL EQUITY INDEX FUND	118.913	0	118.913
**D WINDWISE MSCI EAFE INDEX NON LENDING	16.657	0	16.657
**D CHARLES FRAGIN	1.593	0	1.593
**D EXEC FAMILY TRUST M POND II FAMILY TRUST	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.911	0	48.911
**D BNY MELLON CF SL INTERNATIONAL STOCK INDEX FUND	48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD	540.704	0	540.704
**D BLACKROCK FUNDS STITCHES INC. DEFINED CONTRIBUTION PLAN MAST	87.362	0	87.362
**D 1995 FUNDS STITCHES INC. DEFINED CONTRIBUTION PLAN MAST	36.505	0	36.505
**D VANDERPARFONDEN SPARINVEST INDEX BARREDIGTICE GLOBALE ANTIER STIK KL ID SPARINVEST AS FILIAL AF SPARINVEST	14.513	0	14.513
**D VANDERPARFONDEN SPARINVEST INDEX BARREDIGTICE EUROPA KL	97.062	0	97.062
**D VIRTUS MCI INTERNATIONAL VALUE FUND	466.614	0	466.614
**D PIONEER GLOBAL EQUITY FUND	1.018.382	0	1.018.382
**D PIONEER INTERNATIONAL EQUITY FUND	1.142.789	0	1.142.789
**D PIONEER MULTI ASSET INCOME FUND	3.908	0	3.908
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.437.241	0	3.437.241
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	0	0	0



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2
1.883

Azionisti: 1.883
Azionisti in proprio: 0

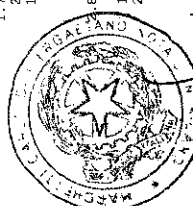
Teste: 1.883

DER delega alla persona fisica sopra indicata con il numero della scheda anagrafica
**D delega alla persona fisica sopra indicata con il numero della scheda anagrafica (non essere effettuato alle persone fisiche)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda anagrafica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	151.659	0	151.659
**D ABB PENSION FUND	1.403	0	1.403
**D INVERSCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.082	0	1.082
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	71.830	0	71.830
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	86.852	0	86.852
**D HAND COMPOSITE EMPLOYEE BENEFIT TRUST	81.666	0	81.666
**D IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	20.614	0	20.614
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	284.768	0	284.768
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	959	0	959
**D AXA NPS FINANCIAL DESIGNATED ACTIVITY CO	520.000	0	520.000
**D XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	3.652	0	3.652
**D FLUMBERG AND PIPEFITTERS NATIONAL PENSION FUND	175.060	0	175.060
**D EMPLOYERS RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	789	0	789
**D VOTA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D VOTA INTERNATIONAL INDEX PORTFOLIO	672	0	672
**D PNC CLIMATE CHANGE PORTFOLIO	29.511	0	29.511
**D PNC CLIMATE CHANGE PORTFOLIO	32.326	0	32.326
**D INCARNATE MONTE CARLO BELIEF TRUST	1.076	0	1.076
**D COUNSEL DEFENSIVE GLOBAL EQUITY	89.387	0	89.387
**D AIZONIA ESPRS TRUST	89.366	0	89.366
**D RMS INVESTMENT CMH ON BEHALF OF RMS FONDS BPT	5.470	0	5.470
**D SEMIRA ENERGY PENSION MASTER TRUST	3.025	0	3.025
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	17.509	0	17.509
**D UPMC MASTER TRUST	43.505	0	43.505
**D UPMC BASIC RETIREMENT PLAN	238.480	0	238.480
**D COUNSEL INTERNATIONAL GROWTH	19.800	0	19.800
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	9.714	0	9.714
**D INVESTERINGSFORENGEN LAERERNES INVEST LI ARTIER GLOBALE	15.334	0	15.334
**D KAPITALFORENINGEN LAERERNES INVEST KLI ARTIER GLOBALE INDENKREDIT PORTEFOELJE ADMINISTRATION AS	147.221	0	147.221
**D BLACKROCK LIFE LTD	1.529.004	0	1.529.004
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	30.800	0	30.800
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	57.333	0	57.333
**D STANDARD BANK OF SOUTH AFRICA LTD	142.503	0	142.503
**D ABROWSTREET US GROUP TRUST	197.002	0	197.002
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	32.238	0	32.238
**D WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	2.062	0	2.062
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	267	0	267
**D MACKENZIE MAX DIVERSIFICATION DEVELOPED EUROPE	614	0	614
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	22.029	0	22.029
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	1.432	0	1.432
**D XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	15.637	0	15.637
**D MACK EAFE EQUITY POOL	1.773.748	0	1.773.748
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	296.534	0	296.534
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	155.817	0	155.817
**D EUROPEAN CENTRAL BANK	12.040	0	12.040
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	2.244	0	2.244
**D NAVILLE PERSONAL INJURY SETTLEMENT TRUST	20.448	0	20.448
**D US CARPAIN TRUST I US TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	85.514	0	85.514
**D FTMS ARCADE INVESTMENT SPECIAL CH FUND	2.850.514	0	2.850.514
**D AT&T AND SBC GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FTSE AND POLICE PENSION ASSOCIATION OF COLORADO	7.966	0	7.966



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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (ovvero con il numero della scheda magnetica)
EL* rappresenta la legge alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.893 Teste: 1.893
Azionisti in proprio: 0 Azionisti in delega: 1.893

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome	Tot. Voti	Proprio	Delega
**D GRANHAM GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STICHTING PENSIOENFONDUS UWV	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	2.702	0	2.702
**D NSP MINNESOTA RETAIL PRAIRIE II	3.389	0	3.389
**D VANGUARD INTL HIGH DIV YLD INDEX FD	366.310	0	366.310
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.281	0	24.281
**D STICHTING CG FUND DEPOSITARY	7.214	0	7.214
**D STICHTING PENSIOENFONDUS HOGGOVENS	28.631	0	28.631
**D DEAM FONDS ZGV	5.101	0	5.101
**D FIDELITY SAI INTERNATIONAL INDEX FUND	242.826	0	242.826
**D VIRTUS TACTICAL ALLOCATION FUND	266.906	0	266.906
**D SHELL CANADA 2007 PENSION PLAN	672	0	672
**D ARIOS GLOBAL EQUITY FUND	2.211	0	2.211
**D RELIABILITY LAC	488.002	0	488.002
**D BELLA PRAIRIE INTERNATIONAL INDEX FUND	45.709	0	45.709
**D XLII DPA INTERNATIONAL ONE EQUITY FUND	15.429	0	15.429
**D JOHN DEERE PENSION TRUSTS PLC FIRST TRUST GLOBAL EQUITY IN	17.802	0	17.802
**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	15.889	0	15.889
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	136.382	0	136.382
**D VANGUARD GLOBAL DIVIDEND FUND	66.114	0	66.114
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	173.621	0	173.621
**D ALABAMA TRUST FUND	165.567	0	165.567
**D COX ENTERPRISES INC MASTER TRUST	173.915	0	173.915
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	115.209	0	115.209
**D MAPFRE MSV LIFE PLC	519.821	0	519.821
**D ISHARES PUBLIC LIMITED COMPANY	14.829	0	14.829
**D ACHMEA PENSIONEN EN LEVENSVZERKERINGEN NV	30.726	0	30.726
**D EMPT INKA FUNDS	10.074	0	10.074
**D INFA PEAKK	97.890	0	97.890
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	652.405	0	652.405
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	281.494	0	281.494
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	4.971	0	4.971
**D RETIREMENT BENEFITS INVESTMENT FUND	19.913	0	19.913
**D FOLIO REINSURANCE CO LTD	20.503	0	20.503
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	3.098	0	3.098
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	102.933	0	102.933
**D PENN TIMSSQUARE INTERNATIONAL SMALL CAP FUND	30.500	0	30.500
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	689.060	0	689.060
**D BLACKROCK SOLUTIONS FUNDS ICRV	70.230	0	70.230
**D BLACKROCK INVESTMENT TRUST FUND	309	0	309
**D BLACKROCK SCIENTIFIC INVESTMENT FUND	136.944	0	136.944
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	25.722	0	25.722
**D DATE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	303.683	0	303.683
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	1.093	0	1.093
**D QUALITY EDUCATION FUND	2.141.103	0	2.141.103
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	1.581	0	1.581
**D ADVANCE PLANNING LIMITED	2.266	0	2.266
**D DIGNITY PRE ARRANGEMENT LIMITED	675.632	0	675.632
**D INDIANA PUBLIC RETIREMENT SYSTEM			

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	11.685	0	11.685
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24.923	0	24.923
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT ELIAMS MASTER TRUST	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	1	0	1
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414	0	414
**D RESC INTERNATIONAL EQUITY INDEX FUND	8.234	0	8.234
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91.201	0	91.201
**D FLETCHING BEDIJFROEPENSTOEFNINGS VOOR DE ZOETWARENINDUSTR	5.035	0	5.035
**D STICHTING BEDIJFROEPENSTOEFNINGS VOOR DE ZOETWARENINDUSTR	4.163	0	4.163
**D GOLDMAN SACHS ETF COM	77	0	77
**D ALPE LEIPZIGER TRUST INVESTMENT GESSELLSCHAFT MBH	6.868	0	6.868
**D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484	0	2.484
**D PCIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2.034	0	2.034
**D ENERGY INSURANCE MUTUAL LIMITED	243	0	243
**D MIDDLETOWN WORKS HOURLY AND SALARIED UNION	2.865	0	2.865
**D METROPOLITAN LIFE INSURANCE COMPANY	24.797	0	24.797
**D IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	11.740	0	11.740
**D BOCI PRUDENTIAL TRUSTEE LIMITED BOCIPIFS EU1E	183.736	0	183.736
**D SOGECAP ACTIONS - MID CAP	180.764	0	180.764
**D SILVER INVESCO EURO EQUITY	164.659	0	164.659
**D SG ACTIONS MONDE SELECTION	164.659	0	164.659
**D LYXOR FTSE MIB UCITS ETF	515.025	0	515.025
**D LYXOR MSCI EUROPE UCITS ETF	42.119	0	42.119
**D SEB ANTIFONDOS	12.945	0	12.945
**D SG ACTIONS INTERNATIONALES	44.043	0	44.043
**D SG ACTIONS ETATS-UNIS FOCHE AC	43.464	0	43.464
**D OFI INVEST ESG EURO EQUITY SMA	16.979	0	16.979
**D LYXINDEX FUND - LYXOR MSCI EMU	34.711	0	34.711
**D MULTI UNITS LUX-LYXOR CORE MSC	53.168	0	53.168
**D LYXOR CORE MSCI WORLD (DR) OCI	36.188	0	36.188
**D NO LUX - LYXOR EURO STOXX BANK	1.116.229	0	1.116.229
**D MUL - LYX FTSE IT ALL CAP FIR 2	16.241	0	16.241
**D LYXOR MSCI EUROPE ESG LEADERS	135.632	0	135.632
**D MUL-LYXOR MSCI WORLD CATHOL FR	9.014	0	9.014
**D MUL-LYX NET ZERO 50 SP EURO2 C	331.509	0	331.509
**D PROGENT AL SUST	598	0	598
**D ASI ERGO AZIONE SOSTENIB III	779	0	779
**D NMF - EUROPEAN EQUITY	34.683	0	34.683
**D NMF - TACTICAL PORTFOLIO INCOME	28.605	0	28.605
**D ASI - BILANC RESCOR ACTI VI	13.884	0	13.884
**D ASI BIL PER ATTIVO III	7.698	0	7.698
**D MUL AMUNDI MSCI EUROPE CLIMATE	7.564	0	7.564
**D EFFERLUX SICAV AZIONARIO EURO	39.991	0	39.991
**D ASI - BILANCIATO PERC ATTIV II	54.822	0	54.822
**D AMUNDI SCR SPA / AMUNDI RISPARMIO ITALIA	2.968	0	2.968
**D AMUNDI SCR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	382.122	0	382.122
**D AMUNDI SCR SPA/CORE PENSION FONDO PENSIONE APERTO	435.000	0	435.000
**D AMUNDI SCR SPA/SECONDAPENSIONE FONDO PENSIONE APERTO	509.324	0	509.324
**D SEI GLOBAL MASTER FUND PLC THE	4.935	0	4.935
**D AB SICAV III - DYNAMIC ALL MAR	1.552	0	1.552
**D KORUSAI EQUITY INDEX FUND, A S	15.212	0	15.212



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2

1.883

1.883 Tergic: 0

Azionisti: Azionisti in proprio:

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (verificare l'effettiva delega postulare)

RD* delega alla persona fisica sopra indicata con il numero della scheda magnetica (verificare l'effettiva delega postulare)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MORGAN STANLEY PATHWAY FUNDS -	16.668	0	16.668
**D METZLER UNIVERSAL TRUST KILMOR	16.200	0	16.200
**D BRIDGE BUILDERS INTERNATIONAL E	34.442	0	34.442
**D GREEN CENTURY MSCI INTERNATIONAL	27.722	0	27.722
**D CUSTODY BANK OF JAPAN, LTD.	3.777	0	3.777
**D BRIDGE BUILDERS TAX MANAGED	25.557	0	25.557
**D DESTINATIONS INTERNATIONAL EQU	13.861	0	13.861
**D NZAM EURO STOXX PARIS-ALIGNED	976	0	976
**D METZLER INTERNATIONAL INVESTME	334.000	0	334.000
**D BLACKROCK GLOBAL ALLOCATION FU	64.547	0	64.547
**D MLC INVESTMENTS MLC LIMITED	27.881	0	27.881
**D VAV LOW CARBON WORLD EQUITIES	65.593	0	65.593
**D UBS (LUX) INSTITUTIONAL FUND -	243.123	0	243.123
**D UBS (LUX) INSTITUTIONAL FUND -	87.296	0	87.296
**D UBS (LUX) KEY SELECTION SICAV -	2.246	0	2.246
**D UBS (LUX) STRATEGY SICAV SAP	1.430	0	1.430
**D UBS (LUX) STRATEGY SICAV SAP	3.111	0	3.111
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC	756	0	756
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC	154.556	0	154.556
**D UBS FUND MANAGEMENT (LUXEMBOURG) SA	403	0	403
**D UBS (LUX) SICAV 1 FONDS INTERSTOCK	1.280	0	1.280
**D MIGROS BANK (LUX) FONDS 50	1.560	0	1.560
**D MIGROS BANK (LUX) FONDS 40 (EUR)	926	0	926
**D MIGROS BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D ZENITHUS	32.562	0	32.562
**D PRIME SUPER	2.308	0	2.308
**D KARRICK LIMITED	803	0	803
**D SYDBANK A/S	28.409	0	28.409
**D FOUNDATION BOTNAR	31.151	0	31.151
**D UBS FUND MANAGEMENT (SWITZERLAND) AG.	359.314	0	359.314
**D CREDIT SUISSE FUNDS AG	10.820	0	10.820
**D UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS -	28.489	0	28.489
**D UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS -	27.571	0	27.571
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEIN WELT	10.582	0	10.582
**D CREAL	166.071	0	166.071
**D NORCES BANK	1.646.802	0	1.646.802
**D GOVERNMENT OF NORWAY	2.748.822	0	2.748.822
**D ASSET MANAGEMENT EXCHANGE UNITS CCF.	25.829	0	25.829
**D LGIM MANAGERS (EUROPE) LIMITED	49.156	0	49.156
**D LEGAL AND GENERAL CCF	18.019	0	18.019
**D BANK OF BOTSWANA.	4.993	0	4.993
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	217.081	0	217.081
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE.	665.895	0	665.895
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	17.639	0	17.639
**D INTERNATIONAL MONETARY FUND RETING STAFF BENEFITS INVESTMENT ACCOUNT	1.237	0	1.237
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	1.104	0	1.104
**D WHEELS COMMON INVESTMENT FUND.	1.264	0	1.264
**D STICHTING BEDOFTSTIEMENSFOONOMS VOOR DE DETAILHANDEL	49.683	0	49.683
**D BUILDING BLOCKS FOR SOCIAL SUSTAINABLE	1.363	0	1.363
**D LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	47.430	0	47.430
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	7.338	0	7.338
	38.024	0	38.024

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DPS* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla potestazione assistita)

1.893

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.893

Teste:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome	Tot. Voti	Proprio	Delega
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	20.777	0	20.777
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	11.939	0	11.939
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	9.403	0	9.403
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND.	18.462	0	18.462
**D JUPITER EUROPEAN FUND..	417.330	0	417.330
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	8.200.572	0	8.200.572
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	329.160	0	329.160
**D POTENTIAL PICTET BALANCED	62.597	0	62.597
**D POTENTIAL PICTET GROWTH	8.318	0	8.318
**D TRUE POTENTIAL PICTET AGGRESSIVE	9.439	0	9.439
**D TRUE POTENTIAL PICTET DEFENSIVE	1.456	0	1.456
**D TRUE POTENTIAL PICTET LEADERS FUND	2.943	0	2.943
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	147	0	147
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	10.386	0	10.386
**D STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	2.383.828	0	2.383.828
**D EATINGS INTERNATIONAL UMBRELLA FUND	14.447	0	14.447
**D LEGAL & GENERAL ICADV.	3.920	0	3.920
**D NORTHERN TRUST UCITS FGR FUND	62.740	0	62.740
**D VERDIPAPIRFONDET KLP AKSJEROPPA INDEX.	354	0	354
**D VERDIPAPIRFONDET KLP AKSJEROPPA INDEX.	98.858	0	98.858
**D SCHLIMMERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	29.362	0	29.362
**D SCHLIMMERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	98.343	0	98.343
**D MELCHIOR SELECTED TRUST	2.553	0	2.553
**D PUBLIC SECTOR PENSION INVESTMENT BOARD.	417.360	0	417.360
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	571.360	0	571.360
**D BAKER HUGHES INCORPORATED MASTER TRUST	648.423	0	648.423
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	192.556	0	192.556
**D CSAA INSURANCE EXCHANGE	40.237	0	40.237
**D SUTTER HEALTH MASTER RETIREMENT TRUST	1.654	0	1.654
**D SUTTER HEALTH	95.900	0	95.900
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	71.800	0	71.800
**D SCHLIMMERGER GROUP TRUST AGREEMENT	34.186	0	34.186
**D JSHARRIS PENSION MASTER TRUST.	14.749	0	14.749
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	95.180	0	95.180
**D CHEVRON MASTER PENSION TRUST	30.043	0	30.043
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	9.924	0	9.924
**D THE MINERVO FOUNDATION TRUST	6.020	0	6.020
**D EQUIPUSPER PENSIONFONDS SAGITTARIUS	5.417	0	5.417
**D STACHING PAB PENSIONFONDS	11.610	0	11.610
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	14.005	0	14.005
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	85.423	0	85.423
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	475.509	0	475.509
**D HFE COMMON CONTRACTUAL FUND.	24.671	0	24.671
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	85.429	0	85.429
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEES	3.257	0	3.257
**D THOMAS L. WALTON FAMILY TRUST UND 03/11 9/13	563.201	0	563.201
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	3.565	0	3.565
**D STEARNT L. WALTON FAMILY TRUST UAD 03/19/13	5.950	0	5.950
**D ST. MARY'S HEALTHCARE	9.443	0	9.443
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	1.378	0	1.378
	30.359	0	30.359



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DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione presentata alla produzione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Aziionisti: 2
Aziionisti in proprio: 1.883
Aziionisti in delega: 0

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot.	Voti	Proprio	Delega
**D R.F. CHINA NUCLEAR POWER PLANT QUALIFIED FUND.	1.200	1.200	0	1.200
**D RUTGERS THE STATE UNIVERSITY	7.934	7.934	0	7.934
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP	3.600	3.600	0	3.600
**D METLIFE 401(K) PLAN TRUST	331.702	331.702	0	331.702
**D NORTHERN TRUST COMMON EAST FUND NON-LENDING	92.352	92.352	0	92.352
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	3.940	0	3.940
**D IEN PERSONAL PENSION PLAN TRUST	1.578	1.578	0	1.578
**D CONSUMERS ENERGY COMPANY NON-UNITON WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.331	1.331	0	1.331
**D CONSTELLATION PENSION MASTER TRUST	65.279	65.279	0	65.279
**D CONSTELLATION FITZPATRICK QUALIFIED FUND	2.472	2.472	0	2.472
**D BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	64.000	64.000	0	64.000
**D TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION	132.022	132.022	0	132.022
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	1.400	1.400	0	1.400
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND	200	200	0	200
**D CYSTIC FIBROSIS FOUNDATION	6.245	6.245	0	6.245
**D THE ARCHDIOCESE OF HARTFORD- INVESTMENT TRUST	180	180	0	180
**D ALM 2010 FAMILY TRUST.	33.405	33.405	0	33.405
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	52.781	52.781	0	52.781
**D NAVWEE TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	1.240	1.240	0	1.240
**D CONNOR CLARK & LURN COLLECTIVE INVESTMENT TRUST	13.996	13.996	0	13.996
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	10.636	10.636	0	10.636
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	395.435	395.435	0	395.435
**D MOSCOW AUTHORITY PROVIDENT FUND SCHEME	19.087	19.087	0	19.087
**D CHINA FARMER MARKET THE CHINESE FARMERMENT CEMEIERIES.	2.586	2.586	0	2.586
**D GREAT BRICS FUND ASSOCIATION	4.752	4.752	0	4.752
**D THE BUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	5.604	5.604	0	5.604
**D RSA COMMINGLED ENDOWMENT FUND LP	18.540	18.540	0	18.540
**D CARROLL VENEUE PARTNERS LLC.	71	71	0	71
**D BOMERS LLC	18.433	18.433	0	18.433
**D DFI LP EQUITY (PASSIVE	1.693	1.693	0	1.693
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	3.161	3.161	0	3.161
**D DYNASTY INVEST LTD	1.354	1.354	0	1.354
**D FUNDO DE PENSORES	6.241	6.241	0	6.241
**D METTS EQUITY TRUST- METTS INTERNATIONAL CLIMATE ALIGNED INDE	11.885	11.885	0	11.885
**D LEGAL & GENERAL MSCI EAFE FUND LLC	44.169	44.169	0	44.169
**D BUILDERS ASSET MANAGEMENT LLC	37.058	37.058	0	37.058
**D LEHMAN-STANAM FAMILY PARTNERS LLC	62	62	0	62
**D NELAEE PARTNERSHIP	1.208	1.208	0	1.208
**D INTERNATIONAL EQUITY FUND LLC	8.157	8.157	0	8.157
**D PELICAN FUND LP	217.416	217.416	0	217.416
**D PINK CALLI LLC	174	174	0	174
**D HAWAII LLC	3.169	3.169	0	3.169
**D HAWTHORN DM LLC	9.145	9.145	0	9.145
**D HASLAM FAMILY INVESTMENT PARTNERSHI	19.517	19.517	0	19.517
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	202	202	0	202
**D FCH INTERNATIONAL LLC	2.860	2.860	0	2.860
**D FCH INTERNATIONAL LLC	2.453	2.453	0	2.453
**D FCH INTERNATIONAL LLC	4.181	4.181	0	4.181
**D FCH INTERNATIONAL LLC	21.276	21.276	0	21.276
**D GLOBAL FUND HANCOCKS INC	537	537	0	537
**D THYSSSEN GLOBAL INVESTMENTS CORP.	7.196	7.196	0	7.196
**D MFC INTERNATIONAL FUND LLC	15.475	15.475	0	15.475
**D INTERMED INTERNATIONAL EQUITY SERIES	0	0	0	0

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059	0	2.059
**D SIM PORTFOLIO LLC	2.405	0	2.405
**D SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D KINCH SPRINGS LLC	48.975	0	48.975
**D INVESTMENT SHARED LIMITED.	63.462	0	63.462
**D LEGAL GENERAL INVEST RAFE SL FUND LLC	43.955	0	43.955
**D WEB PUBLIC MARKETS I LLC	25.154	0	25.154
**D ASCENTON ALPHA FUND LLC	7.309	0	7.309
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D UNITED NATIONS JOINT STAFF PENSION FUND	595.043	0	595.043
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PAC	178.379	0	178.379
**D CHEVRON UK PENSION PLAN	3.659	0	3.659
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D FIDELITY SALEM STREET TRUST; FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198	0	19.198
**D FIDELITY INVESTMENT TRUST; FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419	0	1.569.419
**D FIDELITY SALEM STREET TRUST; FIDELITY FLEX INTERNATIONAL FUND	219.453	0	219.453
**D FIDELITY ADVISOR SERIES VIII; FIDELITY ADVISOR OVERSEAS FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST; FIDELITY INTERNATIONAL DISCOVERY FUND	1.031.503	0	1.031.503
**D FIDELITY SALEM STREET TRUST; FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST; FIDELITY EUROPE FUND	1.615	0	1.615
**D FIDELITY INVESTMENT TRUST; FIDELITY ENDURING OPPORTUNITIES FUND	66.796	0	66.796
**D MITTINGHAM ASSET MANAGEMENT LIMITED	1.615	0	1.615
**D RUSSELL WGM INVESTMENTS LIMITED	66.796	0	66.796
**D HAGGERS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D COMWELTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.273	0	28.273
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER OSS TRUST.	672.227	0	672.227
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615	0	1.615
**D LORD MAYOR'S CHARITABLE FOUNDATION	803	0	803
**D NT WORLD GREEN TRANSITION INDEX FUND	494	0	494
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	17.553	0	17.553
**D NESP INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D MERCER INDEXED INTERNATIONAL SHARES FUND	47.788	0	47.788
**D WESTMAN CAPITAL TERRITORY	16.190	0	16.190
**D MERCER M&P INVESTMENT ASSET CLASS TRUST	168.317	0	168.317
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.063	0	3.063
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	814	0	814
**D EQUITY TRUSTEES LIMITED	3.995	0	3.995
**D QIC INTERNATIONAL EQUITIES FUND.	9.321	0	9.321
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	4.326	0	4.326
**D JOHN T. WALTON FAMILY TRUST	248.318	0	248.318
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	231.749	0	231.749
**D MORIUS LIFE LIMITED	2.187	0	2.187
**D HRW TESTAMENTARY TRUST NO. 1	6.923	0	6.923
**D HRW TESTAMENTARY TRUST NO. 3	2.688	0	2.688
**D HRW TESTAMENTARY TRUST NO. 10.	4.589	0	4.589
**D HRW TRUST NO. 2 UAD 01/17/03	4.417	0	4.417
**D HRW TRUST NO. 3 UAD 01/17/03	4.349	0	4.349
**D HRW TESTAMENTARY TRUST NO. 2	1.879	0	1.879
	2.885	0	2.885



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2

1.883

Aziomisti: 1.883 Tester:
Aziomisti in proprio: 0 Aziomisti in delega:

DP* delega alla persona fisica sopra indicata con il numero della scheda indicata
*D delega alla persona fisica sopra indicata con il numero della scheda indicata (Posizione detenuta all'indizione assemblea)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda indicata

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Codice	Codice	Tot. Voti	Proprio	Delega
**D STEELMOORE'S PENSION TRUST		98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST		2.620	0	2.620
**D S. ROBSON WALTON 1999 CHILDRENS TRUST		1.340	0	1.340
**D THE TRUSTEES OF THE HENRY SMITH CHARITY		11.236	0	11.236
**D THE LAURIE M. TISCH FOUNDATION INC		15.595	0	15.595
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		1.278.552	0	1.278.552
**D SEM P ANDRADE 2016 TR UAD FEB 8 1991		1.693	0	1.693
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST		41.080	0	41.080
**D ROYAL BOROUGH OF KINGSTON PENSION FUND		13.054	0	13.054
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		40.171	0	40.171
**D PRESBYTERIAN CHURCH (USA) FOUNDATION		6.124	0	6.124
**D HOMEWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST		27.960	0	27.960
**D JTM TRUST NO. 2 UAD 9/19/02.		3.079	0	3.079
**D JTM TRUST NO. 1 UAD 9/19/02.		2.351	0	2.351
**D JTM TRUST NO. 3 UAD 9/19/02.		3.508	0	3.508
**D JTM TRUST NO. 5 UAD 9/19/02.		1.846	0	1.846
**D THE MISSOURI FOUNDATION FOR HEALTH		2.541	0	2.541
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND		1.670	0	1.670
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		176.146	0	176.146
**D THE MEMORS FOUNDATION PENSION PLAN		562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		8.423	0	8.423
**D ARREST FOUNDATION		244	0	244
**D BERNES EUGENE SELECT TRUST		773.587	0	773.587
**D BERNES EUGENE		1.687	0	1.687
**D BREW M ANDRADE 2016 TR UAD FEB 8 1991.		3.140	0	3.140
**D CONSELIGATION BEACH BOTTOM UNIT 1 QUALIFIED FUND		530	0	530
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST		13.295	0	13.295
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.		2.121	0	2.121
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS		105.656	0	105.656
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO		170.244	0	170.244
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		11.975	0	11.975
**D ALFRED I. DUPONT CHARITABLE TRUST		10.674	0	10.674
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST		90.309	0	90.309
**D CITY OF FRESNO RETIREMENT SYSTEMS.		222.573	0	222.573
**D ILLINOIS MUNICIPAL RETIREMENT FUND		198.931	0	198.931
**D CITY OF LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		41.900	0	41.900
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		71.213	0	71.213
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY		11.715	0	11.715
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		27.715	0	27.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		63.108	0	63.108
**D UTAH STATE RETIREMENT SYSTEMS		80.287	0	80.287
**D GARLISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.632	0	2.632
**D USAA GENERAL INDEMNITY COMPANY		4.139	0	4.139
**D USAA CASUALTY INSURANCE COMPANY		7.607	0	7.607
**D WORKING RETIREMENT SYSTEM		6.161	0	6.161
**D ABO DHABI PENSION FUND		58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND		198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		1.181	0	1.181
**D NAV CANADA PENSION PLAN		21.383	0	21.383
**D NAV CANADA PENSION PLAN CONTRACTUAL SCHEME I		1.181	0	1.181
**D AGS 30-YR GLOBAL EMPLOYER FUND		772.076	0	772.076
**D AGS 30-YR GLOBAL EMPLOYER FUND		6.491	0	6.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		1.664	0	1.664

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Azionisti: 2
Azionisti in proprio: 1.883
Testi: 1.883
Azionisti in delega: 0
Delega alle persone fisiche sopra indicata con il numero della scheda magnetica
Delega alle persone fisiche sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL - rappresentanza legale alle persone fisiche sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	18.486	0	18.486
**D UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	48.719	0	48.719
**D CMLA INDEXED GLOBAL SHARE FUND	2.203	0	2.203
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0	1.306.000
**D FIDELITY OVERSEAS FUND	4.669.000	0	4.669.000
**D FIDELITY VIP OVERSEAS PORTFOLIO	1.045.599	0	1.045.599
**D JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND.	4.651.614	0	4.651.614
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	22.882	0	22.882
**D JPM-MED CORE GLOBAL EQ TILT	10.387	0	10.387
**D THE JUPITER GLOBAL FUND SICAV	2.232.967	0	2.232.967
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	14.398	0	14.398
**D COLONIAL FIRST STATE INVESTMENT FUND 121	29.948	0	29.948
**D SCHWAB FUNDAMENTAL INDEX FUND	338.015	0	338.015
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	41.408	0	41.408
**D AERON SICAV II	1.457.043	1	1.457.043
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	10.546	0	10.546
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND...	26.442	0	26.442
**D ONEMARKETS ITALY ICAY	17.766	0	17.766
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.653.000	0	1.653.000
**D ILLA-JAPAN ESG SCREENED FUND	1.886	0	1.886
**D ILLA-A-ILUSOC	3.056	0	3.056
**D ILLA-A-ILUSME	88.142	0	88.142
**D ILLA-A-ILUSCHY	3.446	0	3.446
**D IRISH LIFE CLIMATE FOCUSED FUND	1.764	0	1.764
**D IRISH LIFE ASSURANCE PIC	77.290	0	77.290
**D ILLA-ILISAFE - SUSTAINABLE SAFE EQUITY	32.869	0	32.869
**D ILLA - A-ILIEZEG	5.240	0	5.240
**D ILLA - A-ILAYEQ	13.982	1	13.982
**D ILLA - A-ILIGLOEQN	14.164	0	14.164
**D ILLA - A-ILUSOC	1.131	0	1.131
**D IRISH LIFE ASSURANCE.	2.666	0	2.666
**D AERON CUSTODY B.V.	52.129	0	52.129
**D LARGE CAP INTL PORTFOLIO OF DFA INV	331.986	0	331.986
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	244.712	0	244.712
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	85.076	0	85.076
**D TSEK SOLACT ESG TEBAC EX UNRG(3387)	4.189	0	4.189
**D LEGAL & ASSURANCE SOCIETY LIMITED	3.801	0	3.801
**D L AND G ASSUR(PENS MGMT) LTD 1 LGTM PNC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	4.848	0	4.848
**D CITIBANK UK LIMITED AS TRUSTEE OF AERON (LOTHIAN) EUROPEAN T	17.879	0	17.879
**D CITIBANK UK LIMITED AS TRUSTEE OF AERON (LOTHIAN) INTERNATIONAL	784.395	0	784.395
**D COPEN COMMUNITY PROPERTY TRUST DTD 12/24/2008 AS AMENDED A	64.363	0	64.363
**D CESIL RE CREDIT GS FD 16	1.609	0	1.609
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	10.903	0	10.903
**D EUROPEAN FOCUSED INVESTMENT FUND EUROPE FUND	1.339.767	0	1.339.767
**D FRANKLIN TEMPLETON EUROPEAN FUND	18.597	0	18.597
**D FRANKLIN TEMPLETON EUROPEAN FUND	12.343	0	12.343
**D WATB/NIK KORUSAL-NH 935026	23.540	0	23.540
**D WATB/NIK KORUSAL-NH 935034	1.495	0	1.495
**D BENSFORD FUNDS ICAY	2.755	0	2.755
**D AERON OTC V-AERON EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D AERON OTC II-AERON EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STICHTING PGCM DEPOSITARY	149.317	0	149.317

Pagina 28

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

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1.883 Tente:

Azionisti:

Azionisti in proprio: 0 Azionisti in delega: 1.883

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla porzione azionista)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VARIOUX COUNCIL FOR SOCIAL SEC FUND	10,975	0	10,975
**D FREDONIA LUX	6,457,209	0	6,457,209
**D THREADENDELE COLUMBIA THREADENDELE INVESTMENTS	1,113,297	0	1,113,297
**D TWO SIGMA INTERNATIONAL CORE	5,500	0	5,500
**D THREADENDELE INVESTMENT FUNDS IOWA	3,032,169	0	3,032,169
**D TWO SIGMA WORLD CORE FUND LP	8,282	0	8,282
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST	1,700	0	1,700
**D HUTCHISON PROVIDENT FUND	68,876	0	68,876
**D AERON OEC I-AERON EUROPE EX UK SMALLER COMPANIES FUND	5,581	0	5,581
**D SAMSUNG GLOBAL CORE EQUITY FUND	48,828	0	48,828
**D LATVIJAS BANKA	2,089	0	2,089
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	5,261	0	5,261
**D CITITRUST LIMITED	106,012	0	106,012
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	12,638	0	12,638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	5,655	0	5,655
**D HOSTPLUS POOLED SUPERANNUATION TRUST	24,464	0	24,464
**D AERON OEC IV-AERON EUROPEAN EQUITY ENHANCED INDEX FUND	22,134	0	22,134
**D AERON OEC I-AERON EUROPEAN SMALLER COMPANIES FUND	52,037	0	52,037
**D AERON OEC IV-AERON EUROPEAN EQUITY TRACKER FUND	156,033	0	156,033
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	35,345	0	35,345
**D UNF - BLACK ROCK PASSIVE EQUITY	2,607	0	2,607
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	2,568	0	2,568
**D CCL MULTI-STRATEGY FUND	12,611	0	12,611
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	66	0	66
**D AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	1,706	0	1,706
**D POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	2,315	0	2,315
**D AQR TAX-AWARE HELIX FUND L.P. C/O COGENCY GLOBAL INC.	58,889	0	58,889
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	480	0	480
**D MARSHALL WACE MASTER FUNDS SPC-SF ALPHA PLUS FUND	26,824	0	26,824
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA PLUS FUND	83,866	0	83,866
**D MANULIFE INVESTMENT FUND	8	0	8
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	651,558	0	651,558
**D MANULIFE TAX-MANAGED INVESTMENT FUND	1,492,556	0	1,492,556
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	6,559	0	6,559
**D MANULIFE DIVERSIFIED INVESTMENT FUND	760,610	0	760,610
**D CSAA INTERNATIONAL FUND	124,586	0	124,586
**D BIMCOR GLOBAL DIVIDEND YIELD POOLED FUND	209,880	0	209,880
**D BIMCOR GLOBAL EQUITY POOLED FUND	113	0	113
**D THE EMPIRE LIFE INSURANCE COMPANY	40,308	0	40,308
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	310,847	0	310,847
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	17,697	0	17,697
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	21,358	0	21,358
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	1,216	0	1,216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	6,216	0	6,216
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	12,460	0	12,460
**D THE WINNIFRED FOUNDATION	3,366	0	3,366
**D STEADYHAND GLOBAL SMALL-CAP EQUITY FUND	1	0	1
**D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	52,600	0	52,600
**D CANADA POST CORPORATION REGISTERED PENSION PLAN	128,250	0	128,250
**D DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	72,206	0	72,206
**D NBMC SAFE EQUITY INDEX FUND	11,170	0	11,170



Pagina 29

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Teste:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VAESTIC ASSET MANAGEMENT	75.563	0	75.563
**D ROBSTAR INVESTMENTS LTD C/O STEPHEN R. MENTCH	6.862	0	6.862
**D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND.	8.685	0	8.685
**D WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	27	0	27
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND. (CAYMAN)	619	0	619
**D ARROWSTREET CAPITAL COPELY FUND LIMITED.	1.686	0	1.686
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED.	3.666	0	3.666
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.719	0	4.719
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	11.988	0	11.988
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	309	0	309
**D CCL Q MARKET NEUTRAL FUND	28.370	0	28.370
**D WMS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	187.037	0	187.037
**D MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	258	0	258
**D LMAP 909 SUB FUND OF LMAP IRELAND ICAY	119.380	0	119.380
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	316	0	316
**D MARSHALL WACE COMMON CONTRACTUAL FUND - MWCFC WORLD TOPS 150	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	5.150	0	5.150
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	10.153	0	10.153
**D MARSHALL WACE COMMON CONTRACTUAL FUND-MWCFC WORLD TOPS 130/3	40.000	0	40.000
**D IMA IRELAND-MAP 501.	279.117	0	279.117
**D WMS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	4.194	0	4.194
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	1.306	0	1.306
**D AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	26.820	0	26.820
**D GRAMP DEVELOPMENTAL EQUITY STRATEGIES LLC	128.986	0	128.986
**D AHL EVOLUTION LTD SHANNON PARKWAY ALCANT LTD	445	0	445
**D MICHAEL AND MAIRA CAREN TRUST	198.303	0	198.303
**D A.A. CANDELIAM DIVERSITE	165.497	0	165.497
**D BA SSCA ACTIONS INDICE EURO	36.772	0	36.772
**D ALLOCATION INVEST EQUITY CORE	116.342	0	116.342
**D AMUNDI ACTIONS EURO ISR	25.176	0	25.176
**D AMUNDI ACTIONS EUROPE ISR	114.655	0	114.655
**D AMUNDI ACTIONS FRANCE ISR	544.001	0	544.001
**D AMUNDI ACTIONS PME	700.000	0	700.000
**D AMUNDI ETF EEA S P 500 UCITS E	23.685	0	23.685
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	17.555	0	17.555
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZBEICHEN UCITS ETF DR	4.113	0	4.113
**D AMUNDI PULSATIONS	98.874	0	98.874
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323	0	323
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	3.262	0	3.262
**D AMUNDI TRANSMISSION ACTIONS	10.346	0	10.346
**D AMUNDI TRANSMISSION PATRIMOINE	26.903	0	26.903
**D AP ACTIONS 1 EURO	22.721	0	22.721
**D ARCCO QUANT 2	51.945	0	51.945
**D ASSORDIX	10.282	0	10.282
**D BEL EQUITY EUROPE ESG	16.800	0	16.800
**D BFT EURO FUTUR ISR	7.527	0	7.527
**D CFR EUROLAND PREMIUM ESG	897.296	0	897.296
**D CFR SILVER AGE POCH COR.	6.724	0	6.724
**D EBERHARDT	12.613	0	12.613
**D EBERHARDT 2 DIVERSITE	181.496	0	181.496
**D FCF CARP - INDO		0	

Pagina 30

Dati delega alla persona fisica sopra indicata con il numero della scheda magnetica

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1.883 Testi:

Azionisti in proprio: 0 Azionisti in delega: 1.883

Dati delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla proiezione assistita)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Copia su supporto informatico conforme al documento originale su supporto cartaceo, ai sensi dell'art. 22, D.Lgs. 7 marzo 2005 n. 82, in termine utile di registrazione per il Registro Imprese di Milano-Monza-Brianza-Lodi

Firmato Carlo Marchetti

Milano, 17 MAGGIO 2024

Assolto ai sensi del decreto 22 febbraio 2007 mediante M.U.I.

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome		Tot. Voti	Proprio	Delega
**D FCP ECODEBUIL RETRAITE EURO ACTIONS 4		280.000	0	280.000
**D FCP GLOUANA PHARMA DIVERSIFE		53.000	0	53.000
**D FERN AMUNDI		68.557	0	68.557
**D FIV ACTIONS EUROPE IM A		9.929	0	9.929
**D FIV ACTIONS EUROPE EQUITY FUND		4.288	0	4.288
**D GLOUANA PHENIX EURO		2.081.936	0	2.081.936
**D GLOUANA CREDIT EUROPE		134.772	0	134.772
**D HSEC EUROPE SMALL & MID CAP		105.216	0	105.216
**D HYMOS ISR		7.800	0	7.800
**D I2C ACTIONS		410.000	0	410.000
**D IP ACTIONS EURO		11.750	0	11.750
**D LEPAM 3 MOIS		712.676	0	712.676
**D LEPAM ISR ACTIONS EURO LARGE CAP		53.080	0	53.080
**D LEPAM ISR ACTIONS EURO MIN VOL		186.154	0	186.154
**D LEPAM ISR STRATEGIE PEA 1		1.224	0	1.224
**D LEPAM ISR STRATEGIE PEA 2		5.211	0	5.211
**D LCL ACTIONS EURO CORE+		34.377	0	34.377
**D LCL ACTIONS MONDE MORS EUROPE EURO		94.923	0	94.923
**D LCL ACTIONS MONDE MORS EUROPE EURO		27.562	0	27.562
**D OSTRUM SRI EUROPE EQUITY		94.688	0	94.688
**D PLURI-INVESTISSEMENTS		1.630	0	1.630
**D ROPS EURO P		11.612	0	11.612
**D ROPS-SHART INDEX EURO		77.123	0	77.123
**D ROPS-SHART INDEX EURO		89.523	0	89.523
**D SAGD INVESTISSEMENT		12.733	0	12.733
**D SAFRAN DYNAMIQUE(ACTIONS EUROPE ESG)		58.100	0	58.100
**D STAR PASTEUR		20.604	0	20.604
**D TOCQUEVILLE MID CAP EURO ISR		7.300	0	7.300
**D TONI ACTIONS ISR 100		141.942	0	141.942
**D VILLIERS DIAPASON		15.637	0	15.637
**D VIVACIO ISR ACTIONS		23.189	0	23.189
**D VIVACIO ISR ACTIONS		154.499	0	154.499
**D WORLD EQUITIES		1.619	0	1.619
**D WORLDWIDE TRANSITION GLOBAL EQUITY		1.994	0	1.994
**D AMUNDI FUND 1STOX CLIMATE PARIS ALIGNED PAB		31.802	0	31.802
**D AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC		28.126	0	28.126
**D AMUNDI FDS MSCI		394.572	0	394.572
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS		19.843	0	19.843
**D AMUNDI FUNDS - EUROPEAN EQUITY RISK BILITY		2.498	0	2.498
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO		175.896	0	175.896
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC		25.548	0	25.548
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC		28.783	0	28.783
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE		312.409	0	312.409
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE		15.531	0	15.531
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY		423.972	0	423.972
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES		946.923	0	946.923
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS		102.173	0	102.173
**D AMUNDI INDEX MSCI EMO SRI		211.588	0	211.588
**D AMUNDI INDEX MSCI EUROPE		813.691	0	813.691
**D AMUNDI INDEX MSCI EUROPE SRI				



Pagina 31
2 - DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
EL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.883 Teste:
Azionisti in proprio: 0 Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI INDEX MSCI WORLD	61.233	0	61.233
**D AMUNDI INDEX MSCI WORLD SRI	19.132	0	19.132
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.083	0	6.083
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.626	0	4.626
**D AMUNDI MSCI EMU ESG CTS NET ZERO AMBIT	12.913	0	12.913
**D AMUNDI MSCI EMU ESG LEADERS SELECT	550.135	0	550.135
**D AMUNDI MSCI EMU ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI MSCI EUROPE	30.057	0	30.057
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTS	9.832	0	9.832
**D AMUNDI MSCI EUROPE EX SWITZERLAND	55.515	0	55.515
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	4.523	0	4.523
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTS	3.536	0	3.536
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	559	0	559
**D AMUNDI PRIME EUROZONE	12.230	0	12.230
**D AMUNDI STOXX EUROPE 600	456.317	0	456.317
**D AXIOM EUROPEAN BANKS EQUITY	360.799	0	360.799
**D FONDACO LUX GLOBAL EQUITIES	151.599	0	151.599
**D G FUND - AVENIR SMALL CAP EURO	410.341	0	410.341
**D G FUND - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D IOF GLOBAL FINTECH	162.300	0	162.300
**D IOF FRAGENETZERO EUROPE EQUITY	6.920	0	6.920
**D INVESTMENT BELVETIA EUROPE EQUITY	321.765	0	321.765
**D INVESTMENT BELVETIA EUROPE FUND	26.253	0	26.253
**D ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	48.091	0	48.091
**D ONEMARKETS AMUNDI INCOME OPP FID	18.300	0	18.300
**D RCG LUX MONTJOLY INVEST POOL AXA	4.766	0	4.766
**D RCG LUX MONTJOLY INVEST POOL AMUNDI	3.381	0	3.381
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	10.000	0	10.000
**D AMUNDI DEUTSCHLAND GMBH - SUEBINVEST 43	175.137	0	175.137
**D AMUNDI TOP WORLD	398	0	398
**D AMUNDI WELTPORTFOLIO	8.360	0	8.360
**D VPV-SPEZIAL AMUNDI	290.000	0	290.000
**D AMUNDI DIVIDENDO ITALIA	14.394	0	14.394
**D AMUNDI ESG SELECTION BILANCIATO	5.934	0	5.934
**D AMUNDI ESG SELECTION CONSERVATIVO	7.704	0	7.704
**D AMUNDI ESG SELECTION DINAMICO	24.739	0	24.739
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	4.129	0	4.129
**D AMUNDI REDG INC REALE 2026	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2025	4.131	0	4.131
**D AMUNDI PROGETTO INCOME 2024 DUE 20121	884	0	884
**D AMUNDI PROGETTO INCOME 2028	3.308	0	3.308
**D AMUNDI PROGETTO INCOME AGOSTO 2026	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027	3.063	0	3.063
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	4.114	0	4.114
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.144	0	1.144
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	61.500	0	61.500
**D AMUNDI VALORE ITALIA FIR	2.372	0	2.372
**D AMUNDI PROGETTO AMUNDI PROGETTO INCOME 2026	54.055	0	54.055
**D AMUNDI PROGETTO AMUNDI PROGETTO INCOME 2025	6.431	0	6.431
**D ASINUS FONDEN FÜR ANIELLEN	6.067	0	6.067
**D COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.	20.337	0	20.337
**D KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI			
**D SPA MANDATE BLACKROCK			

Pagina 32

2 DPE delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione associata)
NL* rappresenta la riga della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.883 Teste:
Azionisti in proprio: 0 Azionisti in delega.

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BEVELLING MANDAT SSCA RE ANDRIELEN	8.056	0	8.056
**D ST FF GASUNIZ - GLOBAL EQ MANDATE SSCA	5.629	0	5.629
**D ST FF FRA MANDATE BLACKROCK	7.859	0	7.859
**D ST FF STRIPES MANDATE ALLIANCE CAPITAL	3.340	0	3.340
**D ST FF STRIPES MANDATE ALLIANCE CAPITAL	6.565	0	6.565
**D ST FF VOGUE INVESTMENT MANAGEMENT	6.173	0	6.173
**D CRELAN INVEST BALANCE	3.160	0	3.160
**D CRELAN INVEST DYNAMIC	1.527	0	1.527
**D EUR GLOBAL EQUITIES RMT - DBI	6.866	0	6.866
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EURAM)	2.172	0	2.172
**D EUR SICAV - EQUITY EURO SOLVE	63.407	0	63.407
**D EUR SICAV - EURO SUSTAINABLE EQUITY	1.106.050	0	1.106.050
**D EUR SICAV - EUROPEAN IMPROVERS	9.430	0	9.430
**D POLLUX	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620	0	205.620
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	38.158	0	38.158
**D HELVETIA I EUROPA	49.100	0	49.100
**D MEDIOBANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	1.760.000	0	1.760.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	300.000	0	300.000
**D THE ARROWSTREET MASTER PORTFOLIO OF MASTER INV PORTFOLIO	38.812	0	38.812
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	3.848	0	3.848
**D AIN AMRO FUNDS	46.692	0	46.692
**D ALLEANZA ASSICURAZIONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.180	0	14.180
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
**D ISHARES EURO STOXX UCITS ETF (DE)	232.217	0	232.217
**D ISHARES EUROPE 600 UCITS ETF DE	204.604	0	204.604
**D ISHARES EUROPE 600 UCITS ETF (DE)	1.062.535	0	1.062.535
**D CANADA PENSION PLAN INVESTMENT BOARD (CEPIB)	354.467	0	354.467
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	5.898	0	5.898
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	2.342	0	2.342
**D THE WESTGATE (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	6.196	0	6.196
**D BLACKROCK ASSET MANAGEMENT SCHWELZ LG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	13.447	0	13.447
**D ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	22.307	0	22.307
**D FLOURISH INVESTMENT CORP GLOBAL EQUITY FUND II (CH)	24.635	0	24.635
**D AEROWESTREY CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	3.884	0	3.884
**D FUND OF SECURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	1.762.016	0	1.762.016
**D ISHARES II PUBLIC LIMITED COMPANY	83.927	0	83.927
**D ISHARES III PUBLIC LIMITED COMPANY	10.606	0	10.606
**D ISHARES IV PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES VI PUBLIC LIMITED COMPANY	36.588	0	36.588
**D WISDOMTREE ISSUER ICNV	1.082.511	0	1.082.511
**D AUSTRALIAN RETIREMENT TRUST	1.359.366	0	1.359.366
**D RGS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	159.961	0	159.961
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	1.588	0	1.588
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	1.588	0	1.588
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	15.221	0	15.221
**D AWARE SUPER	9.553	0	9.553
	42.153	0	42.153
	495.637	0	495.637



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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votare e effettuare la votazione segretamente)
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votare e effettuare la votazione segretamente)
RL* rappresenta l'agente alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.883 Teste:
Azionisti in proprio: 0 Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Codice	Tot. Voti	Proprio	Delega
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412	0	15.412
**D RUSSELL INVESTMENTS TAX EFFICIENT GLOBAL SHARES FUND	39.513	0	39.513
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	2.907.045	0	2.907.045
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.387	0	1.387
**D SPDR SE WORLD EX AUSTRALIA FUND	6.007	0	6.007
**D NEW ALWAYS PENSION SCHEME	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	334.331	0	334.331
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN INDEX EQUITY FUND	78.823	0	78.823
**D INTERNATIONAL MONETARY FUND	38.260	0	38.260
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812	0	98.812
**D DWS INVESTMENT GNBH FOR DWS QI EUROZONE EQUITY	28.388	0	28.388
**D DWS INVESTMENT GNBH FOR MULTIINDEX EQUITY FUND	5.396	0	5.396
**D ISHARES MSCI EAFE INTERNATIONAL INDEX FUND	364.355	0	364.355
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	1.307.308	0	1.307.308
**D ISHARES MSCI AOCI ETF	139.975	0	139.975
**D ISHARES MSCI AOCI EX U.S. ETF	24.001	0	24.001
**D ISHARES GLOBAL FINANCIALS ETF	826.083	0	826.083
**D ISHARES EUROZONE ETF	1.916.771	0	1.916.771
**D ISHARES MSCI EAFE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI EAFE VALUE ETF	2.072	0	2.072
**D ISHARES MSCI KOKUSAI ETF	422.071	0	422.071
**D ISHARES MSCI EUROPE FINANCIALS ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES PRG-A-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE ETF	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	440	0	440
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES CORE MSCI EAFE ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177	0	11.177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	11.431	0	11.431
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	1.418	0	1.418
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	6.666	0	6.666
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	221.944	0	221.944
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL LARGE CAP VALUE ETF	10.293	0	10.293
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	7.803	0	7.803
**D AXA IN ETF ICVW	6.667	0	6.667
**D INTERNATIONAL FILTIS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	5.059	0	5.059
**D UNIVERSAL-INVESTMENT-GESAMTSCHAFT UGH FOR FANGCAO CASH	2.877	0	2.877
**D AXA IN EQUITY TRUST	4.698	0	4.698
**D AXA IN EQUITY TRUST	145.092	0	145.092
**D AMERICAN BUREAU OF SHIPPING	6.462	0	6.462
**D AXA IN EQUITY TRUST	20.208	0	20.208
**D AMERICAN BUREAU OF SHIPPING	245.000	0	245.000
**D AXA IN EQUITY TRUST	399	0	399

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Azionisti: 2 DSI delega alla persona fisica sopra indicata con il numero della scheda magnetica
 Azionisti in proprio: 1.883 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione esistente)
 R* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Contra	Tot. Voti	Proprio	Delega
**D FISHER GLOBAL SMALL CAP EQUITY FUND	23.033	0	33.033
**D RTX SAVINGS PLAN MASTER TRUST	166.560	0	166.560
**D BEAR CREEK INC	9.577	0	9.577
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	18.172	0	18.172
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	3.713	0	3.713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71.553	0	71.553
**D BMO MSCI BAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI ACFT PARTS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	16
**D BMO MSCI BAFE ESG LEADERS INDEXETF	4.537	0	4.537
**D CHEVILLON RISK MASTER FUND LIMITED	3.886	0	3.886
**D CRODAO COMMON FUND	66.800	0	66.800
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	558.489	0	558.489
**D CENTRAL PROVIDENT FUND BOARD	23.779	0	23.779
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	1.685	0	1.685
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	24.095	0	24.095
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	696.853	0	696.853
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	97.117	0	97.117
**D CAISSE DE DEPOT ET PLACEMENT DUQUEBEC	1.557	0	1.557
**D DESJARDINS SECURITE FINANCIERE COMPAGNE D'ASSURANCE VIE	491	0	491
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.379	0	1.379
**D CALVERT INTERNATIONAL RESPONSIBILITIES INDEX FUND	1.535	0	1.535
**D CALVERT INTERNATIONAL OPPORTUNITIES INDEX FUND	35.236	0	35.236
**D CALVERT INTERNATIONAL INDEX PORTFOLIO	254.686	0	254.686
**D THE REGENTS TRUST	5.458	0	5.458
**D MICROSOFT CORPORATION SAVINGS PLUS 401 PLAN	673.250	0	673.250
**D GUSTOOF BANK OF JAPAN LTD AS TRUSTEE FOR SMTC INVERSCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	240.916	0	240.916
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	2.604	0	2.604
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	20.886	0	20.886
**D PARKER FOUNDATION INC	1.804	0	1.804
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	43.481	0	43.481
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	7.748	0	7.748
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG-	52.216	0	52.216
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490	0	6.490
**D FRANKLIN TEMPLETON ICIV	324	0	324
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	2.156	0	2.156
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	21.030	0	21.030
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.264	0	5.264
**D FIDELITY EUROPE INTERNATIONAL EQUITY INSTITUTIONAL TRUST	57.650	0	57.650
**D FIDELITY EUROPE FINANCIAL SERVICES FUND	70.372	0	70.372
**D FIDELITY SELECT GLOBAL FINANCIAL SERVICES FUND	23.810	0	23.810
**D FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.598	0	3.598
**D FIDELITY LONGTERM LEADERS FUND	3.167	0	3.167
**D FIDELITY DISRUPTORS CLASS	7.338	0	7.338
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	438.209	0	438.209
**D FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	201.480	0	201.480
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	61.800	0	61.800
**D GAM STAR FUND PLC	686.119	0	686.119
**D RUSSELL INVESTMENT COMPANY TAMMANAGED INTERNATIONAL EQUITY FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	5.439	0	5.439
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		0	

Azionisti:

1.883 Teste:
0 Azionisti in delega:

1.883
2

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica;

D delega alla persona fisica sopra indicata con il numero della scheda magnetica;

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Codice	Tot. Voti	Profilo	Delega
**D CONTRANT PENSION INVESTMENT FUND	3.313.141	0	3.313.141
**D AMERICAN FUNDS INSURANCE SERIESINTERNATIONAL FUND	1.271.778	0	1.271.778
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D HOUSTON MUNICIPAL EMPLOYERS PENSION SYSTEM	8.805	0	8.805
**D TANGERINE BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D TANGERINE BALANCED GROWTH PORTFOLIO	7.344	0	7.344
**D TANGERINE EQUITY GROWTH PORTFOLIO	9.662	0	9.662
**D FIRST CHURCH OF CHRIST SCIENTIST	738	0	738
**D TRANSAMERICA NORWAN STANLEY GLOBAL ALLOCATION VP	24.199	0	24.199
**D TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	3.101	0	3.101
**D JNL/MELLON MSCI WORLD INDEX FUND	83	0	83
**D JNL/JPMORGAN GLOBAL ALLOCATION FUND	18.236	0	18.236
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	1.259
**D SUNAMERICA SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	82.908
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	3.099	0	3.099
**D SUNAMERICA SERIES TRUST - SA SCHRODERS VCP GLOBAL ALLOCATION PORT	55.799	0	55.799
**D SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	26.772	0	26.772
**D OPENWORLD PUBLIC LIMITED COMPANY	8.674	0	8.674
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	4.616	0	4.616
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	107.258	0	107.258
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	393	0	393
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	1.597.758	0	1.597.758
**D INVESCO V.I. EOV EUROPEAN EQUITY FUND	751.371	0	751.371
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	1.104.169	0	1.104.169
**D INVESCO V.I. EOV EUROPEAN EQUITY FUND	1.352.751	0	1.352.751
**D INVESCO V.I. EOV EUROPEAN EQUITY FUND	3.352	0	3.352
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	137.892	0	137.892
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	55.409	0	55.409
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	12.437	0	12.437
**D STATE STREET GLOBAL ALL CAP EQUITY ENXS INDEX PORTFOLIO	29.779	0	29.779
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	90.351	0	90.351
**D LACERA MASTER OPEB TRUST	7.734	0	7.734
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	94.627	0	94.627
**D INTE KAPITALANLAGESGESELLSCHAFT MBH FOR DC EUROLAND-EQUITIES	19.139	0	19.139
**D LVIP BLACKROCK GLOBAL ALLOCATION FUND	15.234	0	15.234
**D LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	10.619	0	10.619
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	41.924	0	41.924
**D SPDR MSCI EAFE FOSIL FUEL RESERVES FREE ETF	1.268	0	1.268
**D SPDR MSCI EAFE STRATEGICFACTORSETF	15.679	0	15.679
**D SPDR MSCI WORLD STRATEGICFACTORS ETF	1.163.216	0	1.163.216
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	722.947	0	722.947
**D RHOMBLINE INTERNATIONAL POOLED INDEX TRUST	96.843	0	96.843
**D RHOMBLINE INTERNATIONAL EQUITY POOL	28.014	0	28.014
**D MD INTERNATIONAL GROWTH FUND	21.704	0	21.704
**D MD INTERNATIONAL EQUITY INDEX POOL	681.866	0	681.866
**D THE FRUENTIAL INSURANCE COMPANY OF AMERICA			
**D MERCER QIF COMMON CONTRACTUAL FUND			

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.333	0	92.333
**D MERCER GLOBAL EQUITY FUND	207.465	0	207.465
**D MCI FUNDS PLC	36.264	0	36.264
**D MARIAGOLD PACTICAL STRATEGIES LTD	19.044	0	19.044
**D MAYER TRX EFFECTIVE BALANCED FUND	270.423	0	270.423
**D MERCEUR INTERNATIONAL EQUITY FUND	7.068.520	0	7.068.520
**D MONTANA BOARD OF INVESTMENT FUND	25.326	0	25.326
**D MONTANA STATE OF INVESTMENT FUND	317.899	0	317.899
**D MONTANA STATE RETIREMENT PENSION SYSTEM	165.453	0	165.453
**D COMPASS CONSERVATIVE PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED GROWTH PORTFOLIO	267.484	0	267.484
**D COMPASS MAXIMUM GROWTH PORTFOLIO	363.119	0	363.119
**D RUSSELL INVESTMENT COMPANY PLC	295.231	0	295.231
**D AT&T INTERNATIONAL EQUITY POOL	208.777	0	208.777
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	78.724	0	78.724
**D STATE OF NEW JERSEY COMMON PENSION FUND D	37.606	0	37.606
**D JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO	80.295	0	80.295
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	5.612	0	5.612
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	206.455	0	206.455
**D PES-PINCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	1.012	0	1.012
**D THE INCUBATION FUND LTD	113.052	0	113.052
**D DMS INVESTMENT GMBH FOR DEAMFONDS KGENENSIONEN	170.983	0	170.983
**D DEAM-FONDS CET	1.553	0	1.553
**D TRIVENT INTERNATIONAL INDEX PORTFOLIO	80.151	0	80.151
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	7.265	0	7.265
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	702	0	702
**D RUSSELL OVERSEAS EQUITY POOL	2.756	0	2.756
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	5.300	0	5.300
**D RUSSELL INVESTMENTS MULTIFACTOR INTERNATIONAL EQUITY POOL	7.193	0	7.193
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUITY	3.170	0	3.170
**D THE BANK OF KOREA	11.457	0	11.457
**D DESERAINS INVESTMENT MANAGEMENT CORPORATION	82.519	0	82.519
**D DESERAINS INVESTMENT MANAGEMENT CORPORATION LOW CO2 INDEX ETF	1.310	0	1.310
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.086	0	1.086
**D SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	194.428	0	194.428
**D SELFMANAGING POSTSECONDARY EDUCATION FUND	1.794	0	1.794
**D PUBLIC STREET IRLAND UNIT TRUST	65.700	0	65.700
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	983	0	983
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	6.064	0	6.064
**D SSGA SPDR ETFs EUROPE II PUBLIC LIMITED COMPANY	1.075	0	1.075
**D STITCHING PENSIONFONDS TANDARTSEN EN TANDARTSEN-SPECIALISTEN	3.626	0	3.626
**D SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	370	0	370
**D SIR DAVID TRENCH FUND FOR RECREATION	22.358	0	22.358
**D UNIVERSALINVESTMENTGSELLSCHAFTFHEB FOR SRV100	455.808	0	455.808
**D STATE STREET CCF	127.113	0	127.113
**D TEACHER RETIREMENT SYSTEM OF TEXAS	176.855	0	176.855
	113.340	0	113.340
	5.590	0	5.590
	859	0	859
	8.874	0	8.874
	74.405	0	74.405



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2 DIF delega alla persona fisica sopra indicata con il numero della scheda anagrafica
1.883 **D delega alla persona fisica sopra indicata con il numero della scheda anagrafica (in occasione dell'assemblea la persona fisica sopra indicata)
R/L rappresentanza legale alla persona fisica sopra indicata con il numero della scheda anagrafica

Azionisti: 1.883 Teste:
Azionisti in proprio: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TJ-NONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D TJ-QUALIFIED LLC	41.581	0	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D UBS (IRL) ETF PLC	239.086	0	239.086
**D DWS INVESTMENT GHH FOR DEAMFONDS PG EQ	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D NETZLER ASSET MANAGEMENT GHH FOR MIFONDS 415	118.000	0	118.000
**D DWS INVESTMENT GHH FOR DEAMFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA INDEX ETF	7.624	0	7.624
**D VANGUARD FUND OF FUNDS NORTH AMERICA INDEX	244.163	0	244.163
**D WELLINGTON COMPOUND GROWTH, L.P.	151.200	0	151.200
**D WELLINGTON DURABLE ENTERPRISES, L.P.	207.428	0	207.428
**D WELLINGTON-CIS GLOBAL EQUITY FUND	288.600	0	288.600
**D WASHINGTON STATE INVESTMENT BOARD	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	995	0	995
**D WISDOMTREE INTERNATIONAL EQUITY FUND	186	0	186
**D WISDOMTREE GLOBAL HIGH DIVIDEND FUND	1.200	0	1.200
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	1.782	0	1.782
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	9.557	0	9.557
**D WISDOMTREE DYNAMIC GROWTH INTERNATIONAL EQUITY FUND	470.504	0	470.504
**D THE WELLINGTON TRUST COMPANY ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	903.450	0	903.450
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	1.797.645	0	1.797.645
**D MTON DURABLE COMPANIES PORTFOLIO	868.618	0	868.618
**D NEW YORK STATE TEACHERS' RETIREMENT SYSTEM	22.131	0	22.131
**D EMPOWER ANNUITY INSURANCE COMPANY	1.694.431	0	1.694.431
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	23.488	0	23.488
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX FOOLED FUND	25.370	0	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS - ZIF GREEN	805.084	0	805.084
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS	300	0	300
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	56.109	0	56.109
**D ZURICH INVEST ICAV	2.592.899	0	2.592.899
**D SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	8.085	0	8.085
**D SSB MSCI EUROPE SCREENED INDEX NOMINATING COMMON TRUST FUND	11.039	0	11.039
**D SSB MSCI AWM EX USA IMI SCREENED NONENDING COMMON TRUST FUND	5.510	0	5.510
**D STATE STREET TOTAL RETURN VTS FUND	94.843	0	94.843
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	376.852	0	376.852
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD DEVELOPED MARKETS INDEX FUND	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	3.319.998	0	3.319.998
**D INVESCO EQV INTERNATIONAL EQUITY FUND	2.376	0	2.376
**D KAISER FOUNDATION HOSPITALS	7.118	0	7.118
**D KAISER FERGANDE GROUP TRUST	12.351	0	12.351
**D HC CAPITAL TRUST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	1.831	0	1.831
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.344	0	1.344
**D HC CAPITAL TRUST - THE SRI GROWTH PORTFOLIO	1.083.931	0	1.083.931
**D CHEYENNE INVESTMENT MANAGEMENT COMPANY SMALL COMPANY INDEX	235.676	0	235.676
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	79.265	0	79.265
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	82.143	0	82.143
**D JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST		0	

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Azionisti: 1.883 Tester: 1.883
Azzionisti in proprio: 0 Azzionisti in delega: 1.883
DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla protezione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D FEDERATED KAUFMANN SMALL CAP FUND	1.132.500	0	1.132.500
**D UNIVERSALINVESTMENTGESELLSCHAFTEN FOR PROUFONDS SAA	55.930	0	55.930
**D FIDELITY ROTHMAN SQUARE TRUST II STRATEGIC ADVISERS INT FUND	351.102	0	351.102
**D FIDELITY ROTHMAN SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	929.491	0	929.491
**D FIDELITY ROTHMAN SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	27.313	0	27.313
**D INTE KAPITALANLAGENGESSELLSCHAFTEN FOR LIFELIVESTRATEGIEN	18.000	0	18.000
**D UNIVERSAL INVESTMENT GESELLSCHAFTEN FOR KFI UNIVERSAL FONDS	23.087	0	23.087
**D INTE KAPITALANLAGENGESSELLSCHAFT MEH FOR FORTUNSGEFORDS	52.483	0	52.483
**D M&S HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579	0	23.579
**D IBM 401(K) PLUS PLAN TRUST	131.566	0	131.566
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.069	0	24.069
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628	0	3.628
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	94.722	0	94.722
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	41.715	0	41.715
**D S&B CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.378	0	18.378
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	133	0	133
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554
**D IBM RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTGESELLSCHAFTEN FOR UIFONDS AKTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	782.803	0	782.803
**D TIACREF INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II BAILLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013	0	1.197.013
**D BRIGHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.769	0	65.769
**D STATE OF MINNESOTA	257.790	0	257.790
**D MARKER NOMUS CORE EQUITY FUND	37.346	0	37.346
**D FRANK RUSSELL INVESTMENT CO II PLC	26.037	0	26.037
**D SPDR MSCI ACWI EXUS ETF	1.283	0	1.283
**D SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377	0	323.377
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D THE RELIANCE TR COMPANY INVESTMENT PORTFOLIO COLLECTIVE INVESTMENT FDS TR	1.674	0	1.674
**D SPDR COMMON TRUST FUNDS TRUSTING RESEARCH EQUITY PORTFO	225.746	0	225.746
**D SPDR PORTFOLIO EUROPE ETF	52.949	0	52.949
**D S&B MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	13.632	0	13.632
**D M INTERNATIONAL PAPER COMPANY	452.556	0	452.556
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	4.430	0	4.430
**D COLUMBIA TREASURERIE (UK) ICVCI - CT SELECT EUROPEAN EQUITY FUND	64.769	0	64.769
**D M&G INVESTMENT FUNDS (11) - M&G EUROPEAN SUSTAIN PARIS ALIGNED FUND	1.331.135	0	1.331.135
**D STICHLING PHILIPS PENSIONFONDS	10.869	0	10.869
**D NOW PENSIONS TRUST	54.480	0	54.480
**D NATIONAL EMPLOYMENT SAVINGS TRUST	396.000	0	396.000
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND		0	



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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica.

2

Teste:

1.983

Azionisti:

Azionisti in proprio: 0 Azionisti in delega: 1.983

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica.

R* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Relazione sulla politica retributiva 2024

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX END UK	15.446	0	15.446
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	39.284	0	39.284
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802	0	5.802
**D HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S GREENED INDEX EQUITY FUND	495.479	0	495.479
**D NATURET TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES S PLACE STRATEGIC MANAGE	12.817	0	12.817
**D NATURET ST JAMES S PLACE GLOBALEQUITY UNIT TRUST	54.857	0	54.857
**D FAMILY INVESTMENTS CHILD TRUST FUND	12.696	0	12.696
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	9.670	0	9.670
**D EP RUSSELL INVS ICVC FT RUSSELLINVS INT GROWTH ASSETS FUND	990	0	990
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	610.196	0	610.196
**D MAWER INTERNATIONAL EQUITY POOLED FUND	2.561.411	0	2.561.411
**D FIDELITY CONINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	103.465	0	103.465
**D PRINCIPAL LIFE INSURANCE COMPANY	465.748	0	465.748
**D ARCONSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	39.003	0	39.003
**D ARCONSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	10.573	0	10.573
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	46.572	0	46.572
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	68.112	0	68.112
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	109.520	0	109.520
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	236.503	0	236.503
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2027	225.852	0	225.852
**D EURIZON AM GLOBAL MULTIASSET 30	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASSET II	9.233	0	9.233
**D EURIZON AM OBIETTIVO STABILITA	3.664	0	3.664
**D EURIZON AM RILANCIO ITALIA TR	4.112	0	4.112
**D EURIZON AM RITORNO ASSOLUTO	2.103	0	2.103
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	19.833	0	19.833
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	1.814	0	1.814
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	178.649	0	178.649
**D EURIZON GLOBAL LEADERS ESG 50 -MARGO 2027	165.903	0	165.903
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	32.750	0	32.750
**D EURIZON AM TR MEGATREND II	54.313	0	54.313
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND II	10.490	0	10.490
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	1.890	0	1.890
**D EURIZON AM TR MEGATREND II	10.218	0	10.218
**D EURIZON AM TR MEGATREND II	18.703	0	18.703
**D EURIZON AM TR MEGATREND II	738.100	0	738.100
**D EURIZON AM TR MEGATREND II	105.564	0	105.564
**D EURIZON AM TR MEGATREND II	150.509	0	150.509
**D EURIZON AM TR MEGATREND II	57.000	0	57.000
**D EURIZON AM TR MEGATREND II	67.992	0	67.992
**D EURIZON AM TR MEGATREND II	324.366	0	324.366
**D EURIZON AM TR MEGATREND II	326.009	0	326.009
**D EURIZON AM TR MEGATREND II	74.019	0	74.019
**D EURIZON AM TR MEGATREND II	73.714	0	73.714
**D EURIZON AM TR MEGATREND II	2.064	0	2.064
**D EURIZON AM TR MEGATREND II	35.348	0	35.348
**D EURIZON AM TR MEGATREND II	67.866	0	67.866
**D EURIZON AM TR MEGATREND II	1.459.299	0	1.459.299
**D EURIZON AM TR MEGATREND II	15.670	0	15.670
**D EURIZON AM TR MEGATREND II	163.069	0	163.069

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Azionisti: 1.883 Teser: 1.883
Azionisti in proprio: 0 Azionisti in delega

2 DT* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.883 DT* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione associata)
RL* rappresenta l'agile alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

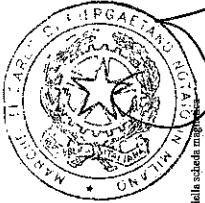
LISTA ESITO DELLE VOTAZIONE
Oggetto: 3. Relazione sulla politica retributiva 2024

Cognome
**D AXA WORLD FUNDS SICAV
**D EURIZON FUNO
**D EURIZON NEXT 2.0
**D MULTIRAND SICAVSIF
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025
**D EURIZON TOP RECOVERY ESG GENAIO 2026
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027
**D EPSILON ASSOCIATI SR - EPSILONSGR QVALUE
**D MULTIFLEX SICAV
**D EURIZON INVESTMENT FUNDS
**D EURIZON INVESTMENT SICAV
**D QSSIM LUX

Totale voti 415.761.917
Percentuale votanti % 36,161401
Percentuale Capitale % 68,046204

FAVOREVOLI

Tot. Voti	Proprio	Delega
5.361.915	0	5.361.915
415.045	0	415.045
29.253	0	29.253
15.470	0	15.470
33.077	0	33.077
23.417	0	23.417
221.005	0	221.005
107.204	0	107.204
1.807	0	1.807
73.908	0	73.908
6.188	0	6.188
131.309	0	131.309
18.563	0	18.563



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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.883 *** delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presenza assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.883
Azionisti in delega: 0

Assemblea Ordinaria del 24 aprile 2024ESITO VOTAZIONEOggetto : **4. Relazione sui compensi corrisposti nell'esercizio 2023**

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° **482.538.485** azioni ordinarie pari al **78,975276** % del capitale sociale riferibili a **1.998** soggetti aventi diritto al voto.

Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	414.645.864	85,930113	85,930113	67,863544
Contrari	65.755.883	13,627075	13,627075	10,762020
SubTotale	480.401.747	99,557188	99,557188	78,625564
Astenuti	2.136.738	0,442812	0,442812	0,349712
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	2.136.738	0,442812	0,442812	0,349712
Totale	482.538.485	100,000000	100,000000	78,975276

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 VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

CONTRARI

Cognome	Tot. Voti	Proprio	Delega
2. COMPTONSHARE SEA RAFFER, DESIGNATO IN QUALITÀ DI SUBELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D BELIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
**D CANORIUM BUSINESS EQUITIES SA	71.608	0	71.608
**D BELIUS EQUITIES NV	864.033	0	864.033
**D BELIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
**D BELIUS PENSION FUND LOW EQUITIES	64.038	0	64.038
**D STICHTING AHOLD DELHAIZE PENSIOEN	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D USRAM ISR Avenir EURO	12.720	0	12.720
**D CROMANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D VILLIERS ACTIONS EUROPE CANORIUM	1.634.530	0	1.634.530
**D VILLIERS INVESTMENT DISCREDITORS, INC.	100.264	0	100.264
**D IGCANTEC ACTIONS EUROPE CANORIUM 2	685.033	0	685.033
**D ME BMDGI ACTIONS EUROPE	49.671	0	49.671
**D ZWITSELEVEN INSTITUTIONELS BELEGGENGSFONDSEN - ZWITSELEVEN EUROPEAN INDEX ANDELENFONDEN EUROPA	8.180	0	8.180
**D ACTIAM EUROPEAN INDEX ANDELENFONDEN WERELD	1.183	0	1.183
**D IGCANTEC ACTIONS EUROPE NYA IM	500.000	0	500.000
**D ERAFP ACTIONS EUROPE I	2.875.426	0	2.875.426
**D ACTIAM EUROPEAN INDEX I	44.169	0	44.169
**D ERAFP ACTIONS EURO IV	6.086	0	6.086
**D BNP PARIBAS/SCRODER STABLE GROWTH FUND MELLON	334.515	0	334.515
**D ERAFP ACTIONS EURO I	48.943	0	48.943
**D SCHRODER INTERNATIONAL ALPHA TRUST	524.700	0	524.700
**D SCHRODER INTERNATIONAL EQUITY TRUST	117.938	0	117.938
**D SCHRODER DIVERSIFIED GROWTH TRUST	1.158.334	0	1.158.334
**D SCHRODER INTERNATIONAL SELECTION FUND	266.304	0	266.304
**D STICHTING PENSIOENFONDEN VOOR HUISARTSEN	20.038	0	20.038
**D HC RENTE	9.872.653	0	9.872.653
**D SIEMENS-FONDEN SIEMENS-RENTE	43.162	0	43.162
**D SCHRODER PENSION MANAGEMENT LIMITED	3.221	0	3.221
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	66.546	0	66.546
**D SCHRODER MANAGED BALANCED FUND	372.767	0	372.767
**D BIRELETS ORANGE JAPAN, S.A.	766.239	0	766.239
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	17.799	0	17.799
**D BUREAU OF PUBLIC SERVICE PENSION FUND	36.400	0	36.400
**D IGCANTEC F&B ANUNDI	18.512	0	18.512
**D BEST INVESTMENT CORPORATION	119.273	0	119.273
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	145.593	0	145.593
**D FCP VILLIERS ACTIONS EUROPE CPR AM	2.418	0	2.418
**D BEST INVESTMENT CORPORATION	460.945	0	460.945
**D SCHRODER INVESTMENT CORP	24.722	0	24.722
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	49.537	0	49.537
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	4.372	0	4.372
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	2.347	0	2.347
**D STATE OF WISCONSIN INVESTMENT BOARD	52.705	0	52.705
**D NAWEST TDS DEP BAYM RM GLO ED FUND	139.118	0	139.118
**D VANGUARD INTERNATIONAL GROWTH FUND	10.966.173	0	10.966.173
**D ACHMEA VARIABLE SECURITIES HEALTHW FUND	27.213	0	27.213
**D NV HASSELNIE	2.956	0	2.956
**D STICHTING DEPOSITARY AFG DEVELOPED MARKETS EQUITY POOL	919.623	0	919.623



Pagina 1
2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI
120 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI
AL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

CONTRIBUTORS

Cognome	Tot.	Voti	Proptio	Delega
**D BCT POLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4.128	0	0	0
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536	0	0	0
**D SIEMENS DIVERSIFIED GROWTH	19.588	0	0	19.588
**D SIEMENS EMU EQUITIES	42.090	0	0	42.090
**D STICHLING PENSIOENFONDS ASP	9.248.388	0	0	9.248.388
**D ACHMEA PENSIOEN EN LEVENSVZERKERINGEN NV	14.829	0	0	14.829
**D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484	0	0	2.484
**D MORGAN STANLEY PATHWAY	140.033	0	0	140.033
**D ASSET MANAGEMENT EXCHANGE ECITS CCF.	10.655	0	0	10.655
**D MICHELIN BLUE SKY LIQUID ASSET FUNDS	9.809	0	0	9.809
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369	0	0	22.369
**D GOVERNMENT OF GUAM RETIREMENT FUND	71.145	0	0	71.145
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.652	0	0	947.652
**D KERSHNER INVESTMENT MANAGEMENT	281.566	0	0	281.566
**D STICHLING PENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	14.596	0	0	14.596
**D STICHLING PENSIOENFONDS VOOR HET BEROEPSVENNOUW OVER DE WEG	28.576	0	0	28.576
**D STICHLING PENSIOENFONDS	191.885	0	0	191.885
**D STICHLING PENSIOENFONDS METAAL EN TECHNIEK NH SERVICES	56.502	0	0	56.502
**D STICHLING NH SERVICES ANDELENFOND ND	36.192	0	0	36.192
**D A.A. CANDRIAM DIVERSITEIT	198.303	0	0	198.303
**D AGNF MANDAT ACTION	20.170	0	0	20.170
**D CNF ASSUR EUROPE CANDRIAM	148.246	0	0	148.246
**D ECOFI AVENIR PLUS	36.000	0	0	36.000
**D ECOFI ENDURANCE EURO	10.000	0	0	10.000
**D EPAROME ETHIQUE ACTIONS	30.628	0	0	30.628
**D LEPAM 3 MOIS	712.676	0	0	712.676
**D LEPAM ISR ACTIONS 80	33.080	0	0	33.080
**D LEPAM ISR ACTIONS EURO LARGE CAP	186.154	0	0	186.154
**D LEPAM ISR ACTIONS EURO MIN VOL	1.424	0	0	1.424
**D LEPAM ISR STRATEGIE PERA 1	3.211	0	0	3.211
**D LEPAM ISR STRATEGIE PERA 2	3.401	0	0	3.401
**D MONGELAS	27.096	0	0	27.096
**D NEULIFEZ VIE OPPORTUNITES	58.959	0	0	58.959
**D RENAULT CARENMAKERS SOLID AIR	17.000	0	0	17.000
**D TOCQUEVILLE FINANCE ISR	7.300	0	0	7.300
**D TOCQUEVILLE MID CAP EURO ISR	141.942	0	0	141.942
**D TONI ACTIONS ISR 100	15.637	0	0	15.637
**D TOTALENERGIES DIVERSITEIT	74.294	0	0	74.294
**D TOTALENERGIES DIVERSITEIT EQUILIBRE ET SOLIDAIRE	154.499	0	0	154.499
**D VIVACCIO ISR ACTIONS	177.249	0	0	177.249
**D CANDRIAM EQUITIES L - EMU INNOVATION	2.325.096	0	0	2.325.096
**D CANDRIAM EQUITIES L - EUROPE INNOVATION	1.029.811	0	0	1.029.811
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	220.776	0	0	220.776
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	0	2.272.508
**D CANDRIAM SUSTAINABLE - EQUITY EUROPEAN EQUITIES EMU	868.294	0	0	868.294
**D CANDRIAM SUSTAINABLE EQUITIES EMU	1.048.859	0	0	1.048.859
**D CLEONE INDEX - EMU EQUITIES	38.559	0	0	38.559
**D CLEONE INDEX - EUROPE EQUITIES	76.225	0	0	76.225
**D CORDIUS WORLD EQUITIES	13.875	0	0	13.875
**D CORDIUS WORLD EQUITIES QUALITY	685	0	0	685
**D INDEXIO FACTORS SUSTAINABLE EMU EQUITY	29.035	0	0	29.035
**D INDEXIO FACTORS SUSTAINABLE EUROPE EQUITY	20.337	0	0	20.337
**D SEA MANDATE BLACKROCK	20.337	0	0	20.337

Aziendisti:	120	Teste:	2	DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Aziendisti in proprio:	0	Aziendisti in delega:	120	**B* delega alla persona fisica sopra indicata con il numero della scheda magnetica
				RL* rappresenta l'asse alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D ST FID EMA MANDATE BLACKROCK	7.859	0	7.859
**D THE CAPTIVE INVESTORS FUND	289.530	0	289.530
**D CARDANO COMMON CONTRACTUAL FUND	1.422	0	1.422
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	583	0	583
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079	0	66.079
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280	0	216.280
**D TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	24.199	0	24.199
**D BANKS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.352.751	0	1.352.751
**D MORGAN STANLEY STRATEGIST PORTFOLIO	19.044	0	19.044
**D HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	6.294.056	0	6.294.056
**D HARTFORD SCHROEDERS INTERNATIONAL GROWTH FUND	1.746	0	1.746
**D VANGUARD VARIABLE INSURANCE FUND	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGIST PORTFOLIO	1.674	0	1.674
**D NOK PENSIONS TRUST	5.449	0	5.449
**D MOUNT HUTTON INVESTMENTS LIMITED	272.161	0	272.161

Totale voti 65.755.983
Percentuale votanti % 13,67075
Percentuale Capitale % 10,762026

Azionisti: 120
Azionisti in proprio: 0
Azionisti in delega: 120

Pagina 3

2 DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica
120 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
IL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

ASTENUTI

Cognome	Tot. Voti	Proprio	Delega
2. CPMTESSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MORICELLI	0	0	0
**D BNP PARIBAS RENDACTIS ISR	40.189	0	40.189
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D BNP PARIBAS ACTIONS RENDMENT ISR	66.913	0	66.913
**D BNP PARIBAS EASY ICAV - BNP PARIBAS EASY NSCI WORLD ESG FILTERED MIN TE UCITS ETF	1.942	0	1.942
**D THEAM QUANT - EQUITY EUROZONE DEFI	21.007	0	21.007
**D THEAM QUANT - EQUITY WORLD DEFI	9.097	0	9.097
**D BNP PARIBAS ACTIONS PME ISR	214.284	0	214.284
**D BNP PARIBAS EASY - NSCI EUROPE SRI S-SERIES 5 CAPPED	372.731	0	372.731
**D ZEPHYR - OPTIMISED PLUS 2	9.379	0	9.379
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	2.463	0	2.463
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D THEAM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - NSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D THEAM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D ZEPHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D BNP PARIBAS EASY - NSCI EMU SRI S-SERIES PAB 5\$ CAPPED	171.991	0	171.991
**D THEAM QUANT FONDS - WORLD CLIMATE NAVIGATOR 90\$ PROTECTED	80.239	0	80.239
**D BNP PARIBAS EASY - NSCI EUROPE EX CW	67.480	0	67.480
**D BNP PARIBAS EASY - NSCI WORLD SRI S-SERIES 5 CAPPED	19.827	0	19.827
**D G.A.-FOND-B - EQUITY BROAD EURO P	16.124	0	16.124
**D BNP PARIBAS NEXT TECH	7.124	0	7.124
**D BNP PARIBAS WORLD MEDICAL TECH	8.126	0	8.126
**D TOLESON INVESTMENTAL EQUITY LP	65.989	0	65.989
**D COOPERANTIE KLANDESLAND VERZEKERINGEN U. A.	15.258	0	15.258
**D KLANDESLAND SCHADEVERZEKERINGSMAATSCHAPPI	6.431	0	6.431
Totale voti	2.136.738		
Percentuale votanti %	0,442812		
Percentuale Capitale %	0,349712		

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMPTENSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ANTERASTELI AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO COMPA PLASTICA	47.348	0	47.348
D** FONDOPRIMA	6.000	0	6.000
D** FONDOPRIMA PEGASO	34.353	0	34.353
DA* PREVIDENZA COOPERATIVA	6.477	0	6.477
2. COMPENSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D STOCK SMALL CAPS OFF	1.130.000	0	1.130.000
**D HELABA INV KAG MSH HI KAPPA 10 BONDS	12.100	0	12.100
**D HELABA INV KAPITALANL GES MSH HI SZIVA 2	15.550	0	15.550
**D DEKA INVESTMENT GMBH GLOBALE AKTION	12.760	0	12.760
**D DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536	0	24.536
**D MASTERINVEST KAPITALANLAGE GMBH	2.273	0	2.273
**D VR BANK NT EUROPROTECT UI	17.716	0	17.716
**D TIMM INVEST EUROPA PLUS	746	0	746
**D LE AL IMPACT EQUITY EU	151.321	0	151.321
**D LAB FUND SERV. AG ATO LLB IMPACT CLIMATE AKTION GLOBALE PASSIV (USD)	17.372	0	17.372
**D UNIVERSITAT BASEL	16.022	0	16.022
**D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	236.209	0	236.209
**D PROPRIAS SMALL MID CAP WELT CREDIT SUISSE FUNDS AG	285.000	0	285.000
**D AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	65.247	0	65.247
**D CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	21.480	0	21.480
**D WIF-DMS QI EURO SHT EXT	24.640	0	24.640
**D PK CSS WORLD EQUITY CREDIT SUISSE FUNDS AG	18.080	0	18.080
**D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	15.382	0	15.382
**D AXA VORSORGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	370	0	370
**D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	16.391	0	16.391
**D WORLD TRADE ORGANIZATION PENSION PLAN	1.421	0	1.421
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	4.582	0	4.582
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	25.252	0	25.252
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	538.519	0	538.519
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	19.684	0	19.684
**D PICTET - DIGITAL	4.812	0	4.812
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	1.938.081	0	1.938.081
**D DEKLA SICAV GLOBAL EQUITIES SOCIETY	13.168	0	13.168
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	4.615	0	4.615
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL	105.000	0	105.000
**D PACIFIC RESOURCES FUND LIMITED	7.641	0	7.641
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	66.911	0	66.911
**D PICTET - EUROPE INDEX	16.813	0	16.813
**D PICTET - EUROPE INDEX	59.265	0	59.265
**D PICTET - EUROPE INDEX	37.201	0	37.201
**D PICTET - EUROPE INDEX	29.503	0	29.503
**D PICTET - EUROPE INDEX	5.655	0	5.655
**D PICTET - EUROPE INDEX	5.140	0	5.140
**D PICTET - EUROPE INDEX	28.449	0	28.449
**D PICTET - EUROPE INDEX	18.464	0	18.464
**D PICTET - EUROPE INDEX	85.061	0	85.061
**D PICTET - EUROPE INDEX	11.366	0	11.366
**D PICTET - EUROPE INDEX	55.900	0	55.900
**D DEKA INVESTMENT GMBH WELB-FUNDMASTER 1 WELB-FM 1 U05 CS	22.041	0	22.041
**D ERI BAYERNINVEST FONDS AKTION EUROPA	17.520	0	17.520

Azionisti:

1.833

Teste:

Azionisti in proprio:

0

Azionisti in delega:

1.833

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2 DF* delega alle persone fisiche sopra indicata con il numero della scheda magnetica

D delega alle persone fisiche sopra indicata con il numero della scheda magnetica (votazione delegata alle persone fisiche)

R* rappresentanza legale alle persone fisiche sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Codice	Codice	Tot. Voti	Proprio	Delega
**D	ECPEPME CROISSANCE	475.000	0	475.000
**D	BROGLIE	14.250	0	14.250
**D	AGPI ACTIONS EUROPE	485.558	0	485.558
**D	AXA VALEURS EURO	486.000	0	486.000
**D	AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D	ALLIANZGI-FONDS SURRISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D	SCANDIUM	185.000	0	185.000
**D	TOTALENERGIES ACTIONS EUROPEENNES	351.331	0	351.331
**D	TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6.200	0	6.200
**D	PHOSPHORE	41.924	0	41.924
**D	DIVERSIS DYNAMIQUE	11.531	0	11.531
**D	FCP SODIUM I	25.467	0	25.467
**D	AXA AA DIVERSIFIE INDICIEL 1	42.191	0	42.191
**D	INVESTITORI FLESSIBILE	52.700	0	52.700
**D	FRANCE D ACTIONS 2	74.682	0	74.682
**D	ADRASINA SOCIAL JUSTICE ALL CAP GLOBAL ETF	5.250	0	5.250
**D	ARABELLE ROTHCHILD	2.268	0	2.268
**D	ATCP-UI-FONDS	2.398	0	2.398
**D	AZ FUND 1 AZ EQUITY EUROPE	175.000	0	175.000
**D	HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	51.694	0	51.694
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	26.544	0	26.544
**D	CORPT. EUROPE	28.971	0	28.971
**D	INTERNATIONAL EQUITY INDEX FUND HEDGED	4.475	0	4.475
**D	COF GROUP BRNO	42.656	0	42.656
**D	RESURSECT	5.000	0	5.000
**D	AMP INTERNATIONAL EQUITY INDEX FUND	49.187	0	49.187
**D	AMP INTERNATIONAL EQUITY INDEX FUND	340	0	340
**D	PHILADELPHIA GAS WORKS PENSION PLAN	1.162	0	1.162
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF ECOTIF MASTERFONDS	24.933	0	24.933
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	14.142	0	14.142
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	3.398	0	3.398
**D	AMUNDI STOXX EUROPE 600 ESG II UCITS EFF	3.811	0	3.811
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D	MERCER UNHEGDED OVERSEAS SHARES TRUST	393.618	0	393.618
**D	MANDARINE EQUITY INCOME	3.990	0	3.990
**D	INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D	AXA OPTIMAL INCOME	374.990	0	374.990
**D	ALLEANZA OBBLIGAZIONARIO	139.650	0	139.650
**D	BS PREVISION EMPRESAS EFSV DE EMPLEO	1.020	0	1.020
**D	FONSOLEBANK EP	2.351	0	2.351
**D	PFM MULTI-MANAGER INTERNATIONAL EQUITY FUND	87.329	0	87.329
**D	JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.701	0	253.701
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYW AI-FONDS	432.698	0	432.698
**D	GUIDEMARK WORLD EX-US FUND	6.120	0	6.120
**D	AZF - AZ EQUITY -NEW GENERATIONS	18.432	0	18.432
**D	GENERALI ITALIA SPA	14.030	0	14.030
**D	ALLIANZGI-SUBFONDS BAT-IS 2	58.949	0	58.949
**D	SELLIANZGI FUNDUS LUNA A	575.954	0	575.954
**D	KAYE ANDERSON RIMNICK INVESTMENT MANAGEMENT LLC.	38.382	0	38.382
**D	KAYE ANDERSON EQUILIBES	4.306	0	4.306
**D	AXA GENERATION EQUILIBES	137.234	0	137.234
**D	SBERDELL PLANIFICACION 25, FI	2.754	0	2.754

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Delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Teste:

1.853

Azionisti:

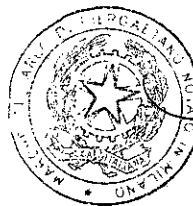
Azionisti in proprio: 0 Azionisti in delega:

Delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D INVESTITORI LONGEVITY	22.800	0	22.800
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	249.000	0	249.000
**D BRZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	13.898	0	13.898
**D BFI GLOBAL INVESTMENT FUND- BFI EUROPEAN FINANCIAL EQUITIES L/S	30.000	0	30.000
**D DUNHAM INTERNATIONAL STOCK FUND	6.555	0	6.555
**D JAMUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	193.090	0	193.090
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT NHB ON BEHALF OF BAYW A3-FONDS	671.000	0	671.000
**D AXITE - AZ ALLOCATION -GLOBAL GOALS	5.569	0	5.569
**D RANDARINE FUND - RANDARINE UNIQUE SMALL AND MID CAPS EUROPE	507.000	0	507.000
**D OPBETIVO WILFARE UCITS SICAV - EQUITY- EURO EQUITY	4.020	0	4.020
**D JAMUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939	0	939
**D DEEA-MASTER-HAEK 1	28.019	0	28.019
**D DIVERSIS	30.669	0	30.669
**D AQUARIUS INTERNATIONAL FUND	224.761	0	224.761
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT NHB ON BEHALF OF WAB-UNIVERSAL-FONDS	720	0	720
**D INVERSADELL 70, FI	2.284	0	2.284
**D ALLIANZGI S AKTIEN	19.011	0	19.011
**D AXA GENERATION EUROPE ACTIONS	201.400	0	201.400
**D UNCA INVEST-EURO DIVIDEND GROWER	645.516	0	645.516
**D MERCER WHOLESALE FUNDS	2.175	0	2.175
**D TTC WORLD EQUITY FUND QP, LP	545.054	0	545.054
**D FERROANTICA 92 FP	487	0	487
**D BAYERNINVEST NEW FONDS	49.000	0	49.000
**D PIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000
**D BANSADELL 36, F.P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JAMUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D UNISUPER	8.633	0	8.633
**D INVERSADELL 25, FI	11.997	0	11.997
**D FONECONOMISTES, FONDS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D AMP WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.887	0	371.887
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	47.417	0	47.417
**D INVERSADELL 50, FI	12.774	0	12.774
**D INVERSADELL 50, FI	8.123	0	8.123
**D INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D SIMPLICITY WEDGE GLOBAL SHARE FUND	17.600	0	17.600
**D AZ FUND 1-AZ ALLOCATION-STRATEGIC ENHANCED CATHOLIC VALUES	15.037	0	15.037
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	8.992	0	8.992
**D AZ FUND 1-AZ ALLOCATION GLOBAL	5.320	0	5.320
**D AZ FUND 1 AZ ALLOCATION GLOBAL	140.000	0	140.000
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	4.062	0	4.062
**D AMTEN EUROPA - UI	12.100	0	12.100
**D INVESTITORI EUROPA	9.291	0	9.291
	12.160	0	12.160



Pagina 7
DP* delega alla presidenza finco sopra indicata con il numero della scheda
**D delega alla presidenza finco sopra indicata con il numero della scheda magnetica (per non intervenire alla presidenza assemblea)
RL* rappresenta la foglia alla presidenza finco sopra indicata con il numero della scheda magnetica

Azionisti: 1.853 Tesoro: 0
Azionisti in proprio: 0 Azionisti in delega: 1.853

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FOREIGN STOCK INDEX MOTHER FUND	31.840	0	31.840
**D SHINKO GLOBAL EQUITY INDEX MOTHER FUND	76	0	76
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY FUND	94.191	0	94.191
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	90.196	0	90.196
**D NATIXIS AM FUNDS	32.601	0	32.601
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	12.451	0	12.451
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FISE DEVELOPED WORLD II CCF	11.916	0	11.916
**D FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.427.012	0	2.427.012
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945	0	676.945
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (IUX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MIDORI FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY INVESTMENT SERIES PUBLIC LIMITED COMPANY	243.489	0	243.489
**D FIDELITY SALEM STREET TRUST: FIDELITY SAL INTERNATIONAL QUALITY INDEX FUND	182.245	0	182.245
**D NUVERN FIDA INTERNATIONAL EQUITY INDEX FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FISE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D ING DIRECT SICAV	28.532	0	28.532
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.750.366	0	2.750.366
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962	0	962
**D FIDELITY INVESTMENT TRUST: FIDELITY SAL INTERNATIONAL SMA COMPLETION FUND	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FISE DEVLPD WRLD EX UK CWN CNT FD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FISE DEVELOPED WRLD CWN CNT FD	10.648	0	10.648
**D FIDELITY FUNDS - ITALY POOL	860.383	0	860.383
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY UCITS ICAY - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.506	0	14.506
**D VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FISE DEV EUR EX UK CCF	14.010	0	14.010
**D SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	4.628	0	4.628
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FISE DEVELOPED WORLD II (8) CCF	22.145	0	22.145
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKIN 18420-7096	76.000	0	76.000
**D SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	241.972	0	241.972
**D FIDELITY FUNDS - EUROPE POOL	120.963	0	120.963
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTFJ400025521	2.145	0	2.145
**D FIAM SELECT INTERNATIONAL EQUITY FUND, LLC	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	19.939	0	19.939
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MOTH400021492	11.161	0	11.161
**D FIDELITY UCITS II ICAY/FIDELITY MULTI WORLD INDEX FUND	6.670	0	6.670
**D FIDELITY UCITS II ICAY/FIDELITY EUROPEAN INDEX FUND	3	0	3
**D CUSTODY BANK OF JAPAN, LTD. RE: SHB DAIWA/Wellington DUEABLE COMP AMIES FUND (FOFS ONLY) (QII ONLY)	328.013	0	328.013
**D ORAM MARKARD EUROPA	16.600	0	16.600
**D ANDERSON RUDNICK INTERNATIONAL SMALL CAP CIT	49.215	0	49.215
**D CUSTODY BANK OF JAPAN, LTD. RE: SFB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	7.048	0	7.048
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	665.010	0	665.010
**D CREDIT SUISSE INDEX FUND (IB) ETF ICAY	14.523	0	14.523
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	128.375	0	128.375

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Azionisti: 1.853 Teste: 0 Azionisti in delega: 1.853

2 DE* delega alla persona fisica sopra indicata con il numero della scheda segnaposto

**D delega alla persona fisica sopra indicata con il numero della scheda segnaposto (votazione effettuata alla postazione assistita)

ML* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda segnaposto

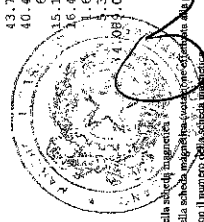
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	295	0	295
**D SCHROEDER GALT	42.780	0	42.780
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	42.189	0	42.189
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	58.082	0	58.082
**D CH-AM SMALL & MIDCAP EURO	146.000	0	146.000
**D TRUSTEAM ROC	100.000	0	100.000
**D TRUSTEAM SELECTIVE RECOVERY	6.000	0	6.000
**D TRUSTEAM ROC EUROPE	113.776	0	113.776
**D OMAN MARRAD GLOBAL	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D MSCI EURO DEFENDATION SCHEME	12.788	0	12.788
**D MSCI EURO DEFENDATION FUND B (EURODEFB)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D KAPITALFORSIKNINGEN PENSION INVEST, FSI 3 GLOBALE ACTIER 3	32.053	0	32.053
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D FORETRM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653	0	6.653
**D NORDIA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	147.015	0	147.015
**D NORDIA WORLD PASSIVE FUND	14.598	0	14.598
**D T. ROME PRICE FUNDS SICAV	47.868	0	47.868
**D STITCHING PENSIONFONDS PROVISOM	8.220	0	8.220
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND B (ETDEVXFF)	1.952	0	1.952
**D BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	62.207	0	62.207
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	51.260	0	51.260
**D MINISTRY OF ECONOMY AND FINANCE	271.910	0	271.910
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	775	0	775
**D SEC MASTER PENSION TRUST	129.721	0	129.721
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX TRUST	63.827	0	63.827
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.920	0	7.920
**D ROBECO CAPITAL GROWTH FUNDS	700.159	0	700.159
**D NATIONAL PENSION INSURANCE FUND	84.841	0	84.841
**D AGR FUNDS - AGR MACRO OPPORTUNITIES FUND	11.403	0	11.403
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077	0	4.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.961	0	6.961
**D JNL INTERNATIONAL INDEX FUND	84.598	0	84.598
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D EQ ADVISORS TRUST EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D OMAN INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROESCB)	43.797	0	43.797
**D MAIN 1 - UNIVERSAL FUND	40.400	0	40.400
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.184	0	15.184
**D VGV POLIFONDS PAI	16.429	0	16.429
**D GENERAL MOTORS PENSIONFONDS OFF	639	0	639
**D SUEBIA-FONDS	5.333	0	5.333
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008



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2

1.853

Teste: 1.853

Azionisti in proprio: 0

Azionisti in delega: 0

DR* delega alla persona fisica sopra indicata con il numero della delega in bianco
 **D delega alla persona fisica sopra indicata con il numero della delega in bianco
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della delega in bianco

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D UBS ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883	0	883
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NTS LIMITED	4.366	0	4.366
**D MBB SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK CDM MSCI ACWI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VLM) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I., FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	16.573	0	16.573
**D AVIVA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D MSCI ACWI EX-U.S. IMI INDEX FUND B2	34.668	0	34.668
**D BLACKROCK CDM MSCI EAFE EQUITY INDEX FUND	98.661	0	98.661
**D EUROPE EQUITY INDEX ESG SCREENED FUND (EURXCMW)	1.031	0	1.031
**D AUSTRALIANUSER	29.275	0	29.275
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	669.130	0	669.130
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	3.281	0	3.281
**D BLACKROCK GLOBAL ALLOCATION V.I., FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	285.000	0	285.000
**D COINTEGRATED INVESTMENT STRATEGIES FUND	16.418	0	16.418
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	218.436	0	218.436
**D NORDEA SICAV	18.435	0	18.435
**D FORESUKA PENSION UNIVERSAL	26.000	0	26.000
**D VERDIPAPIERFONDET EQUINOR AKSJER EUROPA	101.901	0	101.901
**D PSF	488.617	0	488.617
**D BLACKROCK INDEX SELECTION FUND	1.210	0	1.210
**D MAIN VI-UNIVERSAL-FONDS	193.334	0	193.334
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	5.173	0	5.173
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	2.049	0	2.049
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	61.639	0	61.639
**D HESTA	177	0	177
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	2.032.690	0	2.032.690
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	9.424	0	9.424
**D T. ROME PRICE GLOBAL ALLOCATION FUND	3.648	0	3.648
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	2.218.389	0	2.218.389
**D NEW YORK STATE COMMON RETIREMENT FUND	10.008	0	10.008
**D FORD PENSION UNIVERSAL	42.499	0	42.499
**D TORFIM DEVELOPED MARKETS EQUITIES (HEGED) FUND	105.010	0	105.010
**D VANGUARD ESG INTERNATIONAL STOCK ETF	17.595	0	17.595
**D MACQUARIE INTERNATIONAL EQUITIES FUND	7.760	0	7.760
**D STRATEGIC INTERNATIONAL EQUITY FUND	22.636	0	22.636
**D AVIVA LIFE & PENSIONS IRELAND DAC	1.573	0	1.573
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	547	0	547
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	55.564	0	55.564
**D IF-EQUITY CEN WORLD INDEX FUND	36.683	0	36.683
**D IF-EQUITY CEN WORLD INDEX FUND	30.503	0	30.503
**D VANTAGE TRUST ILLI MASTER COLLECTIVE INVESTMENT FUNDS TRUST	125.446	0	125.446
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	7.452	0	7.452
**D STELLAR INSURANCE LTD	1.163	0	1.163
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	66.113	0	66.113
**D ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	133.453	0	133.453
**D THE SAUDI SECOND INVESTMENT COMPANY			

Pagina 10

DF= delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.853

Teste:

6

Azionisti in delega:

Azionisti:

Azionisti in proprio:

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla porzione assistita)

RL= rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D IVM LANWITSCHAFTECHER VERSICHERUNGSVEREIN MUENSTER A.G.	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	848	0	848
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.359	0	11.359
**D EILLENMARKERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D TRILIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL CORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D VANGUARD FINANCIAL TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	35.975	0	35.975
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	575.777	0	575.777
**D INVESTINGSPERFORENGEN DANSEK INVEST EUROPA INDEXES KL	9.911	0	9.911
**D CHURCH COMMISSIONERS FOR ENGLAND	13.466	0	13.466
**D HI-KVVK-AI-FONDS	6.243	0	6.243
**D APEX FUND SERVICES PTV LTD	315.473	0	315.473
**D ONEPACH GLOBAL SHARES - LARGE CAP (UNHEGDED) INDEXPOOL	27.461	0	27.461
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	54.125	0	54.125
**D JML/BLACKROCK GLOBAL ALLOCATION FUND	93.744	0	93.744
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEGDED) ETF	16.325	0	16.325
**D EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	40.594	0	40.594
**D AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.994	0	8.994
**D ALLIANZGI-FONDS DSFT	59.831	0	59.831
**D T. ROME PRICE INTERNATIONAL DISCOVERY FUND	2.257.202	0	2.257.202
**D ESG INSIGHTS WORLD EX USA FUND B	22.211	0	22.211
**D INVESTINGSPERFORENGEN NORDEA INVEST GLOBALE AKTIER INDEXES KL	3.236	0	3.236
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	479	0	479
**D FUNDACAO CALOUSTE GULBENKIAN	9.591	0	9.591
**D VANGUARD GLOBAL WELLESLEY INCOME FUND	318.613	0	318.613
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	16.009	0	16.009
**D BMA-UNIVERSAL-FONDS I	3.163	0	3.163
**D INVESTINGSPERFORENGEN DANSEK INVEST GLOBAL INDEXES - AKKUMULERENDE KL	5.291	0	5.291
**D NORDEA EUROPEAN PASSIVE FUND	10.408	0	10.408
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	53.626	0	53.626
**D SHELL TRUST (BENAMDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	96.393	0	96.393
**D ANDRA AB-FONDEN	5.807	0	5.807
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	1.015	0	1.015
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	31.647	0	31.647
**D SHELL TRUST (BENAMDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	225.326	0	225.326
**D M&S INTERNATIONAL NEW DISCOVERY FUND	64.709	0	64.709
**D ROBIN I-FONDS	5.056	0	5.056
**D INVESTINGSPERFORENGEN DANSEK INVEST EUROPE RESTRICTED - ACCUMULATING KL	1.128.619	0	1.128.619
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	218.087	0	218.087
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	20.704	0	20.704
**D UI-FONDS BAV REI AKTIEN	42.093	0	42.093
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	8.410.207	0	8.410.207
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	63.114	0	63.114
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	253.539	0	253.539
**D T. ROME PRICE INTERNATIONAL QUALITY DIVIDEND INDEX FUND	141.879	0	141.879
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	38.438	0	38.438
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	307.769	0	307.769
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	2.723	0	2.723



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DE* delega alla presente faccia sopra indicata con il numero della scheda magnetica
**D delega alla presente faccia sopra indicata con il numero della scheda magnetica (votante non efficiente sul proprio azionista)
KL* rappresentanza legale alla presente faccia sopra indicata con il numero della scheda magnetica

Azionisti: 1.853
Azionisti in proprio: 0
Azionisti in delega: 1.853

Totale:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D MAINSTAY EMC INTERNATIONAL RESEARCH EQUITY FUND	77.832	0	77.832
**D INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES KL	25.086	0	25.086
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA PENSION - AKTIER 4	7.302	0	7.302
**D ROBECO UMBRELLA FUND I N.V.	1.773	0	1.773
**D EMOB-FONDS	15.230	0	15.230
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA LINK - INDEXES GLOBALE AKTIER	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENCIA INWA	18.953	0	18.953
**D INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	11.712	0	11.712
**D FORSTA AF - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745	0	61.745
**D EQUINOR PENSION	20.000	0	20.000
**D INVIT INTERNATIONAL INDEX FUND	51.063	0	51.063
**D SHELL FOUNDATION	28.257	0	28.257
**D ESK-AKTIER-UNIVERSAL-FONDS	60.000	0	60.000
**D EFS	9.628	0	9.628
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	3.742	0	3.742
**D LB HOLDINGS I LLC	2.547	0	2.547
**D NORDEA GLOBAL PASSIVE FUND	21.771	0	21.771
**D MI-FONDS 392	262.105	0	262.105
**D STATE OF MICHIGAN	10.379	0	10.379
**D FLEXSHARES MORNINGSTAR GLOBAL EQUITY FUND	84.246	0	84.246
**D CERN CORPORATION	387	0	387
**D AZIMUT STRATEGIC TREND	440	0	440
**D AZIMUT TREND	13.400	0	13.400
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES BNP KL	6.896	0	6.896
**D FISCHER FAMILY TRUST	1.040	0	1.040
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.886	0	1.886
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	11.046	0	11.046
**D NATIONWIDE INTERNATIONAL INDEX FUND	34.326	0	34.326
**D OS 2	4.041	0	4.041
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI	1.058	0	1.058
**D AZIMUT TRADING	440	0	440
**D CC AND L Q 140/40 FUND	5.237	0	5.237
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	3.796	0	3.796
**D CONVICTION PATRIMOINE	10.900	0	10.900
**D DPM 1	66.010	0	66.010
**D REST OF FUNDS	155.000	0	155.000
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	15.900	0	15.900
**D MW INV STRAT EUROKA FUND AC	49.879	0	49.879
**D AROMONSTREET EAFE ALPHA-EXTENSION TRUST FUND	3.353	0	3.353
**D DEKA INVESTMENT GHH W/DEK MSCI EURO.CI.CH ESG UCITS ETF	15.202	0	15.202
**D DEKA INVESTMENT GHH W/DEK MSCI EURO.CI.CH ESG UCITS ETF	25.230	0	25.230
**D DEKA INVESTMENT GHH W/ARIDEXA	27.641	0	27.641
**D DEKA INVESTMENT GHH W/DEK MSCI EUROPEAN AGG UCITS ETF	20.500	0	20.500
**D DEKA INVESTMENT GHH W/DEK MSCI EUROPEAN AGG UCITS ETF	29.985	0	29.985
**D DEKA INVESTMENT GHH W/DEK MSCI EUROPEAN AGG UCITS ETF	91.340	0	91.340
**D DEKA INVESTMENT GHH W/DEK MSCI EUROPEAN AGG UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GHH W/DEK MSCI EUROPEAN AGG UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GHH W/DEK MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GHH W/NASDAQ-FONDS AUSSCHWETUNG PLUS	809	0	809

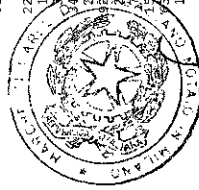
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA INVESTMENT GMBH W/MASTER 172 W/ARTIEN NEBENWERTE	40.000	0	0
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	5.658	0	5.658
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HABE. NACHH.FD. - BEST IN PROG.	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	18.000	0	18.000
**D INVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIONSPARFONDS	487.700	0	487.700
**D UNIVERSITAS SUPERAMUNITION SCHEME	89.226	0	89.226
**D PROGRESS INVESTOR OF CHINA	439.080	0	439.080
**D EUROPECT FUND	29.888.102	0	29.888.102
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	147.416	0	147.416
**D JPMORGAN FUND IVCV JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629	0	32.629
**D JPMORGAN INVESTMENT FUNDS	1.830.884	0	1.830.884
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	266.271	0	266.271
**D CAPITAL INTERNATIONAL FUND	55.818	0	55.818
**D AMERICAN FUNDS GLOBAL BALANCED FUND	2.079.356	0	2.079.356
**D JPMORGAN FUNDS	78.230	0	78.230
**D JPMORGAN FUND IVCV - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727	0	38.727
**D JPMORGAN GLOBAL ALLOCATION FUND	2.218	0	2.218
**D ARGENTA DP	113.215	0	113.215
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	1.599.856	0	1.599.856
**D CAPITAL WORLD GROWTH AND INCOME FUND	9.145.763	0	9.145.763
**D JPMORGAN FUND III IVCV-JPM DIVERSIFIED GROWTH FUND	5.355	0	5.355
**D JPMORGAN BETABUILDERS EUROPE ETF	108.689	0	108.689
**D MASTERFONDS BANTHUS	437.795	0	437.795
**D LORENTZ POCKET CROISSANC	142.000	0	142.000
**D DEEROF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	16.643	0	16.643
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	6.500	0	6.500
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	15.125	0	15.125
**D GHPV, LLC	2.734.981	0	2.734.981
**D COMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	776	0	776
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	311.385	0	311.385
**D DEKA VALUE PLUS	38.894	0	38.894
**D LEMANIA GLOBAL EQUITY	173.838	0	173.838
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LOM)	36.118	0	36.118
**D JPMORGAN EITS (IRELAND) ICNV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	17.762	0	17.762
**D JPMORGAN EITS (IRELAND) ICNV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	538.229	0	538.229
**D JPMORGAN EITS (IRELAND) ICNV - EUROZONE RESEARCH ENHAN EQ (ESG) UCITS ETF	318.661	0	318.661
**D JPMORGAN EITS (IRELAND) & CUSTOMER SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	111.886	0	111.886
**D AMUNDI FUND PORTFOLIOS	23.059	0	23.059
**D REALDAR	76.937	0	76.937
**D VITASOY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	55.500	0	55.500
**D PRICOS DEFENSIVE	607	0	607
**D HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEHUNDENES VERMORGEN DUEBENDORF	22.134	0	22.134
**D THE KOLMON MOTOP BIS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	1.811	0	1.811
**D FLATO INST I FUND EUROPEAN EQUITY	3.459	0	3.459
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	34.114	0	34.114
**D HRC LIFE (INTERNATIONAL) LIMITED	2.389	0	2.389
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D FLATO INST I FUND EURO EQUITY	15.548	0	15.548
**D HANG SENG INSURANCE COMPANY LIMITED	25.163	0	25.163
**D HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEHUNDENES VERMORGEN DUEBENDORF	1.667	0	1.667



Azionisti:

1.833

Teste:

Azionisti in proprio: 0 Azionisti in delega: 1.833

2

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alle posizioni Azionisti)

ML* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

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LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D HSC INSTITUTIONAL FUND SRI EURO	75.378	0	75.378
**D HSC INST FUND SRI WORLD EQUITY	41.225	0	41.225
**D HELSINKI ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBIENENES VERMÖGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYEES PENSION FUND	9.908	0	9.908
**D HSC POOLED INVESTMENT FUND - HSC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D ERICS	866.067	0	866.067
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239	0	8.239
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D HSC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	289.226	0	289.226
**D ERICS SRI	1	0	1
**D HSC POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	8.940	0	8.940
**D PLATO RI WORLD	531.122	0	531.122
**D PLATO INSTIT INDEX FND WORLD DEI-RDT	591	0	591
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	3.711	0	3.711
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	68.741	0	68.741
**D HSC GLOBAL FUNDS ICV	87.974	0	87.974
**D PUTN AUTHORISED CONTRACTUAL SCHEME - PUTN ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	313	0	313
**D PHOENIX UNIT TRUST MANAGERS LIMITED	83.738	0	83.738
**D HSC CITS PUBLIC LIMITED COMPANY - HSC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	2.485.968	0	2.485.968
**D MAG LUXI BLACKROCK EUROPE EX UK EQUITY INDEX TRACKING FUND	1.735	0	1.735
**D HSC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	699.208	0	699.208
**D AMUNDI ETF ICV - AMUNDI SLP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	7.178	0	7.178
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	48.013	0	48.013
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	92.350	0	92.350
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30-70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	93.072	0	93.072
**D ITEL VARIAVOUGH EUROPEAN SPECIAL SITUATIONS FUND	5.754	0	5.754
**D HSC GLOBAL INVESTMENT FUNDS	186.000	0	186.000
**D AMUNDI ETF ICV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	227.555	0	227.555
**D AVIVA INVESTORS UK FUND SERVICES LIMITED	114.880	0	114.880
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50-50 GLOBAL EQUITY INDEX FUND	43.910	0	43.910
**D AMUNDI MSCI ACWI SRI PAB UCITS ETF	82.580	0	82.580
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	2.125	0	2.125
**D HSC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	29.319	0	29.319
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60-40 GLOBAL EQUITY INDEX FUND	346.456	0	346.456
**D ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	19.677	0	19.677
**D AXA INVESTMENT MANAGERS UK LIMITED	100.225	0	100.225
**D HSC PLC	131.522	0	131.522
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	35.442	0	35.442
**D AMUNDI ETF ICV	85.260	0	85.260
**D HSC ETFS PUBLIC LIMITED COMPANY - HSC MSCI EUROPE UCITS ETF	72.906	0	72.906
**D INTERNATIONAL CAPITALANLAGESSELFSCHAFT MBH	10.647	0	10.647
**D ALLIANZ FV-WS FCN SYSTEM INDEXING EUROLAND	534.247	0	534.247
**D AMUNDI DEUTSCHLAND GMBH	42.117	0	42.117
**D KALROS INTERNATIONAL SICAV-ITALIA	245.640	0	245.640
**D KALROS INTERNATIONAL SICAV - MADE IN ITALY	134.509	0	134.509
**D THE E. M. FUNDATOR	13.000	0	13.000
**D BATHEN MASTER TRUST	66.340	0	66.340
**D II	7.360	0	7.360

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Azionisti: 1.833 Teste: 0 Azionisti in delega: 1.833
 Azionisti in proprio: 1.833
 **D designa alla persona fisica sopra indicata con il numero della scheda magnetica
 ***D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione società)
 RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	
**D PREVINDAI FONDO PENSIONE	
**D IF IST - EUROPE INDEX SRI	
**D DEAN B	
**D IF IST - GLOBE INDEX	
**D AVADIS FUND - AXIEN SMALL CAPS	
**D AVADIS FUND - GLOBE INDEX SRI	
**D AVADIS FUND - AXIEN WELT C02 SELECT AST 2	
**D AVADIS FUND - AXIEN WELT AST 2	
**D MAGNESIUM	
**D KITABANK PENSIONES, S. p. a. - 3GFP	
**D KITABANK GESTION SGIC, S. p. a.	
**D LIMUNA-HARDHALL WACE UCITS SICAV-LIMUNA-WM SYSTEMATIC ALPHA	
**D CHURCH OF THE HOLYCOMFORTER	
**D LIMUNA MARSHALLWACE UCITS SICAV LIMUNA WM TOPSMARKET WELT	
**D EUNTER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSFOR EMPLOYE	
**D OVERSEAS SERIES	
**D PRO BLEND MODERATE TERM SERIES	
**D PRO BLEND MAXIMUM TERM SERIES	
**D PRO BLEND EXTENDEDTERM SERIES	
**D BARNY ANDCONFECTIONERY UNION AND INDUSTRYINTERNATIONAL FE	
**D PRO BLENDCONSERVATIVE TERM SERIES	
**D MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	
**D BRUCE POWERPENSION PLAN	
**D CCARDUL V S QUARKET NEUTRAL ONSHORE FUNDII	
**D PNC BANK MACUSTODIAN FOR IBEW LOCAL	
**D VIRTUS GLOBAL FUNDS PUBLIC LTD CO	
**D IMPERIAL INTERNATIONAL EQUITY POOL	
**D CBIC INTERNATIONAL EQUITY INDEX ETF	
**D CBIC INTERNATIONAL INDEX FUND	
**D CBIC EUROPEAN INDEX FUND	
**D CBIC INTERNATIONAL EQUITY INDEX POOL	
**D AUTORIDADE MONETARIA DE MACAU	
**D BALLIUS GIFFORD INTERNATIONAL ALPHA FUND	
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	
**D ELECTRIC POWER MASTER RETIREMENT TRUST	
**D AMERICAN ELDERCARE TRUST FOR THE LOCAL TRUST FOR CE S	
**D INVESTINGSERPENTINVESTMENT INVESTS ENERGY GLOBALE ARTI	
**D KAPITALFORENEMEN INVESTIN PRO ACADIAN GLOBAL VALUE	
**D VONTREL NON US EQUITY OFFSHORE MASTER LP	
**D SHANDS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	
**D MEGA TRUST DEFINED BENEFIT PLAN	
**D BWH WELTON DT NSL INTERNATIONAL STOCK INDEX FUND	
**D ADVANCED SERIES TRUST AST T. ROWE PRICE GROWTH OPPORTUNIT	
**D TIMESSQUARE CAPITAL MANAGEMENT	
**D INVESCO MARKETS II PLC	
**D GEORGIA TECH FOUNDATION INC.	
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	
**D LEGAL AND GENERAL UCITS ETF PLC	
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	
**D VANGUARD EUROPEAN STOCK INDEX FUND	

Azionisti:
Azionisti in proprio:

1.853
0

Totale:
Azionisti in delega:

2
1.853

Pagina 15
DER delega alla persona fisica sopra indicata con il numero della scheda elettorale
**D delega alla persona fisica sopra indicata con il numero della scheda elettorale (Rilegare e affiggere alla postuma assemblea)
RL* rappresenta la legge alla persona fisica sopra indicata con il numero della scheda elettorale

FAVOREVOLI

Tot. Voti	Proprio	Delega
14.278	0	14.278
12.363	0	12.363
2.797.703	0	2.797.703
114.100	0	114.100
22.562	0	22.562
54.172	0	54.172
1.937	0	1.937
4.844	0	4.844
12.232	0	12.232
351.222	0	351.222
141.753	0	141.753
417.993	0	417.993
114.384	0	114.384
478	0	478
463	0	463
117.305	0	117.305
457.557	0	457.557
6.961	0	6.961
12.789	0	12.789
15.565	0	15.565
27.396	0	27.396
2.957	0	2.957
2.075	0	2.075
99.904	0	99.904
18	0	18
19.940	0	19.940
7.822	0	7.822
21.962	0	21.962
1.140	0	1.140
29.498	0	29.498
2.938	0	2.938
314.136	0	314.136
921	0	921
10.803	0	10.803
1.968.894	0	1.968.894
22.615	0	22.615
28.235	0	28.235
11.246	0	11.246
23.527	0	23.527
5.412	0	5.412
454.836	0	454.836
70.374	0	70.374
29.509	0	29.509
23.866	0	23.866
11.839	0	11.839
143.877	0	143.877
25.498	0	25.498
563.260	0	563.260
81.753	0	81.753
44.102	0	44.102
1.222.734	0	1.222.734
1.264.234	0	1.264.234

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBCTA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPATH FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	5.304	0	5.304
**D OSSLAM IRL TC&V	248	0	248
**D MCGILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D VOYA VACS INDEX SERIES I PORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D DANMARKS GRUNDFORSKINGSFOND	1.801	0	1.801
**D CONSOLIDATED EDISON RETIREMENT PLAN	15.451	0	15.451
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	13.157	0	13.157
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	10.092	0	10.092
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	200	0	200
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.202	0	93.202
**D SUPERVALT INC MASTER INVESTMENT TRUST	18.161	0	18.161
**D CENVENITE INTERNATIONAL LLC	24.851	0	24.851
**D CARL VICTOR PAGE MEMORIAL FOUNDATION	108.193	0	108.193
**D STICHTING PENSIOENFONDS NOTARIAT	2.721	0	2.721
**D DEUTSCHE DCG EO	2.323	0	2.323
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	909.266	0	909.266
**D GOLDMAN SACHS ASSET MANAGEMENT LP	135.581	0	135.581
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	32.198	0	32.198
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	12.983	0	12.983
**D LPE I GLOBAL EQUITIES FUND	3.537.165	0	3.537.165
**D FLORIDA GLOBAL EQUITY FUND LLC	8.246	0	8.246
**D AEROWESTREET COLLECTIVE INVESTMENT TRUST	218.838	0	218.838
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGLED TRUST	87.193	0	87.193
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND	99.406	0	99.406
**D TEXAS UTILITIES QUAL NOT PARTNERSHIP	1.611	0	1.611
**D DWS INVESTMENT GSH ON BEHALF OF DWS FONDS 2DV EVO	2.680	0	2.680
**D DWS VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	0	27.516
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	1	0	1
**D TD INTERNATIONAL EQUITY INDEX ETF	38.890	0	38.890
**D TD EUROPEAN INDEX FUND	3.667	0	3.667
**D ELIZABETH E RIORDAN	2.961	0	2.961
**D BRUCE P RICHERT TRUST HAWER INVL	1.142	0	1.142
**D BPA INVESTMENT LP	1.192	0	1.192
**D CHARLES A FRAGLIN 2012 TRUST FBO MOR	5.173	0	5.173
**D SHERMAN KOSKOFF LLC	1.171	0	1.171
**D BUNRATTY HOLDINGS LLC	1.695	0	1.695
**D CAROL L BARRETT CHARITABLE REMAIND 105710489350	7.126	0	7.126
**D CAROL J BARRETT CRUIT II	3.787	0	3.787
**D RED BLAZER INVESTMENTS VENTURE LLC	5.825	0	5.825
**D OPUS FINANCIAL LLC	11.110	0	11.110
**D L BUONANNO TRUST T SMITH SR	9.323	0	9.323

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D5* delega alla persona fisica sopra indicata con il numero della scheda suggerita

2

D5* delega alla persona fisica sopra indicata con il numero della scheda suggerita (volazione effettuata alla posizione assistita)

1.853

Tester:

1.853

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

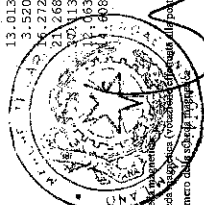
RL* rappresenta l'agile alla persona fisica sopra indicata con il numero della scheda suggerita

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DORIS CHRISTOPHER	41.936	0	41.936
**D WS DEFENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CHARLOTTE KING	1.229	0	1.229
**D JOHN MCCARTNEY	1.894	0	1.894
**D GILL MARCHAND	3.753	0	3.753
**D I. SINGLE REY TR 11 18 04 MAWER ADR	2.271	0	2.271
**D MERRIS 1942 GIFT TRUST	3.380	0	3.380
**D JOHN NEVINS	2.770	0	2.770
**D THOMAS P BROCHAL TR DTD 3 31 94 WAGER	2.538	0	2.538
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	1.505	0	1.505
**D SUSAN ZUCKER	118.913	0	118.913
**D TD EMERALD INTERNATIONAL EQUITY INDEX FUND	16.657	0	16.657
**D TD WINDMISE MSC1 EAFE INDEX NON LENDING	2.428	0	2.428
**D CHARLES FEAGIN	115.442	0	115.442
**D EXEC FAMILY TRUST M POND 11 EMILY TRUST	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811	0	48.811
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.451	0	48.451
**D BNY MELLON CF SL INTERNATIONAL STOCK INDEX FUND	540.704	0	540.704
**D BLACKROCK FUND MANAGERS LTD	87.362	0	87.362
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	36.229	0	36.229
**D 1895 FONDS STICHTING 1	11.547	0	11.547
**D COUNTY OF SANTA CLARA	6.405	0	6.405
**D VAERDTPAPFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA	14.511	0	14.511
**D VAERDTPAPFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL	97.062	0	97.062
**D VIRIUS NFJ INTERNATIONAL VALUE FUND	466.614	0	466.614
**D PIONEER GLOBAL EQUITY FUND	1.018.382	0	1.018.382
**D PIONEER MULTI ASSET INCOME FUND	1.142.789	0	1.142.789
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.908	0	3.908
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.437.241	0	3.437.241
**D SPILL NEDERLAND PENSIOENFONDS STICHTING	2.179	0	2.179
**D MICHIGANA STATE RETIREMENT SYSTEM	171.579	0	171.579
**D COMMONWEALTH OF PENNSYLVANIA EMPLOYEES RETIREMENT SYS	3.659	0	3.659
**D XTRACKERS MSCI WORLD MASTER TRUST	3.940	0	3.940
**D IQ CANDRIAM ESG INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D INVESTINGFOREIGNEN SPARINVEST INDEX EUROPA VALUE KL	5.903	0	5.903
**D CITI RETIREMENT SAVINGS PLAN	18.558	0	18.558
**D THE BSB PENSION FUND	9.291	0	9.291
**D AIB GROUP IRISH PENSION SCHEME	8.501	0	8.501
**D XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	19.596	0	19.596
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	66.862
**D XTRACKERS MSCI EM WORLD EX US HEDGED EQUITY ETF	13.813	0	13.813
**D ALB BANK OF KOREA	13.520	0	13.520
**D ALASKA PERMANENT FUND CORPORATION	16.272	0	16.272
**D INTERNATIONAL EQUITY FUND	21.548	0	21.548
**D FLORIDA RETIREMENT SYSTEM	12.063	0	12.063
**D FLORIDA RETIREMENT SYSTEM	14.608	0	14.608



LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D INVESCO EOV INTERNATIONAL EQUITY CLASS	170.036	0	170.036
**D INVESCO INTERNATIONAL GROWTH FUND	25.731	0	25.731
**D INVESCO EUROPLUS FUND	239.594	0	239.594
**D KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III	11.770	0	11.770
**D INVESTERINGSFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	6.403	0	6.403
**D INVESTERINGSFORENINGEN NYKREDIT INVEST TÅNTISK ALLOKERING	5.891	0	5.891
**D INVESCO MARKETS III PLC	265	0	265
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	29.877	0	29.877
**D INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF	22.590	0	22.590
**D ANG TIMMSQUARE GLOBAL SMALL CAP FUND	900	0	900
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	11.912	0	11.912
**D STICHTING BEDRIJFSTAKENSFONDEN VOOR HET SCHILDERS AFW EKKINGS ENGLASETBEDRIJF	13.505	0	13.505
**D BLACKROCK LIFE LIMITED	12.906	0	12.906
**D VIRTUS GLOBAL SMALL CAP FUND	12.182	0	12.182
**D EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	65.505	0	65.505
**D INVESCO FUNDS	3.362	0	3.362
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	1.256.296	0	1.256.296
**D INVESCO MARKETS II PUBLIC LTD CO	4.279	0	4.279
**D GREAT WEST INTERNATIONAL INDEX FUND	52.516	0	52.516
**D USAREX VII ENERGY LIMITED COMPANY	6.983	0	6.983
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	1.191.050	0	1.191.050
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	41.685	0	41.685
**D ENSIGN PEAK ADVISORS INC	178.165	0	178.165
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	38.477	0	38.477
**D BLACKROCK GLOBAL FUNDS	9.903	0	9.903
**D DIVERSIFIED INTERNATIONAL FUND	237.735	0	237.735
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	856.016	0	856.016
**D PRINCIPAL FUNDS INC OVERSEAS FUND	50.395	0	50.395
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	20.255	0	20.255
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	26.661	0	26.661
**D ABB PENSION FUND	151.659	0	151.659
**D INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.403	0	1.403
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	1.082	0	1.082
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	71.830	0	71.830
**D IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	86.852	0	86.852
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	81.666	0	81.666
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	20.614	0	20.614
**D AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	284.768	0	284.768
**D XTRACTORS MSCI BIUROZONE HEDGED EQUITY ETF	959	0	959
**D FLUORBERS AND PEEFITTERS NATIONAL PENSION FUND	520.000	0	520.000
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	3.652	0	3.652
**D VOIA INTERNATIONAL INDEX PORTFOLIO	175.060	0	175.060
**D THE CLAUDE HALL FOUNDATION FOR RELIGIOUS AND CHARITABLE TRUST	42.401	0	42.401
**D THE CLAUDE HALL FOUNDATION FOR RELIGIOUS AND CHARITABLE TRUST	873	0	873
**D THE CLAUDE HALL FOUNDATION FOR RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D THE CLAUDE HALL FOUNDATION FOR RELIGIOUS AND CHARITABLE TRUST	32.226	0	32.226
**D COUNSEL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D ASIZANA PSERS TRUST	89.287	0	89.287
**D DWS INVESTMENT GSHH ON BEHALF OF DWS FOMUS BET	89.366	0	89.366
**D SEMPER ENERGY PENSION MASTER TRUST	5.470	0	5.470

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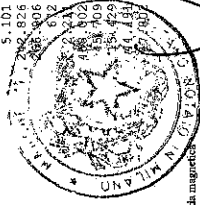
Azionisti: 2 D5* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 1.853 D6* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
1.853 D7* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025	0	3.025
**D UPMC MASTER TRUST	17.509	0	17.509
**D UPMC BASIC RETIREMENT PLAN	43.505	0	43.505
**D COUNSEL INTERNATIONAL GROWTH	238.480	0	238.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.800	0	19.800
**D INVESTINGFORENINGEN LAEGERNES INVEST LI ARTIER GLOBALE	9.714	0	9.714
**D KAPITALFORENINGEN LAEGERNES INVEST LI ARTIER GLOBALE INDEKSKREDIT	15.334	0	15.334
**D BLACKROCK LIFE LTD	147.221	0	147.221
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	1.529.004	0	1.529.004
**D TRACKERS NSCI EUROPE HEDGED EQUITY ETF	30.800	0	30.800
**D TRACKERS BANK OF SOUTH AFRICA LTD	57.333	0	57.333
**D TRACKERS MSCI GROUP TRUST	142.503	0	142.503
**D XTRACKERS MSCI EMU EQUITY ETF	197.002	0	197.002
**D RS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX EFF	32.238	0	32.238
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	2.062	0	2.062
**D MACKENZIE MAX DIVERSIFICATION DEVELOPED EUROPE	267	0	267
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	614	0	614
**D MACKENZIE INTERNATIONAL EQUITY INDEX EFF	22.029	0	22.029
**D MACKENZIE DEVELOPED EX US MULTIFACTOR ETF	1.432	0	1.432
**D MACK BATE EQUITY POOL	15.432	0	15.432
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.708	0	1.773.708
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	296.534	0	296.534
**D EUROPEAN CENTRAL BANK	155.817	0	155.817
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	12.040	0	12.040
**D MANVILLE PERSONAL INJURY SETTLEMENT TRUST	2.244	0	2.244
**D UBS CAYMAN TRUST 1 UBS TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIRTUS EAR INTERNATIONAL SMALL CAP FUND	2.850.514	0	2.850.514
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986	0	7.986
**D GRAYHAWK GLOBAL GROWTH FUND	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STICHTING PENSIOENFONDS UNV	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D NSF MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	2.702	0	2.702
**D VANGUARD INTL HIGH DIV YLD INDEX FD	3.389	0	3.389
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	366.310	0	366.310
**D STICHTING PENSIOENFONDS HOOGVEENS	24.281	0	24.281
**D STICHTING PENSIOENFONDS UNV	7.214	0	7.214
**D FIDELITY INTERNATIONAL INDEX FUND	28.631	0	28.631
**D VIRTUS PRACTICAL ALLOCATION FUND	5.101	0	5.101
**D SHELL CANADA 2007 PENSION PLAN	242.826	0	242.826
**D BURLIN GLOBAL EQUITY FUND	266.906	0	266.906
**D RELIABILITY LLC	612	0	612
**D AZL INTERNATIONAL INDEX FUND	488.211	0	488.211
**D AZL DFA INTERNATIONAL CORE EQUITY FUND	48.702	0	48.702
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	15.429	0	15.429
**D JOHN DEERE PENSION TRUST	44.491	0	44.491
**D JOHN DEERE PENSION TRUST	17.802	0	17.802



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DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vanzare all'ultimo posto del numero della scheda magnetica)
LZ* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.851
Azionisti in proprio: 0
Azionisti in delega: 1.853

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Code	Deleg.	Tot. Voti	Proprio
**D FAST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	989		
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	15 085		
**D VANGUARD GLOBAL DIVIDEND FUND	136 382		
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	66 114		
**D ALABAMA TRUST FUND	173 621		
**D COX ENTERPRISES INC MASTER TRUST	165 567		
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	173 915		
**D MAFFRE MSV LIFE PLC	115 209		
**D ISHARES PUBLIC LIMITED COMPANY	519 821		
**D PMT INKA FONDS	30 726		
**D INKA FREMEX	10 074		
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	97 890		
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	652 405		
**D RETIREMENT SERS RETIREMENT SYSTEM OF NEVADA	281 494		
**D RETIREMENT SERS INVESTMENT FUND	18 913		
**D POOL REINSURANCE CO LTD	19 913		
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	20 503		
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	3 098		
**D AMG TIMSSQUARE INTERNATIONAL SMALL CAP FUND	102 933		
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	30 500		
**D BLACKROCK SOLUTIONS FUNDS ICAV	689 060		
**D PENSION RESERVES INVESTMENT TRUST FUND	309		
**D THE AKSAR GOVERNMENT SCHOLARSHIP FUND	136 944		
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	25 722		
**D DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	303 485		
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	1 093		
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	2 144 103		
**D ADVANCE PLANNING LIMITED	1 581		
**D ICAVULTI FRS MANAGEMENT LIMITED	2 266		
**D ICAVULTI FRS MANAGEMENT LIMITED	675 682		
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF ONTO	14 983		
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24 923		
**D THE BANK OF NEW YORK MELLON CORPORACION RETIREMENT PLANS MASTER TRUST	103 800		
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	1		
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414		
**D HSBC INTERNATIONAL EQUITY INDEX FUND	8 234		
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91 201		
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR DE ZOO/WAARDENINDUSTRIE	5 035		
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR HET	4 163		
**D GOLDMAN SACHS ETF ICAV	77		
**D ALTE HEIZIGER TRUST INVESTMENT GESELLSCHAFT MBH	6 868		
**D FGM GMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2 034		
**D ENERT INSURANCE MUTUAL LIMITED	243		
**D MIDDLETON WORKS HOURLY AND GUARANTEED UNION	2 865		
**D PROPRATA INVESTMENTS COMPANY LTD	24 797		
**D ICB PUBLIC EMPLOYEES RETIREMENT SYSTEM	23 736		
**D BOCCI PRINCIPAL TRUSTS LIMITED BOCPITS EUFI	180 704		
**D SOGECAP ACTIONS - MID CAP	106 659		
**D SILVER INVESCO EURO EQUITY	164 839		
**D SG ACTIONS MONDE SELECTION	515 025		
**D LAYOR FTSE MIE UCITS ETF			

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DE* delata alla persona fisica sopra indicata con il numero della scheda magnetica

2. D²* delega alla persona fisica sopra indicata con il numero della scheda magnetica

RL* rappresenta la legge alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	
**D LYXOR MSCI EUROPE UCITS ETF	
**D SEB ACTIONS FONDOS	
**D SG ACTIONS INTERNATIONALES	
**D SG ACTIONS ETATS-UNIS FOCHE AC	
**D OGI INVEST ESS EURO EQUITY SNA	
**D LIXINDEX FUND - LYXOR MSCI EMO	
**D MULTI UNITS LUX-LYXOR CORE MSC	
**D LUXOR CORE MSCI WORLD (GR) UCI	
**D MO LUX - LIXOR EURO STOXX BANK	
**D MO LUX - FIBER IT ALL CAP FIR 2	
**D MO LUX - EURO STOXX 50 INDEX	
**D LUX-LYXOR MSCI WORLD CAPITALIS	
**D MUL-LUX NET 2500 50 SP EUROZ C	
**D PROGETT A2 SOST	
**D ASI PROG AZIONE SOSTENIB III	
**D AMIF - EMO EQUITY	
**D AMIF - EUROPEAN EQUITY	
**D AIF- TACTICAL PORTFOLIO INCOME	
**D ASI - BILANC PERCOR ANTI VI	
**D ASI BIL PER ATTIVO III	
**D MUL AMUNDI MSCI EUROPE CLIMATE	
**D EFEEPI LUX SICAV AZIONARIO EURO	
**D ASI - BILANCIATO PERC ANTI V	
**D AMUNDI SCR SPA / AMUNDI RISPARMIO ITALIA	
**D AMUNDI SCR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	
**D AMUNDI SCR SPA/CORE PENSION FONDO PENSIONE APERTO	
**D AMUNDI SCR SPA/SECONDAPENSIONE FONDO PENSIONE APERTO	
**D SEI GLOBAL MASTER FUND PLC THE	
**D AB SICAV III - DYNAMIC ALL MAR	
**D KORUSAL EQUITY INDEX FUND, A S	
**D MORGAN STANLEY PATHWAY FUNDS -	
**D METLER UNIVERSAL TRUST KILMOR	
**D BRIDGE BUILDER INTERNATIONAL E	
**D GREEN CENTURY MSCI INTERNATIONAL	
**D CUSTODY BANK OF JAPAN, LTD.	
**D BRIDGE BUILDER TAX MANAGED	
**D DESTINATIONS INTERNATIONAL EQU	
**D NZAM EURO STOXX PARIS-ALIGNED	
**D METLER INTERNATIONAL INVESTRE	
**D BLACKROCK GLOBAL ALLOCATION FU	
**D RBC INVESTMENTS MSCI LIMITED	
**D RBC CASH WORLD EQUITIES	
**D EQUITIES EUROPE (EX CH) PASSIVE II	
**D EQUITIES EUROPE (EX CH) PASSIVE	
**D UBS (LUX) INSTITUTIONAL SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	
**D UBS FUND MANAGEMENT(LUXEMBOURG) SA	
**D UBS (LUX) SICAV 1	
**D MIGROS BANK (LUX) FONDS INTERSTOCK	
**D MIGROS BANK (LUX) FONDS 50	

Azionisti:
Azionisti in proprio:

1.853

Teste:
0 Azionisti in delega.

2

1.853

DEF delega alla persona fisica sopra indicata con il numero della scheda integrativa

**D delega alla persona fisica sopra indicata con il numero della scheda integrativa (votazione effettuata all'unanimità)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda integrativa

FAVOREVOLI

Tot. Voti	Proprio	Delega
42.119	0	42.119
12.945	0	12.945
44.043	0	44.043
43.464	0	43.464
16.979	0	16.979
34.711	0	34.711
53.168	0	53.168
36.188	0	36.188
1.116.229	0	1.116.229
16.241	0	16.241
135.632	0	135.632
9.014	0	9.014
331.509	0	331.509
598	0	598
779	0	779
34.663	0	34.663
28.605	0	28.605
13.864	0	13.864
7.528	0	7.528
1.564	0	1.564
39.991	0	39.991
54.822	0	54.822
2.968	0	2.968
292.722	0	292.722
755.000	0	755.000
207.101	0	207.101
509.336	0	509.336
4.935	0	4.935
1.552	0	1.552
15.212	0	15.212
16.668	0	16.668
16.200	0	16.200
34.442	0	34.442
27.722	0	27.722
3.777	0	3.777
25.557	0	25.557
13.861	0	13.861
976	0	976
334.000	0	334.000
64.547	0	64.547
27.881	0	27.881
65.593	0	65.593
243.123	0	243.123
87.296	0	87.296
2.256	0	2.256
1.430	0	1.430
3.714	0	3.714
154.556	0	154.556
423	0	423
1.560	0	1.560
1.560	0	1.560



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LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MIGROS BANK (LUX) FONDS 40 (EUR)	920	0	920
**D MIGROS BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D LIGASUPER	32.562	0	32.562
**D PRIME SUPER	2.308	0	2.308
**D KARRICK LIMITED	803	0	803
**D SYDBANK A/S	28.409	0	28.409
**D FONDATION BOTNAR...	31.151	0	31.151
**D UBS FUND MANAGEMENT (SWITZERLAND) AG.	359.314	0	359.314
**D CREDIT SUISSE FONDS AG	10.820	0	10.820
**D UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEWMARK HEDGED	28.489	0	28.489
**D UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEWMARK	27.571	0	27.571
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND CAVIA FUND-AKTIEIN WELT	166.071	0	166.071
**D GNAS	1.648.802	0	1.648.802
**D NORGES BANK	2.748.822	0	2.748.822
**D GOVERNMENT OF NORWAY	25.829	0	25.829
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	49.156	0	49.156
**D LGIM MANAGERS (EUROPE) LIMITED	18.019	0	18.019
**D BANK OF SOTOMAR.	4.793	0	4.793
**D THE UNITED INSTITUTION FOR SOCIAL SECURITY	217.931	0	217.931
**D GENERAL INVESTMENT FOR SOCIAL INSURANCE	667.881	0	667.881
**D INTER-AMERICAN DEVELOPMENT BANK SHARE RETIREMENT FUND	17.639	0	17.639
**D INTERNATIONAL MONETARY FUND RETIRED SHARE BENEFITS INVESTMENT ACCOUNT	11.237	0	11.237
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUND	11.104	0	11.104
**D WHEELS COMMON INVESTMENT FUND.	1.344	0	1.344
**D STICHTING BEDRIJFTSPENSIOENFONDS VOOR DE DETAILHANDEL	49.683	0	49.683
**D HL MULTI-MANAGER SPECIAL SITUATIONS TRUST.	47.430	0	47.430
**D LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	7.338	0	7.338
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	38.024	0	38.024
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	20.777	0	20.777
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	11.939	0	11.939
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	9.403	0	9.403
**D JUPITER EUROPEAN SMALLER COMPANIES FUND.	18.462	0	18.462
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND.	417.330	0	417.330
**D JUPITER EUROPEAN FUND.	8.200.572	0	8.200.572
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	329.160	0	329.160
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	6.537	0	62.597
**D TRUE POTENTIAL PICIET BALANCED	8.318	0	8.318
**D TRUE POTENTIAL PICIET GROWTH	9.499	0	9.499
**D TRUE POTENTIAL PICIET CAUTIOUS	1.456	0	1.456
**D TRUE POTENTIAL PICIET AGGRESSIVE	2.943	0	2.943
**D TRUE POTENTIAL PICIET DEFENSIVE	147	0	147
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386	0	10.386
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	2.363.828	0	2.363.828
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	14.141	0	14.141
**D STATE STREET GLOBAL INVESTORS GROSS ROLL OF UNIT TRUST	1.920	0	1.920
**D SHARKS INTERNATIONAL UMBRELLA FUND	62.740	0	62.740
**D LEGAL & GENERAL ICAY	354	0	354
**D NORTHERN TRUST UCITS RGR FUND	98.858	0	98.858
**D VERDIPARTIFONDET KLP AKS:EUROPA INDEXES.	29.362	0	29.362
**D VERDIPARTIFONDET KLP AKS:GLOBAL INDEXES	98.343	0	98.343

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Aziomisti: 1.853 Teste: 0. Azionisti in delega: 1.853
 Dpr* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione azionista)
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D SCHUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	2.553	0	2.553
**D MELCHIOR SELECTED TRUST	417.360	0	417.360
**D PUBLIC SECTOR PENSION INVESTMENT BOARD..	575.189	0	575.189
**D SARTAN GROUP TRUST FOR EMPLOYEE BENEFITS.	648.423	0	648.423
**D BAKER HUGHES INCORPORATED MASTER TRUST	192.596	0	192.596
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	40.237	0	40.237
**D CPA INSURANCE EXCHANGE	1.654	0	1.654
**D SUTTER MASTER RETIREMENT TRUST	95.900	0	95.900
**D SUTTER HEALTH	71.800	0	71.800
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	34.186	0	34.186
**D SCHUMBERGER GROUP TRUST AGREEMENT	14.749	0	14.749
**D LSHARIS PENSION MASTER TRUST	95.180	0	95.180
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	30.043	0	30.043
**D CHEVRON MASTER PENSION TRUST	9.924	0	9.924
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	5.029	0	5.029
**D THE MINERCO FOUNDATION TRUST	11.617	0	11.617
**D EQUIPESUPER	14.005	0	14.005
**D STICHTING PENSIOENFONDS SAGITTARIS	85.423	0	85.423
**D STICHTING PME PENSIOENFONDS	475.509	0	475.509
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	24.671	0	24.671
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	85.429	0	85.429
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	3.257	0	3.257
**D HEE COMMON CONTRACTUAL FUND.	563.201	0	563.201
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	3.565	0	3.565
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	5.950	0	5.950
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	6.045	0	6.045
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	1.543	0	1.543
**D STEUART L. WALTON FAMILY TRUST UAD 03/19/13	178	0	178
**D ST. MARY'S HEALTHCARE	30.359	0	30.359
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	1.200	0	1.200
**D R.S. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	7.934	0	7.934
**D RUTGERS THE STATE UNIVERSITY	3.600	0	3.600
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP	331.702	0	331.702
**D METLIFE 401(K) PLAN TRUST	92.352	0	92.352
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	0	3.940
**D ILM PERSONAL PENSION PLAN TRUST	1.578	0	1.578
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.331	0	1.331
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	65.279	0	65.279
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	2.472	0	2.472
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	64.000	0	64.000
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	132.022	0	132.022
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.400	0	1.400
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	200	0	200
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	8.245	0	8.245
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	180	0	180
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	33.180	0	33.180
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	51.701	0	51.701
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.240	0	1.240
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	13.996	0	13.996
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	10.836	0	10.836
**D CONQUESTS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	395.415	0	395.415



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2 Differenza alla persona fisica sopra indicata con il numero della scheda magnetica
1.853 Differenza alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posta elettronica)
0 Azionisti in delega
1.853 Azionisti in proprio

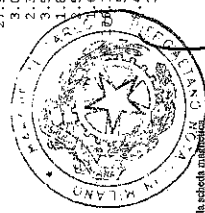
Azionisti:
Azionisti in proprio:

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Codice		Codice	
		Tot. Voti	Proprio
		19.087	Delega
		2.586	0
		752	0
		5.604	0
		18.540	0
		71	0
		18.433	0
		1.693	0
		3.161	0
		1.354	0
		6.241	0
		11.885	0
		44.169	0
		37.058	0
		62	0
		1.208	0
		8.157	0
		217.416	0
		174	0
		3.168	0
		5.146	0
		19.517	0
		202	0
		2.860	0
		2.451	0
		4.180	0
		21.276	0
		537	0
		7.196	0
		15.475	0
		2.059	0
		2.405	0
		1.064	0
		48.915	0
		63.462	0
		43.955	0
		25.154	0
		7.309	0
		2.337	0
		595.043	0
		178.379	0
		3.689	0
		95.058	0
		1.188	0
		1.569.419	0
		49.129	0
		219.553	0
		1.616.874	0
		1.031.503	0
		291.635	0
		1.536	0

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D WITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WGM INVESTMENTS LIMITED	373	0	373
**D MAGFORDS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.273	0	28.273
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER SUSTAINABLE INTERNATIONAL SHARES FUND	672.227	0	672.227
**D LORD MAYOR'S CHARITABLE FOUNDATION	1.615	0	1.615
**D NT WORLD GREEN TRANSITION INDEX FUND	803	0	803
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	494	0	494
**D WSPF INTERNATIONAL EQUITIES TRUST	17.553	0	17.553
**D MERCER INDEXED INTERNATIONAL SHARES FUND	757.424	0	757.424
**D AUSTRALIAN CAPITAL TERRITORY	47.768	0	47.768
**D MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	16.190	0	16.190
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	169.317	0	169.317
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	3.063	0	3.063
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	814	0	814
**D EQUITY TRUSTEES LIMITED	3.995	0	3.995
**D QIC INTERNATIONAL EQUITIES FUND.	9.321	0	9.321
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	4.326	0	4.326
**D JOHN T. WALTON FAMILY TRUST	248.318	0	248.318
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	231.749	0	231.749
**D MORBUS LIFE LIMITED	2.187	0	2.187
**D HRW TESTAMENTARY TRUST NO. 1	8.673	0	8.673
**D HRW TESTAMENTARY TRUST NO. 3	2.768	0	2.768
**D HRW TESTAMENTARY TRUST NO. 10.	4.659	0	4.659
**D HRW TRUST NO. 2 UAD 01/17/03	417	0	417
**D HRW TRUST NO. 3 UAD 01/17/03	3.879	0	3.879
**D HRW TESTAMENTARY TRUST NO. 2	2.885	0	2.885
**D STEELWORKERS PENSION TRUST	98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST	2.620	0	2.620
**D S. ROBSON WALTON 1999 CHILDRENS TRUST	1.340	0	1.340
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	11.236	0	11.236
**D THE LAURIE M. ITSC FOUNDATION INC	15.595	0	15.595
**D SOUTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.552	0	1.278.552
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.693	0	1.693
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	41.080	0	41.080
**D ROYAL BOROUGH OF KINGSFORD PENINSULA TRUST	13.054	0	13.054
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	40.171	0	40.171
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	6.124	0	6.124
**D HOMEWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	27.960	0	27.960
**D JTM TRUST NO. 2 UAD 9/19/02.	3.079	0	3.079
**D JTM TRUST NO. 1 UAD 9/19/02.	2.351	0	2.351
**D JTM TRUST NO. 3 UAD 9/19/02.	3.508	0	3.508
**D JTM TRUST NO. 5 UAD 9/19/02.	1.846	0	1.846
**D THE MISSOURI FOUNDATION FOR HEALTH	2.241	0	2.241
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	1.570	0	1.570
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	176.146	0	176.146
**D THE NEMOURS FOUNDATION PENSION PLAN	562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	423	0	423
**D ARVEST FOUNDATION	394	0	394



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Company	Tot. Voti	Proportio
**D BARINGS EUROPE SELECT TRUST	773.597	0
**D ESSENTIA HEALTH	1.687	0
**D DREW M AUDREA 2016 TR APO FEB 9 1991.	3.140	0
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED PLAN	530	0
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	13.295	0
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	2.121	0
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	106.656	0
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	170.244	0
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	11.975	0
**D ALFRED I. DUPONT CHARITABLE TRUST	10.674	0
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST	90.309	0
**D CITY OF FRESNO RETIREMENT SYSTEMS.	222.573	0
**D ILLINOIS MUNICIPAL RETIREMENT FUND	198.931	0
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	41.500	0
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	11.715	0
**D GUINTESTONE FUNDS INTERNATIONAL ROUTE 1 INDEX FUND.	27.715	0
**D TEACHERS' RETIREMENT SYSTEM OF KENTUCKY.	63.108	0
**D UTAH STATE RETIREMENT SYSTEMS	80.287	0
**D GARISON PROPERTY AND CASUALTY INSURANCE COMPANY	2.632	0
**D USAA GENERAL INDEMNITY COMPANY	4.139	0
**D USAA CASUALTY INSURANCE COMPANY	7.607	0
**D WYOMING RETIREMENT SYSTEM	6.161	0
**D ABU DHABI PENSION FUND	58.482	0
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	198.980	0
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181	0
**D NAV CANADA PENSION PLAN	27.389	0
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	772.076	0
**D ACS 30:70 GLOBAL EQUITY TRACKER FUND	8.491	0
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.584	0
**D LONDON LGEIS LIMITED CONTRACTUAL SCHEME.	1.584	0
**D BANK OF NEW ZEALAND INVESTMENT TRUST	456.971	0
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDELICOMISO DE FOND O DE ANDREO DE PANAMA	5.294	0
**D LGEIS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	6.300	0
**D USS COMMON CONTRACTUAL FUND	2.535	0
**D BLACKROCK COMMON CONTRACTUAL FUNDS	13.175	0
**D BLACKROCK UCITS CCF	72.306	0
**D FIDELITY INVESTMENT TRUST:FIDELITY INTERNATIONAL DISCOVERY K	126.560	0
**D FIDELITY ADVISOR SERIES VIIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	484.967	0
**D DELA NUTRA- EN LEVENSVZERKERINGEN N.V.	246.920	0
**D KOMMUNAL LANDSPENSIOENSKASSE: GLENSIDIG FORSKERINGSSELSKAP	63.171	0
**D RECORD INVEST SCA SICAV RAIF	5.055	0
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE RANK	2.444	0
**D STICHTING PENSIOENFONDS FCB	84.009	0
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR VLEES VLEESWAREN G	13.990	0
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	24.516	0
**D SAKUR AP FONDEN	130.076	0
**D SAKUR AP FONDEN	6.559	0
**D WOLF CREEK PARTNERS LLP C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.569	0
**D WELLINGTON PANGLOSS FUND (CANADA) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	155.165	0
**D WOLF CREEK INVESTORS (BERMUDA) LP	276.448	0
**D IMAIP IRELAND ICAV - IMAIP 910	254	0

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

5

Teste:

Azionisti:

Azionisti in proprio:	0	Azionisti in delega:	1.032	1.030.
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RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

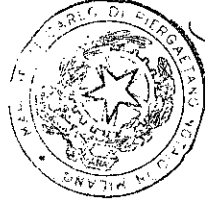
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D POINT72 LONDON INVESTMENTS LTD.	237.690	0	237.690
**D ARROWSTREET INTERNATIONAL EQUITY BAFE ALPHA EXTENSION FUND	76.148	0	76.148
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.	12.254	0	12.254
**D ARROWSTREET ALPHA ALPHA EXTENSION FUND III (CAYMAN) LIMITED	1.790	0	1.790
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	10.804	0	10.804
**D DE SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS LLC	88	0	88
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	178	0	178
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE PORTFOLIO MARGIN ACCT 200.	6.749	0	6.749
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET SAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	22.155	0	22.155
**D ARROWSTREET INVESTMENT FUND L.P.- SE KIDS	280	0	280
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	148	0	148
**D ARROWSTREET CANADIAN INTERNATIONAL FUNDVELOPMENT TRUST EX ALP	23.054	0	23.054
**D ARROWSTREET INTERNATIONAL EQUITY ACMI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	11.545	0	11.545
**D AGR GLOBAL MACRO MASTER ACCOUNT L.P. OGIER FIDUCIARY SERVICES	49.798	0	49.798
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACMI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	36.420	0	36.420
**D THE BUTTWOOD FAMILY FOUNDATION	10.700	0	10.700
**D ALEXIARES LLC	19.600	0	19.600
**D THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY UAD 06/27/11 A K MOORHEAD TTEE AMD 12/11/18	3.100	0	3.100
**D THE DAVID A DUFFIELD TRUST UAD 07/14/88	2.432	0	2.432
**D CM GRAY LLC	650	0	650
**D ROSEBENE LLC	2.499	0	2.499
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0	77.973
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0	37.145
**D MIDDLEMAN BEST BRANDS - MIDDLEMAN GLOBAL DEMOGRAPHIC OEPOR	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0	13.363
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0	500.000
**D LOT SELECT FUNDS	6.096	0	6.096
**D MIDDLEMAN BEST BRANDS - COUPON STRATEGY COLLECTION	42.333	0	42.333
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	18.486	0	18.486
**D UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	48.719	0	48.719
**D CMLA INDEXED GLOBAL SHARE FUND	2.203	0	2.203
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CRP SUBPORTFOLIO	1.306.000	0	1.306.000
**D FIDELITY VIP OVERSEAS PORTFOLIO	4.669.000	0	4.669.000
**D JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND..	1.045.599	0	1.045.599
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	4.651.614	0	4.651.614
**D JPM-MED CORE GLOBAL 60 TILT	22.862	0	22.862
**D THE JUPITER GLOBAL FUND SICAV	10.387	0	10.387
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	2.232.967	0	2.232.967
**D COHEN & STEINSTEIN INVESTMENT FUND 121	14.398	0	14.398
**D SCHWAB FUNDAMENTAL INVESTMENT FUND	29.948	0	29.948
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	338.015	0	338.015
**D ARROW SICAV II	41.408	0	41.408
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	10.546	0	10.546
**D ONEWEAKETS ITALY ICADV	26.442	0	26.442
**D COLONIAL FIRST STATE	1.176.000	0	1.176.000
**D ILLA-A WORLD ESG SCREENED FUND	1.635.000	0	1.635.000
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	4.896	0	4.896
**D ILLA - A-ILSDMH	3.056	0	3.056
**D ILLA-A-ILIMCEWY	88.142	0	88.142
**D IRISH LIFE CLIMATE FOCUSED FUND	3.446	0	3.446
	1.764	0	1.764



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DET delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Teste: 1.853

Azionisti in proprio: 0 Azionisti in delega:

1.853

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione contraria alla presente assemblea)

AL rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D IRISH LIFE ASSURANCE PLC	77.290	0	77.290
**D IILA-ILSEAFE - SUSTAINABLE EAFE EQUITY	32.869	0	32.869
**D IILA - A-ILLEGEG	5.240	0	5.240
**D IILA - A-ILEZEG	13.982	0	13.982
**D IILA - A-ILHTEG	14.164	0	14.164
**D IILA - A-ILHGORN	1.131	0	1.131
**D IILA - A-ILISCG	2.666	0	2.666
**D IRISH LIFE ASSURANCE.	52.129	0	52.129
**D AEGON CUSTODY B.V.	331.986	0	331.986
**D LARGE CAP INTL PORTFOLIO OF DEA INV	244.712	0	244.712
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	85.076	0	85.076
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	4.189	0	4.189
**D TSGX SOLACT ESG TEACO EX UNHGG(3387)	3.801	0	3.801
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	4.848	0	4.848
**D I AND G ASSUR(PENS MGMT) LTD 1 LGIM PNC USIF(36670) TESCO INDEX EQUITY TSGN (5270	17.879	0	17.879
**D CITIBANK UK LIMITED AS TRUSTEE OF AEGON (LOPHIAN) EUROPEAN T	784.395	0	784.395
**D CITIBANK UK LIMITED AS TRUSTEE OF AEGON (LOPHIAN) INTERNATIO	64.363	0	64.363
**D OSTERM COMMUNITY PROPERTY TRUST LTD 12/24/2008 AS AMENDED A	609	0	609
**D CFSIL RE CREALTH GS FD 16	10.903	0	10.903
**D INTERNATIONAL CORE EQUITY FUND	1.359.767	0	1.359.767
**D AEGON EUROPEAN INVESTMENT FUND EUROPE FUND	164.347	0	164.347
**D TRANSAMERICAAL INTERNATIONAL GROW	12.543	0	12.543
**D NMIS/NIK KOKUSAI-H 935026	23.540	0	23.540
**D NMIS/NIK KOKUSAI-H 935034	1.495	0	1.495
**D HERESFORD FUNDS ICAY	2.755	0	2.755
**D ABRON OEIC V-ABRON EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D ABRON OEIC II-ABRON EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STICHTING PGSM DEPOSITARY	149.317	0	149.317
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND	10.975	0	10.975
**D THREANEEDLE (LUX) COLUMBIA THREANEEDLE INVESTMENTS	6.457.209	0	6.457.209
**D TWO SIGMA INTERNATIONAL CORE	1.113.297	0	1.113.297
**D THREANEEDLE INVESTMENT FUNDS ICVCA.	5.500	0	5.500
**D THREANEEDLE FENSIOMS MULTI ASSET FUND COLUMBIA THREANEEDLE INVESTMENTS	3.032.169	0	3.032.169
**D TWO SIGMA WORLD CORE FUND LP	8.282	0	8.282
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	1.700	0	1.700
**D HUTCHISON PROVIDENT FUND.	68.876	0	68.876
**D ABRON OEIC II-ABRON EUROPE EX UK SMALLER COMPANIES FUND	5.581	0	5.581
**D SAMSING GLOBAL CORE EQUITY FUND	48.828	0	48.828
**D LATVIJAS BANKA	2.089	0	2.089
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	5.261	0	5.261
**D CITITRUST LIMITED	106.012	0	106.012
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	12.638	0	12.638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	5.655	0	5.655
**D HETIPLUS POOLED SUPERANNUATION TRUST	24.464	0	24.464
**D ABRON OEIC I-ABRON EUROPEAN EQUITY TRACKER FUND	25.338	0	25.338
**D ABRON OEIC IV-ABRON EUROPEAN EQUITY TRACKER FUND	156.033	0	156.033
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	35.345	0	35.345
**D UAEF - BLACK ROCK PASSIVE EQUITY	2.607	0	2.607
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	2.568	0	2.568
**D CGL MULTI-STRATEGY FUND	12.611	0	12.611
	66	0	66

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Dn* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Teste:

1.853

Azionisti:

Azionisti in proprio: 0 Azionisti in delega: 1.853

Dn* delega alla persona fisica sopra indicata con il numero della scheda magnetica (vocezione effettuata alla posizione assente)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	128.986	0	128.986
**D MICHAEL AND MALIA CAREN TRUST	445	0	445
**D AR SSGA ACTIONS INDICE EURO	165.497	0	165.497
**D ALLOCATION INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EURO ISR	116.342	0	116.342
**D AMUNDI ACTIONS EUROPE ISR	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	114.655	0	114.655
**D AMUNDI ACTIONS PME	544.001	0	544.001
**D AMUNDI ETF PEA S P 500 UCITS E	700.000	0	700.000
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685	0	23.685
**D AMUNDI IPISA ACTIONS	17.555	0	17.555
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR	4.113	0	4.113
**D AMUNDI FELS ACTIONS	88.874	0	88.874
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323	0	323
**D AMUNDI TRANSMISSION PATRIMoine	3.262	0	3.262
**D AP ACTIONS 1 EURO	10.346	0	10.346
**D ARGO QUANT 2	26.903	0	26.903
**D ASSURUIX	52.121	0	52.121
**D BEL EQUITY EUROPE ESG	51.868	0	51.868
**D CARP DIVERSIFIABLE ACTION EURO	116.896	0	116.896
**D CONCORDE 96 (ACTION EURO)	16.500	0	16.500
**D CPR EUROLAND PREMIUM ESG	79.997	0	79.997
**D CPR SILVER AGE POCHÉ COR	34.962	0	34.962
**D DIEZE	7.527	0	7.527
**D DNCA ACTIONS EURO PME	897.296	0	897.296
**D DNCA ACTIONS SMALL ET MID CAP EURO	6.724	0	6.724
**D DNCA SRI EURO QUALITY	413.567	0	413.567
**D EUREUIL PROFIL 75 (ACTIONS)	254.750	0	254.750
**D EUREUIL PROFIL 90 ACTIONS EUR	1.872.723	0	1.872.723
**D ESEPARONE 2 DIVERSIFIÉ	139.564	0	139.564
**D FC CARHINKO (ACTIONS EURO)	558.396	0	558.396
**D FCF CARP - INDO	12.613	0	12.613
**D FCF EUREUIL RETAITE EURO ACTIONS 4	93.300	0	93.300
**D FCF GROUPE PHARMA DIVERSIFIÉ	181.496	0	181.496
**D FCF GROUPE PHARMA DIVERSIFIÉ	280.000	0	280.000
**D FCF GROUPE PHARMA DIVERSIFIÉ	53.000	0	53.000
**D FCF GROUPE PHARMA DIVERSIFIÉ	68.557	0	68.557
**D FCF GROUPE PHARMA DIVERSIFIÉ	9.929	0	9.929
**D FCF GROUPE PHARMA DIVERSIFIÉ	4.298	0	4.298
**D FCF GROUPE PHARMA DIVERSIFIÉ	2.081.936	0	2.081.936
**D FCF GROUPE PHARMA DIVERSIFIÉ	134.772	0	134.772
**D FCF GROUPE PHARMA DIVERSIFIÉ	47.000	0	47.000
**D FCF GROUPE PHARMA DIVERSIFIÉ	105.216	0	105.216
**D FCF GROUPE PHARMA DIVERSIFIÉ	7.800	0	7.800
**D FCF GROUPE PHARMA DIVERSIFIÉ	410.000	0	410.000
**D FCF GROUPE PHARMA DIVERSIFIÉ	11.350	0	11.350
**D FCF GROUPE PHARMA DIVERSIFIÉ	31.317	0	31.317
**D FCF GROUPE PHARMA DIVERSIFIÉ	94.922	0	94.922
**D FCF GROUPE PHARMA DIVERSIFIÉ	27.562	0	27.562
**D FCF GROUPE PHARMA DIVERSIFIÉ	94.688	0	94.688
**D FCF GROUPE PHARMA DIVERSIFIÉ	28.987	0	28.987

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	
**D PLURI-INVESTISSEMENTS	
**D RICHELIEU GLOBAL INNOVATION	
**D RL PREVIOANCE (ACTIONS EUROPE)	
**D ROPS EURO P	
**D ROFS-SMART INDEX EURO	
**D RSRC ACTIONS (ACTION EURO)	
**D SAKO INVESTISSEMENT	
**D SAFRAN DINMIQUE(ACTIONS EUROPE ESG)	
**D STAR PASTEUR	
**D WALLIERS DILEPSON	
**D WORLD EXPLIERS	
**D AMUNDI FUND TRANSITION GLOBAL EQUITY	
**D AMUNDI EURO ISTOXIX CLIMATE PARIS ALIGNED PAB	
**D AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	
**D AMUNDI FTSE MIE	
**D AMUNDI FUNDS – EUROPEAN EQUITY DYNAMIC MULTI FACTORS	
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS RISK PARITY	
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	
**D AMUNDI FUNDS EURO RISK PARTITY	
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE	
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY	
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS	
**D AMUNDI INDEX NSCI EMU SRI	
**D AMUNDI INDEX NSCI EUROPE	
**D AMUNDI INDEX NSCI EUROPE SRI	
**D AMUNDI INDEX NSCI WORLD	
**D AMUNDI INDEX NSCI WORLD SRI	
**D AMUNDI INDEX SOLUTIONS – AMUNDI PRIME EUROPE	
**D AMUNDI INDEX SOLUTIONS – AMUNDI PRIME GLOBAL	
**D AMUNDI NSCI EMG ESG CTE NET ZERO AMBIT	
**D AMUNDI NSCI EMU ESG LEADERS SELECT	
**D AMUNDI NSCI EMU ESG UNIVERSAL SELECT	
**D AMUNDI NSCI EUROPE	
**D AMUNDI NSCI EUROPE CLIMATE TRANSIT CTE	
**D AMUNDI NSCI EUROPE EX SWITZERLAND	
**D AMUNDI NSCI WORLD CLIMATE PARTIS ALIG PAB	
**D AMUNDI NSCI WORLD CLIMATE TRANSITION CTE	
**D AMUNDI NSCI WORLD ESG UNIVERSAL SELECT	
**D AMUNDI PRIME EUROZONE	
**D AMUNDI PRIME EUROZONE 600	
**D AXION EUROPEAN BANKS EQUITY	
**D FONDACO LUX GLOBAL EQUITIES	
**D G FUND – AVENIR SMALL CAP EURO	
**D G FUND – TOTAL RETURN ALL CAP EUROPE	
**D LOF GLOBAL FINTECH	
**D LOF TARGETNETZERO EUROPE EQUITY	
**D LUXCELLENCE-HELMETIA EUROP EQUITY	
**D NEF ETHICAL BALANCED DYNAMIC	
**D ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	

Azionisti: 1.853 Teste: 1.853
Azionisti in proprio: 0 Azionisti in delega:

FAVOREVOLI

Tot. Voti	Proprio	Delega
1.630	0	1.630
11.612	0	11.612
54.868	0	54.868
77.123	0	77.123
89.523	0	89.523
193.978	0	193.978
12.733	0	12.733
58.100	0	58.100
20.604	0	20.604
23.189	0	23.189
1.619	0	1.619
1.994	0	1.994
31.802	0	31.802
28.126	0	28.126
394.572	0	394.572
19.843	0	19.843
2.498	0	2.498
172.896	0	172.896
25.548	0	25.548
28.783	0	28.783
312.409	0	312.409
15.531	0	15.531
2.032.119	0	2.032.119
423.973	0	423.973
946.923	0	946.923
102.173	0	102.173
211.588	0	211.588
813.691	0	813.691
61.233	0	61.233
19.132	0	19.132
6.083	0	6.083
4.626	0	4.626
12.913	0	12.913
550.135	0	550.135
8.585	0	8.585
30.057	0	30.057
9.832	0	9.832
55.515	0	55.515
4.523	0	4.523
3.536	0	3.536
559	0	559
12.230	0	12.230
456.317	0	456.317
360.799	0	360.799
51.599	0	51.599
410.341	0	410.341
240.000	0	240.000
162.536	0	162.536
3.636	0	3.636
6.920	0	6.920
321.785	0	321.785
26.253	0	26.253



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2
1.853
DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica
**DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata da persona fisica delegata)
RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ONEMARKETS AMUNDI INCOME OPP FD	48.091	0	48.091
**D R MONTJOLY INVESTISSEMENTS POOL AXA	18.300	0	18.300
**D RCO LUX MONTJOLY INVEST POOL AMUNDI	4.766	0	4.766
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	3.381	0	3.381
**D AMUNDI DEUTSCHLAND GMBH - SUEADINVEST 43	10.000	0	10.000
**D AMUNDI TOP WORLD	175.137	0	175.137
**D AMUNDI WELTFORTOLIO	398	0	398
**D VEV-SPECIAL AMUNDI	8.380	0	8.380
**D AMUNDI DIVIDENDO ITALIA	290.000	0	290.000
**D AMUNDI ESG SELECTION BILANCIATO	14.394	0	14.394
**D AMUNDI ESG SELECTION CONSERVATIVO	5.934	0	5.934
**D AMUNDI ESG SELECTION DINAMICO	7.704	0	7.704
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D AMUNDI PROG INC REALE 2026	4.129	0	4.129
**D AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D AMUNDI PROGETTO INCOME AGOSTO 2026	884	0	884
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	3.308	0	3.308
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	3.063	0	3.063
**D AMUNDI VALORE ITALIA EIR	1.114	0	1.114
**D FOND AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	1.144	0	1.144
**D ASR INSTITUT FONDSER EUR ANDERLEN	61.500	0	61.500
**D BEVELLIGING MANDAAT SSCA RE ANDERLEN	2.372	0	2.372
**D ST PF GASUNIE - GLOBAL EO MANDATE SSCA	54.055	0	54.055
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	8.056	0	8.056
**D ST PF VOOR DE ARCHITECTENBUREAUS-DME AMU	5.629	0	5.629
**D ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS	3.340	0	3.340
**D CRELAN INVEST BALANCED	6.565	0	6.565
**D CRELAN INVEST DYNAMIC	6.173	0	6.173
**D EDR GLOBAL EQUITIES ROT - DBI	1.527	0	1.527
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	1.527	0	1.527
**D EDR SICAV - EQUITY EURO SOLVE	6.866	0	6.866
**D EDR SICAV - EURO SUSTAINABLE EQUITY	2.172	0	2.172
**D EDR SICAV - EUROPEAN IMPROVERS	63.407	0	63.407
**D FOLLOUX	1.106.050	0	1.106.050
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	9.430	0	9.430
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	11.100	0	11.100
**D HELVETIA I EUROPA	205.620	0	205.620
**D MEDIOBANQUE GESTION FONDI SCR - FLESSIBILE FUTURO ITALIA	38.158	0	38.158
**D MEDIOBANQUE GESTION FONDI SCR - FLESSIBILE SVILUPPO ITALIA	49.100	0	49.100
**D ALLIANCE INVEST EURO STARS LL STARS	1.760.000	0	1.760.000
**D ALLIANCE INVEST EURO STARS LL STARS	300.000	0	300.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	440.000	0	440.000
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	13.000	0	13.000
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	38.812	0	38.812
**D AMN AMRO FUNDS	2.668	0	2.668
**D ALLEANZA ASSICURAZIONI SPA	431.692	0	431.692
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.190	0	14.190
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
	232.217	0	232.217

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	1.062.535	0	1.062.535
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	354.467	0	354.467
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	13.231	0	13.231
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	5.898	0	5.898
**D RUSSELL INVESTMENTS INTERNATIONAL OPPORTUNITIES FUND	2.342	0	2.342
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	6.196	0	6.196
**D ARROWSTREET (CHINA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	13.447	0	13.447
**D THE HONGKONG AUTHORITY OF SINGAPORE	22.307	0	22.307
**D BLACKROCK ASSET MANAGEMENT SCHWELB AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	24.635	0	24.635
**D RUSSELL INVESTMENTS INTERNATIONAL EQUITY INDEX FUND II (CH)	3.884	0	3.884
**D EUROBRUSH INVESTMENT	1.762.016	0	1.762.016
**D ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	83.927	0	83.927
**D FUNDIO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAO	10.606	0	10.606
**D ISHARES II PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES V PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES III PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES IV PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D ISHARES VI PUBLIC LIMITED COMPANY	139.961	0	139.961
**D WISDOMTREE ISSUER-ICAV	1.368	0	1.368
**D AUSTRALIAN RETIREMENT TRUST	253.418	0	253.418
**D RGS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	15.221	0	15.221
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	9.523	0	9.523
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	2.133	0	2.133
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	495.837	0	495.837
**D AMARE SUPER	15.412	0	15.412
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	39.513	0	39.513
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	2.907.045	0	2.907.045
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	1.387	0	1.387
**D INTERNATIONAL EQUITIES SECTOR TRUST	6.007	0	6.007
**D SPDR SP WORLD EX AUSTRALIA FUND	2.145	0	2.145
**D NEW AIRWAYS PENSION SCHEME	334.331	0	334.331
**D MANAGED PENSION FUNDS LIMITED	2.159	0	2.159
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	78.823	0	78.823
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN IEX UK EQUITY FUND	38.260	0	38.260
**D INTERNATIONAL MONETARY FUND	100.558	0	100.558
**D ALLIANZ ACTIONS EURO PREETI	98.812	0	98.812
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	28.388	0	28.388
**D DWS INVESTMENT GHH FOR DWS QI EUROZONE EQUITY	5.396	0	5.396
**D DWS INVESTMENT GHH FOR MULTINDEX EQUITY FUND	1.387.308	0	1.387.308
**D DWS INVESTMENT EAFE INTERNATIONAL INDEX FUND	139.975	0	139.975
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	103.342	0	103.342
**D ISHARES MSCI ACWI ETF U.S. EME	24.001	0	24.001
**D ISHARES GLOBAL FINANCIALS ETF	826.089	0	826.089
**D ISHARES MSCI EUROZONE ETF	96.874	0	96.874
**D ISHARES EUROPE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI KOKUSAI ETF	2.107	0	2.107
**D ISHARES MSCI EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI ITALY ETF	840.149	0	840.149



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Comptone	Tot. Voti	Proprio	Delega
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43,798	0	43,798
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3,536	0	3,536
**D ISHARES CORE MSCI EUROPE ETF	220,744	0	220,744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937,605	0	937,605
**D ISHARES MSCI INTL SIZE FACTOR ETF	440	0	440
**D ISHARES MSCI WORLD ETF	35,040	0	35,040
**D ISHARES CORE MSCI EAFE ETF	3,537,905	0	3,537,905
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699,218	0	699,218
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353,706	0	353,706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11,177	0	11,177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7,205	0	7,205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194,245	0	194,245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11,431	0	11,431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1,418	0	1,418
**D ISHARES INTERNATIONAL FUNDAMENTAL MSCI EAFE ETF	6,846	0	6,846
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	220,944	0	220,944
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	10,293	0	10,293
**D MATB MSCI KOKUSAI INDEX MOTHER FUND	1,803	0	1,803
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAP VALUE ETF	6,687	0	6,687
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	5,058	0	5,058
**D AXA IM ETF ICVV	2,877	0	2,877
**D MTEJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4,698	0	4,698
**D INTERNATIONAL TITIS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145,092	0	145,092
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MGH FOR FINRECON SCHE CARBON FOCUS	6,462	0	6,462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND CMBH FOR AXA EUROPA	20,208	0	20,208
**D AXA IM EQUITY TRUST	245,000	0	245,000
**D AMERICAN BUREAU OF SHIPPING	399	0	399
**D FISHER GLOBAL SMALL CAP EQUITY FUND	33,033	0	33,033
**D RIA SAVINGS PLAN MASTER TRUST	166,560	0	166,560
**D THE AXA CHERK INC COMPANY RETIREMENT PLAN MASTER TRUST	9,577	0	9,577
**D CHINAMSC MSCI EUROPE QUALITY HEDGED TO USD ETF	18,713	0	18,713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71,713	0	71,713
**D BMO MSCI EAFE INDEX ETF	71,501	0	71,501
**D BMO MSCI ACWI PARIS-ALIGNED CLIMATE EQUITY INDEX ETF	182,123	0	182,123
**D BMO MSCI ACWI LEADERS INDEXETF	16	0	16
**D CAPULA TAIL RISK MASTER FUND LIMITED	4,537	0	4,537
**D THE CAPTIVE INVESTORS FUND	3,886	0	3,886
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	66,800	0	66,800
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	558,489	0	558,489
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	23,779	0	23,779
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	1,685	0	1,685
**D ABROHEEN INTERNATIONAL SMALL CAP FUND	24,095	0	24,095
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	698,853	0	698,853
**D DESCHAMPS SECURITE FINANCIERE SOCIETE D'ASSURANCE VIE	97,117	0	97,117
**D REGIME DE PENTES DU MOUVEMENT DESIRABLES	1,557	0	1,557
**D CALVERT INTERNATIONAL OPPORTUNITIES INDEX FUND	1,370	0	1,370
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	1,535	0	1,535
**D CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	35,236	0	35,236
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	254,686	0	254,686
**D	5,458	0	5,458
**D	673,250	0	673,250

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLE

Cognome	Tot. Voti	Proprio
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMIB INVESCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	240.916	0
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	2.604	0
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	20.885	0
**D PARKER FOUNDATION INC	1.804	0
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	43.481	0
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	27.816	0
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	27.816	0
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	3.768	0
**D FRANKLIN TEMPLETON INT'L EQUITY FUND	52.216	0
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUND	6.490	0
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	324	0
**D FIDELITY EUROPE FUND	2.156	0
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	21.030	0
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.264	0
**D FIDELITY EUROPE FUND	57.650	0
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	70.372	0
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	23.810	0
**D FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.129	0
**D FIDELITY LONGTERM LEADERS FUND	7.338	0
**D FIDELITY DISRUPTORS CLASS	3.167	0
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	1.609	0
**D FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	438.200	0
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	201.480	0
**D GAM STAR FUND PLC	3.141.800	0
**D SMALL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	686.119	0
**D RUSSELL INVESTMENT COMPANY MULTISector INTERNATIONAL EQUITY FUND	3.258	0
**D GOVERNMENT PENSION INVESTMENT FUND	5.439	0
**D AMERICAN FUNDS INSURANCE SERIES INTERNATIONAL FUND	3.313.141	0
**D AMERICAN FUNDS INSURANCE SERIES INTERNATIONAL GROWTH FUND	1.271.778	0
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL GROWTH AND INCOME FUND	635.542	0
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL BALANCED FUND	141.544	0
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	29.029	0
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	7.729	0
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	1.448	0
**D TANGERINE BALANCED INCOME PORTFOLIO	8.805	0
**D TANGERINE BALANCED PORTFOLIO	1.053	0
**D TANGERINE BALANCED GROWTH PORTFOLIO	7.344	0
**D FIRST CHURCH OF CHRIST SCIENTISTS	9.662	0
**D TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	12.564	0
**D JPM/MELLON NSCI WORLD INDEX FUND	738	0
**D JPM/MELLON GLOBAL ALLOCATION FUND	3.101	0
**D JPM/MELLON CORE EQUITY FUND	83	0
**D JPM/DFA INTERNATIONAL CORE EQUITY FUND	15	0
**D SONAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	18.298	0
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTE	1.259	0
**D SONAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	82.908	0
**D SONAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	5.789	0
**D SONAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	26.772	0
**D OPENWORLD PUBLIC LIMITED COMPANY	8.674	0
**D RUSSELL INVESTMENT COMPANY V PLC	4.616	0
**D MULTI STYLE MULTI MANAGED FUNDSPLG	107.258	0
**D INVESCO MSCI WORLD SRI INDEX FUND	393	0

Azionisti:

Azionisti:
Azionisti in proprio:

1.853 Taste:

Teste:
Azionisti in delega:

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1.853

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Assemblea Ordinaria del 24 aprile 2024

24 aprile 2024

FAVOREVOLI

Compendio	Tot. Voti	Proprio	Delega
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	1.507.758	0	1.507.758
**D INVESCO EOV EUROPEAN EQUITY FUND	751.371	0	751.371
**D INSTITUTIONAL RETIREMENT TRUST	1.104.169	0	1.104.169
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	3.352	0	3.352
**D STATE STREET GLOBAL ALL CAP EQUITY EOUS INDEX PORTFOLIO	137.892	0	137.892
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OPEB TRUST	12.437	0	12.437
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D INTE CAPITALAMLAGESILLSCHAFT MBH FOR DC EUROLAND EQUITIES	90.351	0	90.351
**D LVIP BLACKROCK GLOBAL ALLOCATION FUND	7.734	0	7.734
**D LVIP SSGA INTERNATIONAL INDEX FUND	94.627	0	94.627
**D LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	19.139	0	19.139
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	15.234	0	15.234
**D SPDR MSCI EAFE Fossil Fuel Reserves Free ETF	10.619	0	10.619
**D SPDR MSCI EAFE StrategicFactorsETF	41.494	0	41.494
**D SPDR MSCI WORLD StrategicFactorsETF	924	0	924
**D SPDR MSCI ACWI Low Carbon Target ETF	1.268	0	1.268
**D HUMBLELINE INTERNATIONAL POOLED INDEX TRUST	15.679	0	15.679
**D MAMER COLLECTIVE INVESTMENT TRUST	1.163.216	0	1.163.216
**D MD INTERNATIONAL GROWTH FUND	722.547	0	722.547
**D MD INTERNATIONAL GROWTH FUND	28.843	0	28.843
**D MDPM INTERNATIONAL GROWTH FUND	28.014	0	28.014
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	21.704	0	21.704
**D MERCER QIC COMMON CONTRACTUAL FUND	681.866	0	681.866
**D MERCER GLOBAL EQUITY FUND	92.333	0	92.333
**D MCI FUNDS PLC	207.465	0	207.465
**D MCI TAX EFFECTIVE BALANCED FUND	36.264	0	36.264
**D MAMER INTERNATIONAL EQUITY FUND	270.423	0	270.423
**D MERCER UCITS COMMON CONTRACTUAL FUND	7.068.520	0	7.068.520
**D MANTANA BOARD OF INVESTMENTS	25.326	0	25.326
**D MARYLAND STATE RETIREMENT PENSION SYSTEM	317.899	0	317.899
**D COMPASS CONSERVATIVE PORTFOLIO	165.453	0	165.453
**D COMPASS BALANCED PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED GROWTH PORTFOLIO	267.484	0	267.484
**D COMPASS GROWTH PORTFOLIO	363.119	0	363.119
**D COMPASS MAXIMUM GROWTH PORTFOLIO	295.231	0	295.231
**D RUSSELL INVESTMENT COMPANY PLC	205.977	0	205.977
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	78.724	0	78.724
**D STATE OF NEW JERSEY COMMON PENSION FUND	37.606	0	37.606
**D JANE FAFI INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDI	80.295	0	80.295
**D CITY OF NEW YORK GROUP TRUST	5.612	0	5.612
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	206.455	0	206.455
**D STICHTING PENSIOENFONDS WERK ENREIJ INTEGRATIE	1.012	0	1.012
**D FES-PINCO RAFL DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	113.982	0	113.982
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	170.983	0	170.983
**D THE INNOVATION FUND LTD	1.553	0	1.553
**D DEARM FOUNDS PLC	80.151	0	80.151
**D THREVENT INTERNATIONAL INDEX PORTFOLIO	7.265	0	7.265
	7.265	0	7.265
	702	0	702
	2.756	0	2.756
	5.300	0	5.300
	7.193	0	7.193

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Azionisti: 1.853 Teste: 0 Azionisti in delega: 1.853
DPR delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
KL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	3.170	0	3.170
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	11.457	0	11.457
**D RUSSELL OVERSEAS EQUITY POOL	82.519	0	82.519
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310	0	1.310
**D RUSSELL INVESTMENTS MULTIFACTOR INTERNATIONAL EQUITY POOL	1.086	0	1.086
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUITY	194.428	0	194.428
**D THE BANK OF KOREA	1.794	0	1.794
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	65.700	0	65.700
**D DESPONDING RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	983	0	983
**D SCOTIA DIVERSIFIED BALANCED FUND	6.064	0	6.064
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.075	0	1.075
**D SCOTIA EX-US INDEX NON-LENDING DAILY TRUST	3.626	0	3.626
**D SELF-INVESTING PORTFOLIO INVESTMENT FUND	370	0	370
**D STATE STREET FLEXICAP UNIC. TRUST	22.358	0	22.358
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	2.486.808	0	2.486.808
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	127.119	0	127.119
**D SSGA SPDR EFES EUROPE II, PUBLIC LIMITED COMPANY	176.855	0	176.855
**D STICHTING PENSIOENFONDUS TANGENTEN EN TANGENTS-SPECIALISTEN	1.672	0	1.672
**D SSGA SPDR EFES EUROPE I PUBLIC LIMITED COMPANY	112.340	0	112.340
**D SIR DAVID TRENCH FUND FOR RECREATION	5.580	0	5.580
**D UNIVERSAL INVESTMENT SEILSCHAFT FÜR SERVICE	859	0	859
**D STATE STREET CCF	8.874	0	8.874
**D TEACHER RETIREMENT SYSTEM OF TEXAS	74.405	0	74.405
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TO-NONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D TO-QUALIFIED LLC	41.591	0	41.591
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D DBS (IREL) ETF PLC	239.086	0	239.086
**D DBS INVESTMENT GHHH FOR DEAMFONDS PG EQ	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZ AG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D METZLER ASSET MANAGEMENT GHHH FOR MIFONDS 415	118.000	0	118.000
**D DBS INVESTMENT GHHH FOR DEAMFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624	0	7.624
**D WELLINGTON COMPOUND GROWTH, L.P.	244.163	0	244.163
**D WELLINGTON DURABLE ENTERPRISES I.P.	151.200	0	151.200
**D WELLINGTON-CLIS GLOBAL EQUITY FUND	207.428	0	207.428
**D ASSOCIATED INTERNATIONAL HIGH DIVIDEND FUND	288.600	0	288.600
**D WASHINGTON STATE INVESTMENT BOARD	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL EQUITY FUND	995	0	995
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	186	0	186
**D WISDOMTREE INTERNATIONAL SUSTAINABLE INVESTMENT FUND	1.240	0	1.240
**D WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	782	0	782
**D THE WELLINGTON PR CO NATL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	9.557	0	9.557
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVEST FDSSTR II	40.504	0	40.504
**D WTCN DURABLE COMPANIES PORTFOLIO	63.456	0	63.456
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	1.683	0	1.683
**D EMPOWER ANNUITY INSURANCE COMPANY	1.683.618	0	1.683.618
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	22.131	0	22.131
	1.694.431	0	1.694.431



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1.853

Teste:

1.853

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

DIF delega alla persona fisica sopra indicata con il numero della scheda

DIF delega alla persona fisica sopra indicata con il numero della scheda

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D USS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	25.370	0	25.370
**D USS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUNDS	300	0	300
**D ZURICH INVEST ICAY	56.109	0	56.109
**D SET GLOB ADV TAX EXEMPT RETIREMENT PLANS	2.592.899	0	2.592.899
**D SSE MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D SSE MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	11.039	0	11.039
**D STATE STREET TOTAL RETURN VTS FUND	5.510	0	5.510
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	376.852	0	376.852
**D VANGUARD DEVELOPED MARKETS INDEX FUND	5.061.796	0	5.061.796
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D INVESCO EQV INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KAISER FOUNDATION HOSPITALS	2.376	0	2.376
**D KAISER FERNMANE GROUP TRUST	7.118	0	7.118
**D HC CAPITAL TRUST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOLIO	12.251	0	12.251
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.831	0	1.831
**D HC CAPITAL TRUST - THE CATHOLIC SRI GROWTH PORTFOLIO	344	0	344
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	1.083.931	0	1.083.931
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	92.43	0	92.43
**D JOHN HANCOCK TRUSTED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D UNIVERSALINVESTMENTGESELLSCHAFT MBH FOR PROFIUNDS SRA	1.132.500	0	1.132.500
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	55.930	0	55.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	351.102	0	351.102
**D PENSION BENEFIT GUARANTY CORPORATION	929.491	0	929.491
**D INTE KAPITALANLAGEGESSELLSCHAFT MBH FOR LIPPIVARENTRAKTION	27.313	0	27.313
**D UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KEPT UNIVERSAL FUNDS	18.000	0	18.000
**D INTE KAPITALANLAGEGESSELLSCHAFT MBH FOR ENTSGANGSFONDS	23.087	0	23.087
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	62.483	0	62.483
**D IEM 401(K) PLUS PLAN TRUST	23.579	0	23.579
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	131.566	0	131.566
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	24.069	0	24.069
**D OREGON PUBLIC EMPLOYERS RETIREMENT SYSTEM	3.628	0	3.628
**D RUSSELL INVESTMENTS TRUST COMPANY COWINGLED EMPLOYEE BENEFIT FUNDS TRUST	66.772	0	66.772
**D SSE CUSTODIAL SERVICES IEEL RUSSELL INVS IREL	474.755	0	474.755
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	18.378	0	18.378
**D AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	31	0	31
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	133	0	133
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	36.194	0	36.194
**D JOHN HANCOCK STRATEGIC INVESTMENT FUND	13.876	0	13.876
**D IEM RETIREMENT	6.354	0	6.354
**D UNIVERSALINVESTMENTGESELLSCHAFT MBH FOR UFGONDS AKTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITYSS FUND	782.803	0	782.803

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Teste: 1.853

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

1.853

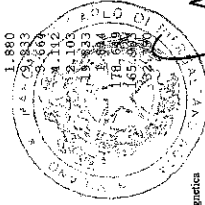
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assina)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

Cognome	Tot. Voti	Proprio	Delega
**D TIANCHEN INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II BALLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013	0	1.197.013
**D BRIGHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.769	0	65.769
**D STATE OF MINNESOTA	257.790	0	257.790
**D MERCER NORDUS CORE EQUITY FUND	37.346	0	37.346
**D FRANK RUSSELL INVESTMENT CO II PLC	26.037	0	26.037
**D SPDR MSCI ACWI EXUS ETC	1.283	0	1.283
**D SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377	0	323.377
**D THE WELLINGTON TR CO MATH ASSOCIATES COLLECTIVE INVESTMENT FUS TR	225.746	0	225.746
**D SPDR EUROPEAN EQUITY PORTFOLIO	52.949	0	52.949
**D SPDR EUROPEAN INDEX FUND	13.632	0	13.632
**D SSB MSCI ITALY EQUITY SECURITIESLENDING COMMON TRUST FUND	452.556	0	452.556
**D M INTERNATIONAL EQUITY FUND	4.430	0	4.430
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	64.769	0	64.769
**D COLUMBIA PHEARNEDDLE (UK) LCVCI - CT SELECT EUROPEAN EQUITY FUND	341.847	0	341.847
**D MAG INVESTMENT FUNDS (I) - M+G EUROPEAN SUSTAIN PARIS ALIGNED FUND	1.331.135	0	1.331.135
**D STITCHING PHILIPS PENSIONFONDS	10.867	0	10.867
**D NATIONAL EMPLOYMENT SAVINGS TRUST	5.460	0	5.460
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	396.016	0	396.016
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	15.446	0	15.446
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	39.284	0	39.284
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802	0	5.802
**D HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	495.479	0	495.479
**D NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	12.817	0	12.817
**D NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST	54.857	0	54.857
**D FAMILY INVESTMENTS CWILD TRUST FUND	12.696	0	12.696
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	9.670	0	9.670
**D FF RUSSELL LMS ICVC FF RUSSELLMS INT GROWTH ASSETS FUND	990	0	990
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	610.196	0	610.196
**D MAWER INTERNATIONAL EQUITY POOLED FUND	2.561.411	0	2.561.411
**D FIDELITY COWINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	103.465	0	103.465
**D PRINCIPAL LIFE INSURANCE COMPANY	465.748	0	465.748
**D ARCONSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	39.003	0	39.003
**D ARCONSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	10.573	0	10.573
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	36.522	0	36.522
**D EURIZON GLOBAL LEADERS	40.012	0	40.012
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	109.530	0	109.530
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	236.503	0	236.503
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	225.852	0	225.852
**D EURIZON AM FINTECH INNOVATION	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASSET 30	9.233	0	9.233
**D EURIZON AM GLOBAL MULTIASSET II	3.664	0	3.664
**D EURIZON AM OBIETTIVO CONTROLLO	4.112	0	4.112
**D EURIZON AM OBIETTIVO STABILITA'	2.103	0	2.103
**D EURIZON AM RILANCIO ITALIA TR	1.833	0	1.833
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.644	0	178.644
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2024	165.003	0	165.003
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750	0	32.750



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**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuale alle votazioni a scrutinio)

LC: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.833
Azionisti in proprio: 0
Azionisti in delega: 1.833

LISTA ESITO DELLE VOTAZIONE
Oggetto: 4. Relazione sui compensi corrisposti nell'esercizio 2023

FAVOREVOLI		Pagina 40	
Cognome	Tot. Voti	Proprio	Delega
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313	0	54.313
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND	10.490	0	10.490
**D EURIZON AM TR MEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON PIR ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROGETTO ITALIA 70	150.509	0	150.509
**D DMS MULTI ASSET PIR FUND	57.000	0	57.000
**D XTRACHERS	674.989	0	674.989
**D EURIZON AM SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	74.019	0	74.019
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	73.714	0	73.714
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	2.064	0	2.064
**D BLACKROCK GLOBAL INDEX FUNDS	35.348	0	35.348
**D BERENBERG EUROZONE FOCUS FUND	67.866	0	67.866
**D UBS LUX FUND SOLUTIONS	1.459.239	0	1.459.239
**D AERIO - DER WELTFUNDS - ESG	15.670	0	15.670
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069	0	163.069
**D EUROCLIMAT FUNDS SICAV	5.361.915	0	5.361.915
**D EURIZON NEXT 2.0	45.153	0	45.153
**D EURIZON NEXT	12.250	0	12.250
**D EURIZON NEXT 2.0	15.470	0	15.470
**D MULTITREND SICAVSIF	33.077	0	33.077
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	23.417	0	23.417
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	221.005	0	221.005
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	107.204	0	107.204
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	1.807	0	1.807
**D EPSILON ASSOCIATI SGR - EPSILONSGR OVALUE	73.908	0	73.908
**D MULTIFLEX SICAV	6.188	0	6.188
**D GOLDMAN SACHS FUNDS	131.309	0	131.309
**D EURIZON INVESTMENT SICAV	18.563	0	18.563
**D OSSIAM LUX	730.075	0	730.075
**D ALLIANZ GLOBAL INVESTORS FUND	624.730	0	624.730
**D ALLIANZ EUROPEAN PENSION INVESTMENTS			
Totale voti	414.645.864		
Percentuale votanti %	85,930113		
Percentuale Capitale %	67,863544		

Assemblea Ordinaria del 24 aprile 2024ESITO VOTAZIONE

Oggetto : **5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante**

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° **482.538.485** azioni ordinarie pari al **78,975276 %** del capitale sociale riferibili a **1.998** soggetti aventi diritto al voto.

Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	
Favorevoli	479.770.989	99,426471	99,426471	78,522330
Contrari	2.752.238	0,570367	0,570367	0,450449
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276



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.



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 5. Sistema incentivante 2024 per i dipendenti appartenenti al Personale più rilevante

CONTRARI

Cognome	Tot. Voti	Proprio	Delega
2. COMPUTERSHARE SEA RAPRA. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D ERAEF ACTIONS EURO IV	334.515	0	334.515
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D AVIVA LIFE & PENSIONS PORTFOLIO FUNDS UK LIMITED	322.543	0	322.543
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	2.049	0	2.049
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	177	0	177
**D AVIVA LIFE & PENSIONS IRELAND DAC	22.636	0	22.636
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.163	0	1.163
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.994	0	8.994
**D ICSANTER GAS ACTIONS	2.418	0	2.418
**D RCP VILLIERS ACTIONS EUROPE OPS AM	460.945	0	460.945
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741	0	68.741
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974	0	87.974
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	5.754	0	5.754
**D AVIVA INVESTORS UK FUND SERVICES LIMITED	43.910	0	43.910
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	52.580	0	52.580
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	23.319	0	23.319
**D GREEN CENTURY MSCI INTERACTION	19.677	0	19.677
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	27.722	0	27.722
**D MERSEKSIDE PENSION FUND	947.652	0	947.652
	281.266	0	281.266

Totale voti 2.752.238
Percentuale votanti % 0,570367
Percentuale Capitale % 0,450449

Azionisti:
Azionisti in proprio:

21 Teste:
0 Azionisti in delega.

Pagina 1

- 2 Det delega alla persona fisica sopra indicata con il numero della scheda segretaria
 - 21 **D delega alla persona fisica sopra indicata con il numero della scheda segretaria (per delegare l'incarico di delegato alla presidenza assistita)
- RU: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda segretaria



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: **5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante ASTENUTI**

Cognome	Tot. Voti	Proprio	Delega
2. COMPUTERSHARE SPA RAPPRE. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135—NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D TOLLESON INTERNATIONAL EQUITY LP	15.258	0	15.258
Totale voti	15.258		
Percentuale votanti %	0,003162		
Percentuale Capitale %	0,002497		

Azionisti:	1	Teste:	2	Pagina 2
Azionisti in proprio:	0	Azionisti in delega:	1	DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica +DP delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita) RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ABATEMATTEI AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO FONDA FLASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** PREVEDI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
2. *COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
*D STOCK SMALL CAPS OFF HI KAPPA 10 SFONDS	1.130.000	0	1.130.000
*D ELABRA INVEST MAG MEB HI KAPPA 10 SFONDS	12.100	0	12.100
*D HELBEN INVEST PARTIALN GESBEN UT SZVA 2	15.550	0	15.550
*D DEKA INVESTMENT GMBH GLOBAL EXTRA	12.760	0	12.760
*D DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536	0	24.536
*D MASTERINVEST CAPITALMANAGE GMBH	2.273	0	2.273
*D BELFIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
*D CANTALAM BUSINESS EQUITIES SA	84.183	0	84.183
*D BELFIUS EQUITIES NV	84.183	0	84.183
*D BELFIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
*D VR BANK MT EUROPROTECT UT	17.716	0	17.716
*D TIMM INVEST EUROPA PLUS	746	0	746
*D BELFIUS PENSION FUND LOW EQUITIES	64.038	0	64.038
*D LF AI IMPACT EQUITY EU	751	0	751
*D LLB FUND SERV. AG AND LLB IMPACT CLIMATE ANTENN GLOBAL PASSIV (USD)	17.372	0	17.372
*D UNIVERSITAT BASEL	16.022	0	16.022
*D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	236.209	0	236.209
*D PROPRIAS SMALL MID CAP MELT CREDIT SUISSE FUNDS AG MANDAT THREANEEDLE AM	65.247	0	65.247
*D ANA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	21.490	0	21.490
*D CSIF CH EQUITY PMO CREDIT SUISSE FUNDS AG	24.640	0	24.640
*D WIF-DMS QI EURO SMT EXT	18.080	0	18.080
*D PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	15.382	0	15.382
*D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	370	0	370
*D ANA VORSORGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	16.391	0	16.391
*D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	1.421	0	1.421
*D WORLD TRADE ORGANIZATION PENSION PLAN	4.582	0	4.582
*D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	25.252	0	25.252
*D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	538.519	0	538.519
*D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	19.684	0	19.684
*D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	4.812	0	4.812
*D PICTET CH GLOBAL EQUITIES	1.938.081	0	1.938.081
*D ECALIA SIFCA - SUSTAINABLE SOCIETY	13.168	0	13.168
*D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	4.615	0	4.615
*D PACIFIC RESOURCES FUND LIMITED	105.009	0	105.009
*D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	7.641	0	7.641
*D PICTET - EUROCLIM INDEX	96.911	0	96.911
*D PROTEA FUND - ONCAPIA EQUITIES EMU SRI EX-FOSSIL	18.913	0	18.913
*D PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	39.265	0	39.265
*D ALLIANCE GLOBAL INVESTORS GMBH W/ALLIANCE-FONDS AKONW-WR SEGMENT OKMLCO-AKTIEIN	27.725	0	27.725
*D DEKA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-FM 1 U05 CS	29.503	0	29.503
*D AGRIE AMBITION	5.685	0	5.685
	6.140	0	6.140
	29.449	0	29.449
	18.464	0	18.464



Attonisti: 1.976 Teste: 1.976
Attonisti in proprio: 0 Azionisti in delega: 1.976

DE* delega alla persona fisica sopra indicata con il numero di delega 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI
**D delega alla persona fisica sopra indicata con il numero della delega 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI
N° rappresentanza legale della persona fisica sopra indicata con il numero della delega 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HELIOS	85.061	0	85.061
**D STICHTING AIGLD DELHAIZE PENSICEN	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UI-INSNPT-BAP-FONDS	1.366	0	1.366
**D AZIMUT CAPITAL MANAGEMENT SCR S.P.A	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D LEYPM ISR AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENDACTIS ISR	40.189	0	40.189
**D ERI BAYERNINVEST FONDS AKTIEN EUROPA	17.520	0	17.520
**D EGEPARGNE CROISSANCE	475.000	0	475.000
**D BROGLIE	14.250	0	14.250
**D AGPI ACTIONS EUROPE	485.558	0	485.558
**D AXA VALEURS EURO	486.000	0	486.000
**D CORDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D VILLIERS ACTIONS EUROPE CANTIRIAM	1.634.530	0	1.634.530
**D ALLIANZGI-FONDS SURPRISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D SCANDIUM	185.000	0	185.000
**D TOTALENERGIES ACTIONS EUROPEENNES	351.331	0	351.331
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6.200	0	6.200
**D BPWWORK	41.924	0	41.924
**D BNP PARIBAS ACTIONS RENDEMENT ISR	16.513	0	16.513
**D DIVERSIS DYNAMIQUE	11.551	0	11.551
**D FCP SODIUM I	25.467	0	25.467
**D AXA AA DIVERSIFIE INDICIEL 1	43.663	0	43.663
**D INVESTITIORI FLESSIBILE	42.191	0	42.191
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	52.700	0	52.700
**D IRCANTEC ACTIONS EUROPE CANTIRIAM 2	100.264	0	100.264
**D FRANCE D ACTIONS 2	685.033	0	685.033
**D MH AWINDI ACTIONS EURO	74.682	0	74.682
**D ADASINA SOCIAL JUSTICE ALL CAP GLOBAL ETF	49.671	0	49.671
**D ARABELLE ROTHSCHILD	5.250	0	5.250
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUREZAM INDEX PANDELENFONDS EUROPA	2.268	0	2.268
**D ATCP-UI-FONDS	8.180	0	8.180
**D ACTIAM DUREZAM INDEX ANDELENFONDS WEREID	2.398	0	2.398
**D AZ FUND I AZ EQUITY EUROPE	14.453	0	14.453
**D IRCANTEC ACTIONS EUROPE AXA IM	175.000	0	175.000
**D HENDERSAN GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	500.000	0	500.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	51.684	0	51.684
**D COMPT - EUROPE	36.544	0	36.544
**D ERFP ACTIONS EUROPE I	26.971	0	26.971
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	2.875.416	0	2.875.416
**D CBF GROWTH SNC	4.475	0	4.475
**D BESTSELECT	42.656	0	42.656
**D BNP PARIBAS ESG SRI GLOBAL EQUITY	5.000	0	5.000
**D BNP PARIBAS ESG SRI GLOBAL EQUITY INDEX FUND	49.107	0	49.107
**D BANKPARABELL 2000 FUND	1.340	0	1.340
**D PHILADELPHIA GAS WORKS PENSION PLAN	340	0	340
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	1.152	0	1.152
**D BNP PARIBAS EASY ICNV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF	24.193	0	24.193
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	1.942	0	1.942
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	14.142	0	14.142
	3.398	0	3.398

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Aziendisti: 1.976 Teste: 1.976
Aziendisti in proprio: 0 Azionisti in delega:
DDE delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
N/A rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FERROATLANTICA 92 FP	467	0	467
**D BAYERINVEST WFV FONDS	49.000	0	49.000
**D FIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000
**D ERAFP ACTIONS EURO I	524.700	0	524.700
**D BANASADELL 36, F.P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D TEAM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNI-SUPER	8.633	0	8.633
**D INVESTORABEILL 25, FI	11.997	0	11.997
**D FINECOMINVESTES, FONDS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D AMF WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D TEAM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERAL-SMART FUNDS	86.000	0	86.000
**D AZ FUND 1-AZ ALLOCATION-ITALEAN TRUEND	2.400	0	2.400
**D AZ FUND 1-AZ ALLOCATION-ITALEAN TRUEND	2.721	0	2.721
**D AZ FUND 1-AZ ALLOCATION-ITALEAN TRUEND	371.887	0	371.887
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EASY - MSCI EMI SRI S-SERIES PAB 5A CAPPED	171.991	0	171.991
**D INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSNABEILL 50, FI	8.123	0	8.123
**D INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D TEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	80.259	0	80.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600	0	17.600
**D SIMPLICITY HEDGED GLOBAL SHARE FUND	15.037	0	15.037
**D SIMPLICITY UNHEDGED GLOBAL SHARE FUND	8.992	0	8.992
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	67.480	0	67.480
**D AZ FUND 1-AZ ALLOCATION-STRATEGICBALANCED CATHOLIC VALUES	5.320	0	5.320
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	79.827	0	79.827
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	140.000	0	140.000
**D AZ FUND 1 AZ ALLOCATION GLOBAL	4.042	0	4.042
**D G.A.-FUND-B - EQUITY BROAD EURO P	18.124	0	18.124
**D AZ FUND 1 AZ ALLOCATION FIR ITALIAN EXCELLENCE 30	12.100	0	12.100
**D ANTIEN EUROPA - UI	9.291	0	9.291
**D INVESTITORE EUROPA	12.160	0	12.160
**D BNP PARIBAS NEXT TECH	71.736	0	71.736
**D BNP PARIBAS APOLLO MEDICAL TECH	69.980	0	69.980
**D FOREIGN STOCK INDEX MOTHER FUND	31.640	0	31.640
**D STRONG GLOBAL EQUITY INDEX MOTHER FUND	94.191	0	94.191
**D STRONG GLOBAL EQUITY INDEX MOTHER FUND	90.186	0	90.186
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	32.601	0	32.601
**D NATIXIS AM FUNDS	12.451	0	12.451
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	11.916	0	11.916
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	2.427.012	0	2.427.012
**D FTAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	676.945	0	676.945
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY			

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY GALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (LUX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKIIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAI FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY GALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	245.618	0	245.618
**D FIDELITY GALEM STREET TRUST: FIDELITY INTERNATIONAL QUALITY INDEX FUND	186.245	0	186.245
**D FIDELITY INVESTMENT MANAGEMENT QUANTUM INDEX FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D ING DIRECT SICAV	28.552	0	28.552
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.753.186	0	2.753.186
**D SCHRODER GALA	117.938	0	117.938
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962	0	962
**D FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL SMA COMPLETION FUND	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL PD/VANG FTSE DVLFD EX UK OMN CNT FD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL PD/VANG FTSE DEVELOPED WELD OMN CNT FD	10.648	0	10.648
**D FIDELITY FUNDS - ITALY POOL	860.383	0	860.383
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY UCITS ICAP - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.606	0	14.606
**D VANGUARD INVESTMENTS COMMON CONTRS FD- VANGUARD FTSE DEV EUR EX UK CCF	14.010	0	14.010
**D SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	4.628	0	4.628
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	22.145	0	22.145
**D SCHRODER INTERNATIONAL ALPHA TRUST	1.158.334	0	1.158.334
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKIIN 18420-7096	76.000	0	76.000
**D SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	241.972	0	241.972
**D FIDELITY FUNDS - EUROPE POOL	120.963	0	120.963
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTR4J00025521	2.145	0	2.145
**D FIAM SELECT INTERNATIONAL EQUITY FUND, LLC	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	19.939	0	19.939
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUT8400021492	11.161	0	11.161
**D SCHRODER INTERNATIONAL EQUITY TRUST	266.304	0	266.304
**D FIDELITY UCITS II ICAP/FIDELITY MSCJ WORLD INDEX FUND	8.670	0	8.670
**D FIDELITY UCITS II ICAP/FIDELITY MSCJ EUROPE INDEX FUND	3.295	0	3.295
**D CUSTODY BANK OF JAPAN, LTD. RE: SMIB DAIWA/WELLINGTON DURABLE COMP AMIES FUND (FOPS ONLY) (QII ONLY)	328.013	0	328.013
**D KAWAN MARUAD EUROPA	16.600	0	16.600
**D THE BRENK OF JAPAN KINSEI INDEX MOTHER FUND(CURRENCY HEDGED)	49.215	0	49.215
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	655.046	0	655.046
**D CREDIT SUISSE INDEX FUND (LUX) ETR ICAP	34.523	0	34.523
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	128.375	0	128.375
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCJ-KOKUSAI INDEX MOTHER FUND	295	0	295
**D SCHRODER GALA	42.780	0	42.780
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTR4J00021536	42.188	0	42.188
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	58.082	0	58.082
**D SCHRODER DIVERSIFIED GROWTH TRUST	20.038	0	20.038
**D CM-AM SMALL & MIDCAP EURO	146.000	0	146.000



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Teste: 1.976

Azionisti:

Azionisti in proprio: 0

Azionisti in delega:

1.976

2 DPR delega alla persona fisica sopra indicata con il numero della scheda delegante
 **D delega alla persona fisica sopra indicata con il numero della scheda delegante
 RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda delegante

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TRUSTEAM ROC.	100.000	0	100.000
**D TRUSTEAM SELECTIVE RECOVERY	6.000	0	6.000
**D TRUSTEAM ROC EUROPE	113.776	0	113.776
**D OHEAN MARKAD GLOBAL	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D TELSTRA SUPERANNUATION SCHEME	12.788	0	12.788
**D MSCI EQUITY INDEX FUND B - ITALY (MSITE)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D KAPITALFORENKEN PENSAN INVEST, PSI 3 GLOBALE AKTIER 3	32.953	0	32.953
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D TCOPTMH DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653	0	6.653
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	147.015	0	147.015
**D NORDEA WORLD PASSIVE FUND	14.596	0	14.596
**D ROME PRICE INDEX FUND	47.808	0	47.808
**D STICHTING PENSIOENFONDS ROOFSCHEN	8.220	0	8.220
**D DEVELOPED EX FOSSTIL FUEL INDEX FUND B (FDEVXFT)	1.952	0	1.952
**D BLACKROCK INSTITUTIONAL POOLED FUNDS ELC	62.207	0	62.207
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	57.500	0	57.500
**D SCHRODER INTERNATIONAL SELECTION FUND	9.872.653	0	9.872.653
**D MINISTRY OF ECONOMY AND FINANCE	271.910	0	271.910
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	171.775	0	171.775
**D SBC MASTER PENSION TRUST	129.721	0	129.721
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX TRUST	63.827	0	63.827
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.920	0	7.920
**D ROBECO CAPITAL GROWTH FUNDS	700.159	0	700.159
**D NATIONAL PENSION INSURANCE FUND	84.841	0	84.841
**D AGR FUNDS - AGR MACRO OPPORTUNITIES FUND	11.403	0	11.403
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D WESTAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077	0	4.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981	0	6.981
**D JNL INTERNATIONAL INDEX FUND	84.598	0	84.598
**D STICHTING PENSIOENFONDS VOOR HUISARTSEN	43.162	0	43.162
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D HC REME	3.221	0	3.221
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D DANESSE INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROESCE)	43.797	0	43.797
**D MSCI WORLD EQUITY INDEX FUND (MUSWEL)	40.480	0	40.480
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194
**D VGV FIDELITYMAN PAL	16.459	0	16.459
**D GENERAL-FONDS PENSIOENFONDS OPF	1.533	0	1.533
**D SUBIDA-MOTORS	5.333	0	5.333
**D VANGUARD FUNDICARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D UBS ASSET MANAGEMENT LIFE LTD	38.128	0	38.128

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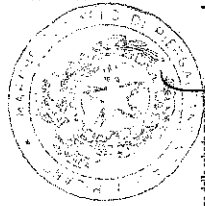
Azionisti: 1.976 Teste: 0 Azionisti in delega: 1.976
 D** delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce/azione effettuata alla postazione assistita)
 NL** rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883	0	883
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NES LIMITED	4.366	0	4.366
**D MBS SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK MSCI ACWI EX CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (V) PENSION PLAN FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V. FUND	16.573	0	16.573
**D MSCI BMI EX-D.S. TIME INDEX FUND B2	34.668	0	34.668
**D EUROPE EQUITY INDEX SAFE EQUITY INDEX FUND	98.661	0	98.661
**D EUROPE EQUITY INDEX ESG SCREENED FUND B(EUROCORE)	29.051	0	1.051
**D AUSTRALFANSPER	669.130	0	29.215
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	663.330	0	663.330
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	3.281	0	285.000
**D VGV PÖLPPONDS METZLER	60.478	0	285.000
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	219.430	0	60.478
**D NORDEA 1 SICAV	18.435	0	219.430
**D FÖRDERUNGA PENSION UNIVERSAL	26.000	0	18.435
**D VERDIPAPIRFONDET EQUIINOR ANSJEUR EUROPA	101.901	0	26.000
**D PSF	488.617	0	101.901
**D BLACKROCK INDEX SELECTION FUND	1.210	0	488.617
**D MAIN VI-UNIVERSAL-FONDS	193.334	0	1.210
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	5.173	0	193.334
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	372.767	0	5.173
**D SCHRODER PENSION MANAGEMENT LIMITED	61.639	0	372.767
**D HESTA	766.239	0	61.639
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	2.032.690	0	766.239
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	9.424	0	2.032.690
**D T. ROME PRICE GLOBAL ALLOCATION FUND	3.648	0	9.424
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	2.218.389	0	3.648
**D NEW YORK STATE COMMON RETIREMENT FUND	10.008	0	2.218.389
**D FORD PENSION UNIVERSAL	42.499	0	10.008
**D TOREPIN DEVELOPED MARKETS EQUITIES (HEDGED) FUND	105.010	0	42.499
**D VANGUARD ESG INTERNATIONAL STOCK ETF	17.595	0	105.010
**D MACQUARIE INTERNATIONAL EQUITIES FUND	7.760	0	17.595
**D STRATEGIC INTERNATIONAL EQUITY FUND	547	0	7.760
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	55.584	0	547
**D TP-CONVY	17.799	0	55.584
**D SCHRODER MANAGED BALANCED FUND	56.683	0	17.799
**D BLACKROCK CON WORLD INDEX FUND	30.903	0	56.683
**D VANTAGEFUND III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	125.246	0	30.903
**D BLACKROCK MSCI EMER EQUITY INDEX NON-LENDABLE FUND B	62.052	0	125.246
**D STELLAR INSURANCE, LTD.	66.113	0	62.052
**D ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	133.453	0	66.113
**D THE SAUDI SECOND INVESTMENT COMPANY	43.489	0	133.453
**D LVM LVMUNIRTSCHAFTLICH VERSICHERUNGSVEREIN MEINSTER A.G.	20.953	0	43.489
**D ALASKA COMMON TRUST FUND	848	0	20.953
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	11.359	0	848
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	17.376	0	11.359
**D BOLLERMAKERS NATIONAL ANNUITY TRUST	17.376	0	17.376



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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.976 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla "Piacenza e Anziani")
RL* rappresenta legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.976 Tesse:
Azionisti in proprio: 0 Azionisti in delega.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D BIRELEYS ORANGE JAPAN, S.A.	36.400	0	36.400
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL CORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F44	35.975	0	35.975
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	13.466	0	13.466
**D CHURCH COMMISSIONERS FOR ENGLAND	6.243	0	6.243
**D HI-K2VK-AI-FONDS	315.473	0	315.473
**D AFEF FUND SERVICES PTY LTD	27.461	0	27.461
**D ONEPATH GLOBAL SHARES - LARGE CAP (UNHEGGED) INDEXPOOL	54.125	0	54.125
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	93.744	0	93.744
**D UNL/BLACKROCK GLOBAL ALLOCATION FUND	10.351	0	10.351
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AND HEDGED) ETF	6.305	0	6.305
**D EQ ADVISORS TRUST - AM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	40.584	0	40.584
**D ALLIANCE-FONDS USFT	59.831	0	59.831
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	22.211	0	22.211
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	5.291	0	5.291
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	318.613	0	318.613
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	16.009	0	16.009
**D FUNDACIO CALOISSE GULESKIAN	3.163	0	3.163
**D FUNDACIO CALOISSE GULESKIAN	9.591	0	9.591
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	318.613	0	318.613
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	16.009	0	16.009
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	3.163	0	3.163
**D INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	5.291	0	5.291
**D NORDEA EUROPEAN PASSIVE FUND	10.408	0	10.408
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	53.626	0	53.626
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	96.393	0	96.393
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	5.807	0	5.807
**D ANDREA AP-FONDEN	1.015	0	1.015
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	31.647	0	31.647
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	225.326	0	225.326
**D STICHTING SHELL PENSIONFONDS	64.709	0	64.709
**D SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	5.056	0	5.056
**D MFS INTERNATIONAL NEW DISCOVERY FUND	1.128.619	0	1.128.619
**D ROBIN 1-FONDS	218.087	0	218.087
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	119.273	0	119.273
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPE RESTRICTED - ACCUMULATING KL	20.704	0	20.704
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	42.093	0	42.093
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	8.410.207	0	8.410.207
**D 1994 GLOBAL INVESTMENT FUND LP	63.114	0	63.114
**D UT-FONDS BAV A&I AVTLEN	253.531	0	253.531
**D TFC SOME PRICE INTERNATIONAL EQUITY INDEX FUND	141.879	0	141.879
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	32.438	0	32.438
**D CALIBRE INTERNATIONAL RESPONSIBLE INVESTMENT ETF	302.760	0	302.760
**D MAINSTAY PAC INTERNATIONAL RESEARCH EQUITY FUND	71.822	0	71.822
**D INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES KL	25.086	0	25.086
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA PENSION - AKTIER 4	7.302	0	7.302

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Azionisti: 1.976 Teste: 0 Azionisti in delega: 1.976
Azionisti in proprio: 0
DEI delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione specifica)
KL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ROBECCO UMBRELLA FOND I N.V.	1.773	0	1.773
**D ERMCO-FONDS	15.230	0	15.230
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDDELING DANICA LINK - INDEXES GLOBALE AKTIER	15.241	0	15.241
**D FLEXINVEST FORNINGSSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D CORE FALCE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALINVESTINGEN DANISKE INVEST INDEX GLOBALE AC RESTRICTED - ACCUMULATING KL	18.953	0	18.953
**D FORSTÅ AP-FONDS	11.712	0	11.712
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	44.364	0	44.364
**D EQUINOR PENSION	61.745	0	61.745
**D INTERNATIONAL INDEX FUND	51.000	0	51.000
**D SHELL FOUNDATION	28.257	0	28.257
**D ERM-AKTION-UNIVERSAL-FONDS	60.000	0	60.000
**D EBS	9.628	0	9.628
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	3.742	0	3.742
**D LB HOLDINGS I LLC	2.547	0	2.547
**D NORDEA GLOBAL PASSIVE FUND	21.771	0	21.771
**D MI-FONDS 392	242.105	0	242.105
**D STATE OF WYOMING	40.337	0	40.337
**D ARROWSTREET GLOBAL EQUITY FUND	84.246	0	84.246
**D TRPH CORPORATION	387	0	387
**D AZIMUT STRATEGIC TREND	440	0	440
**D AZIMUT TREND	13.400	0	13.400
**D BUREAU OF PUBLIC SERVICE PENSION FUND	145.593	0	145.593
**D INVESTINGSFÖRENINGEN DANSKE INVEST EUROPA INDEXES BNP KL	6.896	0	6.896
**D FISCHER FAMILY TRUST	1.040	0	1.040
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.886	0	1.886
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	11.046	0	11.046
**D NATIONWIDE INTERNATIONAL INDEX FUND	34.326	0	34.326
**D OS 2	4.041	0	4.041
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI	1.058	0	1.058
**D AZIMUT TRADING	440	0	440
**D CC AND I Q 140/40 FUND	5.237	0	5.237
**D CC AND I Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	3.796	0	3.796
**D CONVOLUTION PARTNINGS	10.900	0	10.900
**D BEAM OF FUNDS	56.010	0	56.010
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	155.000	0	155.000
**D MW INV SPARK EUROPE FUND AC	15.900	0	15.900
**D ARROWSTREET EUROPE EXTENSION TRUST FUND	49.879	0	49.879
**D ARROWSTREET INTERNATIONAL-EQUITY - EURO EXTENSION FUND	3.353	0	3.353
**D DEKA INVESTMENT GMBH W/DEK MSC1 EURO CL CH ESG UCITS ETF	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.430	0	27.430
**D DEKA INVESTMENT GMBH W/ARIDEKA	2.764	0	2.764
**D DEKA INVESTMENT GMBH W/DEKA MSC1 EMU CL C ESG UCITS ETF	800.000	0	800.000
**D DEKA INVESTMENT S.A. W/DEKA-NACHHALTIGKEIT AKTION EUROPA	24.985	0	24.985
**D DEKA INVESTMENT GMBH W/DEK MSC1 WOR CL CH ESG UCITS ETF	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DEKA MSC1 EUROPE UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA MSC1 WORLD UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSC1 WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/NASDAQ-FONDS AUSSCHÜTTUNG PLUS	809	0	809
**D DEKA INVESTMENT GMBH W/MASTER 172 W/AKTION NEBENWERTE	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/DEKA MSC1 EUROPE NC UCITS ETF	5.658	0	5.658



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2

1.976

Azionisti:

Teste:

Azionisti in proprio:

0 Azionisti in delega:

DER delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla posizione assistita)

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla posizione assistita)

RL* rappresenta l'agile alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA VERMögensMANAGEMENT GMBH W/HAMB. NACHH. FD. - BEST IN PROG.	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	18.000	0	18.000
**D ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIONSPARFONDS	487.700	0	487.700
**D UNIVERSITÄTES SUPERANNUATION SCHEME	89.226	0	89.226
**D PEOPLE'S BANK OF CHINA	439.080	0	439.080
**D EUROPAEIFIC GROWTH FUND	29.888.102	0	29.888.102
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	147.416	0	147.416
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629	0	32.629
**D JPMORGAN INVESTMENT FUNDS	1.830.884	0	1.830.884
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	266.271	0	266.271
**D CAPITAL INTERNATIONAL FUND	55.818	0	55.818
**D AMERICAN FUNDS GLOBAL BALANCED FUND	2.079.356	0	2.079.356
**D JPMORGAN FUNDS	78.230	0	78.230
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727	0	38.727
**D JPMORGAN GLOBAL ALLOCATION FUND	2.218	0	2.218
**D ARGENTA DP	113.215	0	113.215
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	1.599.856	0	1.599.856
**D CAPITAL WORLD GROWTH AND INCOME FUND	9.145.763	0	9.145.763
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	5.355	0	5.355
**D JEFFREY JAC BETABUILDERS EUROPE ETF	108.689	0	108.689
**D JPMORGAN BETABUILDERS EUROPE ETF	437.795	0	437.795
**D JPMORGAN BETABUILDERS EUROPE	142.000	0	142.000
**D JPMORGAN BETABUILDERS EUROPE	16.543	0	16.543
**D LORENZ POKET CHOLSSANC	16.500	0	16.500
**D DEBIOF PETERCAM ASSET MANAGEMENT REPRESENTING ESGO FUND	15.125	0	15.125
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	2.734.981	0	2.734.981
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	776	0	776
**D COWPV, LLC	311.385	0	311.385
**D COMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	38.894	0	38.894
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	173.838	0	173.838
**D DEKA VALUE PLUS	36.118	0	36.118
**D LEMANIA GLOBAL EQUITY	17.762	0	17.762
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LON)	538.429	0	538.429
**D JPMORGAN EFTS (IRELAND) ICV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN EFTS (IRELAND) ICV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	111.886	0	111.886
**D JPMORGAN EFTS (IRELAND) ICV - EUROZONE RESEARCH ENHAN INDOX EQ (ESG) UCITS ETF	23.059	0	23.059
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	76.937	0	76.937
**D AMUNDI HK PORTFOLIOS	55.500	0	55.500
**D REALDANIA	607	0	607
**D VIATOSY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	22.134	0	22.134
**D FICOS DEFENSIVE	1.811	0	1.811
**D HELSINKI VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO ARTIEN GLOBAL GESUNDENES VERMÖGEN DUEBENDORF	24.722	0	24.722
**D THE MONKON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D PLATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSINKI AG HIGH DIVIDEND YIELD PORTFOLIO ARTIEN GLOBAL DUEBENDORF	2.389	0	2.389
**D HELSINKI AG HIGH DIVIDEND YIELD PORTFOLIO ARTIEN GLOBAL DUEBENDORF	49.357	0	49.357
**D HESC LIFE INTERNATIONAL LIMITED	598.317	0	598.317
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.430	0	2.430
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D PLATO INST I FUND EURO EQUITY	15.512	0	15.512
**D HANG SENG INSURANCE COMPANY LIMITED	63.163	0	63.163
**D SCHRODER INSTITUTIONAL POOLED FUNDS	4.372	0	4.372

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2 DFE delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.976

Teste:

Azionisti:

Azionisti in proprio: 0. Azionisti in delega.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuale alla posizione assunta)

L'X rappresenta foglio alla persona fisica sopra indicata con il numero della scheda magnetica

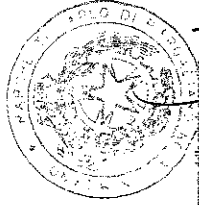
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D KBC INSTITUTIONAL FUND SRI BURE	75.378	0	75.378
**D KBC INST FUND SRI WORLD EQUITY	41.225	0	41.225
**D HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYEES PENSION FUND	9.908	0	9.908
**D HSC POOLED INVESTMENT FUND - HSC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D PRICOS	866.067	0	866.067
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239	0	8.239
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D HSC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	289.226	0	289.226
**D PRICOS SRI	1	0	1
**D HSC POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D EUTM AUTHORIZED CONTRACTUAL SCHEME - EUTM ACS EUROPEAN EX UK FUND	8.940	0	8.940
**D PLATO RI WORLD	531.122	0	531.122
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	591	0	591
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	2.947	0	2.947
**D PLATO INSRIIT INDEX FND WORLD DBI-RIT	3.717	0	3.717
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	52.705	0	52.705
**D HSC GLOBAL FUNDS ICAY	512	0	512
**D EUTM AUTHORIZED CONTRACTUAL SCHEME - EUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738	0	83.738
**D PHOENIX UNIT TRUST MANAGERS LIMITED	83.738	0	83.738
**D HSC ETS PUBLIC LIMITED COMPANY - HSC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	2.485.968	0	2.485.968
**D MAG (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	1.735	0	1.735
**D HSC ETS PUBLIC LIMITED COMPANY - HSC MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	699.208	0	699.208
**D AMUNDI ETF ICAY - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	7.178	0	7.178
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	48.013	0	48.013
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	92.350	0	92.350
**D IFSL WARBOROUGH EUROPEAN SPECIAL SITUATIONS FUND	93.072	0	93.072
**D HSC GLOBAL INVESTMENT FUNDS	186.000	0	186.000
**D AMUNDI ETF ICAY - AMUNDI GRAND 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	227.555	0	227.555
**D AMUNDI MSCI ACWI SRI PAB UCITS ETF	114.880	0	114.880
**D HSC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	2.125	0	2.125
**D ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	346.456	0	346.456
**D AXA INVESTMENT MANAGERS UK LIMITED	100.225	0	100.225
**D HSC ETS PLC	131.522	0	131.522
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	35.442	0	35.442
**D AMUNDI ETF ICAY	85.260	0	85.260
**D HSC ETS PUBLIC LIMITED COMPANY - HSC MSCI EUROPE UCITS ETF	22.906	0	22.906
**D INTERNATIONAL KAPITALANLAGESGESELLSCHAFT MBH	10.647	0	10.647
**D ALLIANCE FV-AS NCH SIFRPO INDEXING EUROLAND	514.243	0	514.243
**D KALROS INTERNATIONAL SICAV-LUX	95.417	0	95.417
**D KALROS INTERNATIONAL SICAV - MADE IN ITALY	42.117	0	42.117
**D THE F. M. FOUNDATION	245.640	0	245.640
**D ANTHEM MASTER TRUST	134.509	0	134.509
**D IL	13.000	0	13.000
**D PREVIDUAL FONDO PENSIONE	66.340	0	66.340
**D IF 1ST - EUROPE INDEX SRI	7.360	0	7.360
**D DPAM B	14.278	0	14.278
	22.363	0	22.363
	2.797.703	0	2.797.703



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Azionisti: 1.976 Teste: 1.976
Azionisti in proprio: 0 Azionisti in delega: 1.976

**D delega alla persona fisica sopra indicata con il numero della scheda allegata
**D delega alla persona fisica sopra indicata con il numero della scheda allegata (vedere chi delega alla persona fisica sopra indicata con il numero della scheda allegata)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda allegata

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DPM DBI	114.100	0	114.100
**D IF IST - GLOBE INDEX	22.562	0	22.562
**D AVADIS FUND - AKTIEN SMALL CAPS	54.172	0	54.172
**D IF IST - GLOBE INDEX SRI	1.937	0	1.937
**D AVADIS FUND-AKTIE WELT CO2 SELECT AST 2	4.844	0	4.844
**D AVADIS FUND-AKTIE WELT AST 2	12.232	0	12.232
**D MAGNESIUM	351.222	0	351.222
**D KUTABANK PENSIONES, S.A., SGPF	141.753	0	141.753
**D KUTABANK GESTION SGIC, S.A.	417.993	0	417.993
**D LUMYNA-MARSHALL MACE UCITS SICAV-LUMYNA-MS SYSTEMATIC ALPHA	114.384	0	114.384
**D CHURCH OF THE HOLYCOMFORTER	478	0	478
**D LUMYNA MARSHALLWACE UCITS SICAV LUMYNA MW TOPSMARKET NEUT	463	0	463
**D EXETER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSEFOR EMPLOYE	117.205	0	117.205
**D OVERSEAS SERIES	457.557	0	457.557
**D PRO BLEND MODERATE TERM SERIES	6.961	0	6.961
**D PRO BLEND MAXIMUM TERM SERIES	12.789	0	12.789
**D PRO BLEND EXTENDEDTERM SERIES	15.565	0	15.565
**D BAGERT FUNDINVESTMENT UNION AND INDUSTRIALINTERNATIONAL PE	27.396	0	27.396
**D KUTABANK PENSIONES MASTER SERIES	2.957	0	2.957
**D KUTABANK PENSIONES MASTER PENSION TRUST	2.957	0	2.957
**D BRUCE POWERFUSION PLAN	99.504	0	99.504
**D COFUND U S MARKET NEUTRAL ONSHORE FUNDIII	18	0	18
**D PNC BANK NAUSTODIAN FOR TBSK LOCAL	19.940	0	19.940
**D VIRTUS GLOBAL FUNDS PUBLIC LTD CO	7.822	0	7.822
**D IMPERIAL INTERNATIONAL EQUITY POOL	21.962	0	21.962
**D CIBC INTERNATIONAL EQUITY INDEX ETF	1.140	0	1.140
**D CIBC INTERNATIONAL EQUITY INDEX FUND	29.498	0	29.498
**D CIBC EUROPEAN INDEX FUND	2.938	0	2.938
**D CIBC EUROPEAN EQUITY FUND	314.136	0	314.136
**D CIBC INTERNATIONAL EQUITY INDEX POOL	921	0	921
**D CIBC INTERNATIONAL EQUITY INDEX INVESTMENT BOARD	148.145	0	148.145
**D STATE OF WISCONSIN INVESTMENT BOARD	10.803	0	10.803
**D AUTORIDADE MONETARIA DE MACAU	1.968.894	0	1.968.894
**D BAILLIE GIFFORD INTERNATIONAL ALPHA FUND	22.615	0	22.615
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	28.235	0	28.235
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	11.246	0	11.246
**D AMERICAN ELECTRIC POWER SYSTEM RETIRE MEDICAL TRUST FOR CE S	23.527	0	23.527
**D INVESTINGFOREINGEN NYKABEIT INVEST ENKROS GLOBALE AKTI	5.412	0	5.412
**D KAPITALFOREINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	454.836	0	454.836
**D VONTORBEL NON US EQUITY OFFSHORE MASTER LP	133.118	0	133.118
**D NAWEST TDS DEP ENVI RM GLO EQ FUND	70.374	0	70.374
**D SHAWES HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	29.509	0	29.509
**D MEGA PENSION TRUST DEFINED BENEFIT PLAN	25.986	0	25.986
**D ENVI HELLON DT NSL INTERNATIONAL STOCK INDEX FUND	41.839	0	41.839
**D ADVANCED SERIES TRUST AST 1 ROWE PRICE GROWTH OPPORTUNIT	143.877	0	143.877
**D ADVANCED SERIES TRUST AST 2 ROWE PRICE GROWTH OPPORTUNIT	552.468	0	552.468
**D INVESTING MARKETS ITAL MANAGEMENT	81.653	0	81.653
**D GEORGIA TECH FOUNDATION INC	74.102	0	74.102
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	1.222.734	0	1.222.734
**D LEGAL AND GENERAL UCITS ETF PLC	1.264.234	0	1.264.234
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	0	0	0
**D VANGUARD EUROPEAN STOCK INDEX FUND	0	0	0
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173

Azionisti:

Teste: 1.976

Azionisti in proprio: 0 Azionisti in delega:

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DG* delega alla persona fisica sopra indicata con il numero della scheda suggerita

**D delega alla persona fisica sopra indicata con il numero della scheda suggerita (votazione effettuata alla posizione assistita)

EL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda suggerita

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega.
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPAH FUNDS TRUST	27.847	0	27.847
**D ALLEGHEM COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D NOTHOLMITY AS SOLE TRUSTEE OF THE NOTHOLMITY ENDOWMENT TRUST	5.304	0	5.304
**D OSGIEM IRL ICAV	248	0	248
**D OSGILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D DVA SOLUTIONS INC. FORTOLLO	4.229	0	4.229
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON FR	57.498	0	57.498
**D DANMARKS GRUNDFORSKIND	21.058	0	21.058
**D IMPERIAL GLOBAL EQUITY INCOME POOL	1.801	0	1.801
**D CONSOLIDATED EDISON RETIREMENT PLAN	15.151	0	15.151
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	13.157	0	13.157
**D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	2.830	0	2.830
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCIGNATE WORD	10.092	0	10.092
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	93.092	0	93.092
**D SUPERVALO INC MASTER INVESTMENT TRUST	5.501	0	5.501
**D CERVURITE INTERNATIONAL LLC	18.161	0	18.161
**D CARL VICTOR PAGE MEMORIAL FOUNDATION	24.851	0	24.851
**D ACHREA VARIABLE SECURITIES HEALTH FUND	108.193	0	108.193
**D STICHTING PENSIOENFONDS NOTARIAT	27.213	0	27.213
**D NV HAZELUNIE	2.721	0	2.721
**D DEUTSCHE DOG EQ	2.956	0	2.956
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	2.323	0	2.323
**D GOLDMAN SACHS ASSET MANAGEMENT LP	909.266	0	909.266
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	135.581	0	135.581
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	32.198	0	32.198
**D LPP I GLOBAL EQUITIES FUND	12.983	0	12.983
**D FLORIDA GLOBAL EQUITY FUND LLC	3.537.165	0	3.537.165
**D AERONSTREET COLLECTIVE INVESTMENT TRUST	8.246	0	8.246
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGLED TRUST	218.838	0	218.838
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND	87.193	0	87.193
**D TEXAS UTILITIES ORAL NOT PARTNERSHIP	99.406	0	99.406
**D DWS INVESTMENT GERN ON BEHALF OF DWS FONDS ZGV EVO	1.611	0	1.611
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	2.680	0	2.680
**D TO FUNDAMTAL EQUITY INDEX ETF	27.516	0	27.516
**D TO FUNDAMTAL INDEX FUND	1	0	1
**D ELIZABETH F. RIGOLDAN	38.890	0	38.890
**D BRUCE P. BICKNER TRUST MAWER INTL	3.667	0	3.667
**D BPS INVESTMENT LP	2.961	0	2.961
**D CHARLES A. FRAGIN 2012 TRUST FBO MOR	1.142	0	1.142
**D ELISABETH ROSSMAN	1.195	0	1.195
**D BUNRATTY HOLDINGS LLC	5.105	0	5.105
**D CAROL L. BARNETT CHARITABLE REMAIND 105710468350	1.171	0	1.171
**D CAROL J. BARNETT CRUI II	1.686	0	1.686
**D RED BLAZER INVESTMENTS VENTURE LLC	3.797	0	3.797
	5.825	0	5.825



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2 DDE delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.976

Teste:

1.976

Azionisti:

Azionisti in proprio.

0 Azionisti in delega

**D delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione effettuata alla posta elettronica)

KL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema Incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

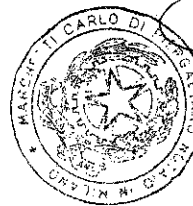
Codice	Codice	Tot. Voti	Proprio	Delega
**D QFIS FINANCIAL LLC		11.110	0	11.110
**D L BIONANNO TRUST T SMITH SR		9.323	0	9.323
**D DORIS CHRISTOPHER		41.936	0	41.936
**D WS DEFENDANTS ANNUITY FUND		25.532	0	25.532
**D SCOTT GARRETT		1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN		4.590	0	4.590
**D CATHERINE KING		1.229	0	1.229
**D JOHN MCCARTHEY		1.894	0	1.894
**D GAIL MCLEACHLAN		3.753	0	3.753
**D L SHIGLEY TR TR 11 18 04 MAWER ADR		2.271	0	2.271
**D MORRIS 1992 GIFT TRUST		3.380	0	3.380
**D JOHN NEVINS		2.203	0	2.203
**D THOMAS F FRCHAL TR DTD 3 31 94 MAWER		2.770	0	2.770
**D JAMES C TUCKER TR DTD 6 18 92 MAWER		2.538	0	2.538
**D SUSAN ZUCKER		1.505	0	1.505
**D TD EMERALD INTERNATIONAL EQUITY INDEX FUND		118.913	0	118.913
**D STITCHING DEPOSITORY APG DEVELOPED MARKETS EQUITY POOL		919.623	0	919.623
**D WINDWISE MSCI EAFE INDEX NON LENDING		16.657	0	16.657
**D CHARLES FEMIN		1.593	0	1.593
**D EXEC FAMILY TRUST M FOND 11 FAMILY TRUST		2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		13.900	0	13.900
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		18.906	0	18.906
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		48.811	0	48.811
**D BNYN MELLON CF SL INTERNATIONAL STOCK INDEX FUND		48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD		540.704	0	540.704
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN VAST		87.362	0	87.362
**D 1895 FONDS STICHTING 1		36.229	0	36.229
**D COUNTY OF SANTA CLARA		11.547	0	11.547
**D VAERDIEPAPTRONDEN SPARINVEST INDEX BAERDIEGTIGE GLOBALE AKTIEF ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA		6.405	0	6.405
**D VAERDIEPAPTRONDEN SPARINVEST INDEX BAERDIEGTIGE EUROPA KL		14.511	0	14.511
**D VIRTUS NEJ INTERNATIONAL VALUE FUND		97.062	0	97.062
**D PIONEER GLOBAL EQUITY FUND		466.614	0	466.614
**D PIONEER INTERNATIONAL EQUITY FUND		1.018.382	0	1.018.382
**D PIONEER MULTI ASSET INCOME FUND		1.142.789	0	1.142.789
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND		3.908	0	3.908
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND		3.437.241	0	3.437.241
**D BCT FOLEO INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		4.128	0	4.128
**D SHELL NEDERLAND PENSIOENFONDS STICHTING		2.179	0	2.179
**D ARIZONA STATE RETIREMENT SYSTEM		171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND		3.659	0	3.659
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF		20.201	0	20.201
**D XTRACTORS MSCI KOSGOSAI EQUITY ETF		18.358	0	18.358
**D KNIGHTS OF COLOMBUS MASTER TRUST		5.603	0	5.603
**D CITICORPAM ESG INTERNATIONAL EQUITY ETF		8.291	0	8.291
**D CITICORPAM ESG INTERNATIONAL EQUITY ETF		16.594	0	16.594
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		66.962	0	66.962
**D THE 65th PENSION FUND		13.013	0	13.013
**D XTRACTORS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.520	0	3.520
**D AIB GROUP IRISH PENSION SCHEME		16.272	0	16.272

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FA VOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BANK OF KOREA	21.268	0	21.268
**D ALASKA PERMANENT FUND CORPORATION	37.113	0	37.113
**D INTERNATIONAL EQUITY FUND	12.063	0	12.063
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536	0	1.536
**D SIEMENS DIVERSIFIED GROWTH	19.588	0	19.588
**D SIEMENS EMG EQUITIES	42.090	0	42.090
**D FLORIDA RETIREMENT SYSTEM	14.608	0	14.608
**D INVESCO EVI INTERNATIONAL EQUITY CLASS	170.036	0	170.036
**D INVESCO INTERNATIONAL GROWTH FUND	25.731	0	25.731
**D INVESCO EUROPLUS FUND	239.594	0	239.594
**D KAPITALFORENINGEN EMG INVEST GLOBALIE ANVIER III	11.770	0	11.770
**D INVESTINGFORNINGEN NIKREDIT INVEST GLOBALE ANVIER BASIS	6.403	0	6.403
**D INVESTINGFORNINGEN NIKREDIT INVEST TANTISIR ALLOMERING	5.891	0	5.891
**D INVEST MASCOT	285	0	285
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	29.877	0	29.877
**D INVESCO FUSE BAIT DEVELOPED MARKETS EX U S ETF	22.590	0	22.590
**D RMG TIMESQUARE GLOBAL SMALL CAP FUND	11.802	0	11.802
**D GREAT WEST COE STRATEGIES INTERNATIONAL EQUITY FUND	13.505	0	13.505
**D STICHTING BEDLIFESTAMPENFONDS VOOR HET SCHILDERS AFM ERKINGS ENGLASZETBEDRIJF	12.906	0	12.906
**D 1895 FONDS EGR	12.182	0	12.182
**D BLACKROCK LIFE LIMITED	65.505	0	65.505
**D VIRTUS GLOBAL SMALL CAP FUND	3.362	0	3.362
**D ENTERPRISE TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEES BENEFIT TRUSTS	1.256.236	0	1.256.236
**D INVESCO FUNDS	4.279	0	4.279
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	38	0	38
**D INVESSCO MARKETS II PUBLIC LTD CO	52.512	0	52.512
**D GREAT WEST INTERNATIONAL INDEX FUND	9.983	0	9.983
**D UNIVERSITY OF NOTRE DAME DU LAC	1.191.050	0	1.191.050
**D ISHARES VII PUBLIC LIMITED COMPANY	41.685	0	41.685
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	178.165	0	178.165
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	38.477	0	38.477
**D ENSIGN PEAK ADVISORS INC	9.903	0	9.903
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	237.735	0	237.735
**D BLACKROCK GLOBAL FUNDS	856.016	0	856.016
**D DIVERSIFIED INTERNATIONAL FUND	50.395	0	50.395
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	20.255	0	20.255
**D PRINCIPAL FUNDS INC OVERSEAS FUND	26.661	0	26.661
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	151.659	0	151.659
**D TEXAS PERMANENT TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	1.403	0	1.403
**D ABB PENSION FUND	1.082	0	1.082
**D INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	71.830	0	71.830
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	9.248.388	0	9.248.388
**D STICHTING PENSIONFONDS ASP	86.852	0	86.852
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	81.666	0	81.666
**D HANO COMPOSITE EMPLOYEE BENEFIT TRUST	20.914	0	20.914
**D MICROFILM INTERNATIONAL INC	284.758	0	284.758
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNET	520.000	0	520.000
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	3.652	0	3.652
**D ANA MBS FINANCIAL DESIGNATED ACTIVITY CO	175.080	0	175.080
**D XTRAKERS MSCI EUROZONE HEDGED EQUITY ETF	789	0	789
**D PLUMBERS AND PIPEFITTERS NATIONAL PENSION FUND		0	
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		0	



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2 Det delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.976

1.976

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.976

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

KL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D VOYA BALANCED PORTFOLIO	29.672	0	29.672
**D THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNATE WORD CHARITABLE TRUST	32.226	0	32.226
**D COUNSEL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D ARIZONA PSFERS TRUST	89.287	0	89.287
**D DMS INVESTMENT GNMH ON BEHALF OF DMS FONDS BPT	89.366	0	89.366
**D SEMPRA ENERGY PENSION MASTER TRUST	5.470	0	5.470
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025	0	3.025
**D UPMC MASTER TRUST	17.509	0	17.509
**D UPMC BASIC RETIREMENT PLAN	43.505	0	43.505
**D COUNSEL INTERNATIONAL GROWTH	238.480	0	238.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.800	0	19.800
**D INVESTINGFORNEMEN LAGERNES INVEST II ARTIER GLOBALE	9.714	0	9.714
**D KAPITALFONNEMEN LAGERNES INVEST KII ARTIER GLOBALE INDEMNREDIT PORTFOLJUE ADMINISTRATION AS	15.334	0	15.334
**D BLACKROCK LIFE LTD	147.221	0	147.221
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	1.529.004	0	1.529.004
**D BLACKROCK MSCI EUROPE HIGED EQUITY ETF	30.800	0	30.800
**D SIF INVESTMENT BANK OF SOUTHERN AFRICA LTD	57.333	0	57.333
**D ABRACOSTREX US GRUP TRUST	142.503	0	142.503
**D XTRACKERS MSCI EAFE HEGED EQUITY ETF	197.002	0	197.002
**D WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	32.622	0	32.622
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	2.562	0	2.562
**D MACKENZIE MAXIMUM DIVERSIFICATION DEVELOPED EUROPE	2.567	0	2.567
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	614	0	614
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	22.029	0	22.029
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	1.432	0	1.432
**D XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	15.637	0	15.637
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.748	0	1.773.748
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	296.534	0	296.534
**D EUROPEAN CENTRAL BANK	155.817	0	155.817
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	12.040	0	12.040
**D MANVILLE PERSONAL INJURY SETTLEMENT TRUST	2.244	0	2.244
**D UBS CAYMAN TRUST 1 UBS TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIRTUS KAR INTERNATIONAL SMALL CAP FUND	2.850.514	0	2.850.514
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.366	0	7.366
**D GRAYBANK GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STITCHING PENSIONFONDS UWV	25.698	0	25.698
**D ILLINOIS TREASURY MANAGEMENT AGCV	1.006	0	1.006
**D NBP MANNESTRA PRALINÉ II RETAIL QUALIFIED TRUST	2.702	0	2.702
**D NBP MANNESTRA PRALINÉ II RETAIL QUALIFIED TRUST	3.389	0	3.389
**D VANGUARD INTL HGV DIV VLD INDEX	366.310	0	366.310
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.261	0	24.261
**D STITCHING C3 FUND DEPOSITARY	28.631	0	28.631
**D STITCHING PENSIONFONDS HOOGVERNS	5.101	0	5.101
**D DEAN FONDS 2DV	242.826	0	242.826
**D FIDELITY SAI INTERNATIONAL INDEX FUND		0	

DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Teste:

1.976

Azionisti:

Azionisti in proprio: 0 Azionisti in delega.

1.976

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione azionista)

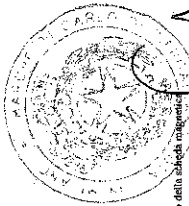
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
 FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VIRTUS TACTICAL ALLOCATION FUND	266.906	0	266.906
**D SHELL CANADA 2007 PENSION PLAN	672	0	672
**D AERION GLOBAL EQUITY FUND	2.211	0	2.211
**D RELIABILITY LLC	488.002	0	488.002
**D ALL INTERNATIONAL INDEX FUND	45.709	0	45.709
**D ALL DEB INTERNATIONAL CORE EQUITY FUND	15.429	0	15.429
**D RIVERWORTH GLOBAL RECOVERY FUND	44.491	0	44.491
**D FIRST TRUST GLOBAL EQUITY FUND	17.802	0	17.802
**D FIRST TRUST GLOBAL EQUITY PLC FIRST TRUST GLOBAL EQUITY IN	989	0	989
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	15.085	0	15.085
**D VANGUARD GLOBAL DIVIDEND FUND	136.382	0	136.382
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	66.114	0	66.114
**D ALABAMA TRUST FUND	173.621	0	173.621
**D COX ENTERPRISES INC MASTER TRUST	156.967	0	156.967
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	133.915	0	133.915
**D MAFRE NSV LIFE PLC	113.209	0	113.209
**D ISHARES PUBLIC LIMITED COMPANY	519.821	0	519.821
**D ACHMEA TENSION EN LEVENSVZERKEERINGEN NV	14.829	0	14.829
**D EMFT INKA FUND	30.726	0	30.726
**D INKA BREAK	10.074	0	10.074
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	97.890	0	97.890
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	652.405	0	652.405
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	281.494	0	281.494
**D RETIREMENT BENEFITS INVESTMENT FUND	4.971	0	4.971
**D POOL REINSURANCE CO LTD	19.913	0	19.913
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	20.503	0	20.503
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	3.098	0	3.098
**D ANG TIMESQUARE INTERNATIONAL SMALL CAP FUND	102.933	0	102.933
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	30.500	0	30.500
**D BLACKROCK SOLUTIONS FUNDS ICAY	689.060	0	689.060
**D PENSION RESERVES INVESTMENT TRUST FUND	70.230	0	70.230
**D THE HSAR GOVERNMENT SCHOLARSHIP FUND	309	0	309
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	136.944	0	136.944
**D DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	25.722	0	25.722
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	303.485	0	303.485
**D QUALITY EDUCATION FUND	1.093	0	1.093
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	2.144.103	0	2.144.103
**D FINANCIAL PLANNING LIMITED	1.581	0	1.581
**D INDIANA PUBLIC EMPLOYEES RETIREMENT SYSTEM	2.266	0	2.266
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	675.632	0	675.632
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	11.685	0	11.685
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	24.923	0	24.923
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	103.600	0	103.600
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	1	0	1
**D HSBC INTERNATIONAL EQUITY INDEX FUND	414	0	414
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	8.234	0	8.234
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR DE ZOEWARENINDUSTR	91.201	0	91.201
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR HET	5.035	0	5.035
**D GOLDMAN SACHS ETF ICAY	4.163	0	4.163
**D ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MEH	4.77	0	4.77
**D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	6.868	0	6.868
	2.484	0	2.484



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D RGM QWA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2.034	0	2.034
**D ENERGY INSURANCE ACTUAL LIMITED	243	0	243
**D MIDDLETOWN WORKS HOBLY AND SALARIED UNION	2.865	0	2.865
**D METROPOLITAN LIFE INSURANCE COMPANY	24.797	0	24.797
**D IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	11.740	0	11.740
**D BOCI PRUDENTIAL TRUSTEE LIMITED BOCPRES EUIF	29.736	0	29.736
**D SOGECAP ACTIONS - MID CAP	180.704	0	180.704
**D SILVER INVESCO EURO EQUITY	106.659	0	106.659
**D SG ACTIONS MONDE SELECTION	164.839	0	164.839
**D LIXOR FTSE MIB UCITS ETF	515.025	0	515.025
**D LIXOR MSCI EUROPE UCITS ETF	42.119	0	42.119
**D SEE ACTIONFUNDUS	12.945	0	12.945
**D SG ACTIONS INTERNATIONALLES	44.043	0	44.043
**D SG ACTIONS ETATS-UNIS FOCHE AC	43.464	0	43.464
**D OEL INVEST ESG EURO EQUITY SMA	16.979	0	16.979
**D LIXINDEX FUND - LIXOR MSCI EMO	34.711	0	34.711
**D MULXI UNITS LUX-LIXOR CORE MSC	53.168	0	53.168
**D LIXOR CORE MSCI WORLD (UK) UCI	36.188	0	36.188
**D LIXOR INVEST EURO STOXX BANK	1.116.229	0	1.116.229
**D MUL-LIX ESG IT COMPASS 2	16.241	0	16.241
**D LIXOR MSCI EUROPE ESG LEADERS	135.632	0	135.632
**D MUL-LIX NET ZERO 50 SP EURO6 C	3.164	0	3.164
**D LIP-LIXOR MSCI WORLD CREDUL PR	331.509	0	331.509
**D PROGENT AZ SOST	779	0	779
**D ASI PROG AZIONE SOSTENIB III	779	0	779
**D AMIF - EMU EQUITY	34.683	0	34.683
**D AMIF - EUROPEAN EQUITY	28.605	0	28.605
**D ALF- TACTICAL PORTFOLIO INCOME	13.884	0	13.884
**D ASI - BILANC PERCOR ANTI VI	7.698	0	7.698
**D ASI BIL PER ATTIVO III	7.564	0	7.564
**D MUL AMUNDI MSCI EUROPE CLIMATE	39.991	0	39.991
**D EFFELUX SICAV AZIONARIO EURO	54.822	0	54.822
**D ASI - BILANCIATO PERC ATTIV II	2.968	0	2.968
**D AMUNDI SGR SEA / AMUNDI RISPARMIO ITALIA	292.722	0	292.722
**D AMUNDI SGR SEA/AMUNDI SVILUPPO ATTIVO ITALIA	755.000	0	755.000
**D AMUNDI SGR SEA/CORE PENSION FONDO PENSIONE APERTO	207.101	0	207.101
**D AMUNDI SGR SEA/SECONDAPENSIONE FONDO PENSIONE APERTO	509.336	0	509.336
**D SET GLOBAL MASTER FUND PLC THE	4.935	0	4.935
**D AS SICAV III - DYNAMIC ALL MAR	1.552	0	1.552
**D KORNISAI EQUITY INDEX FUND, A S	15.212	0	15.212
**D MORGAN STANLEY PATHWAY FUNDS -	16.668	0	16.668
**D METZLER UNIVERSAL TRUST KIMOR	16.200	0	16.200
**D GRICOR BUILDERS INTERNATIONAL E	34.442	0	34.442
**D BAIQGE BUILDERS TEX MARGES	3.777	0	3.777
**D DESTINATIONS INTERNATIONAL EQU	25.557	0	25.557
**D NZAM EURO STOXX PARIS-ALIGNED	13.861	0	13.861
**D NETFLER INTERNATIONAL INVESTME	376	0	376
**D BLACKROCK GLOBAL ALLOCATION FU	334.000	0	334.000
**D BLACKROCK GLOBAL ALLOCATION FU	64.547	0	64.547
**D MORGAN STANLEY PATHWAY	140.033	0	140.033
**D MLC INVESTMENTS MLC LIMITED	27.881	0	27.881
**D VEV LOW CARBON WORLD EQUITIES	65.593	0	65.593

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Azionisti: 2
Azionisti in proprio: 1.976
Teste: 1.976
0 Azionisti in delega.

DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica

DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)

DL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Categorie	Tot. Voti	Proprio	Delega
**D URS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	243.123	0	0
**D URS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	87.296	0	0
**D URS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	2.246	0	0
**D URS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	1.430	0	0
**D URS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	3.111	0	0
**D URS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	756	0	0
**D URS FUND MANAGEMENT (LUXEMBOURG) SA	154.556	0	0
**D URS (LUX) STORY I	403	0	0
**D MGRSOS BANK (LUX) FONDS INTERSTOCK	1.280	0	0
**D MGRSOS BANK (LUX) FONDS 50	1.560	0	0
**D MGRSOS BANK (LUX) FONDS 40 (EUR)	920	0	0
**D MGRSOS BANK (LUX) FONDS 30	760	0	0
**D STRATEGY SICAV	3.600	0	0
**D LGTSUPER	32.562	0	0
**D PRIME SUPER	2.308	0	0
**D KARICK LIMITED	2.803	0	0
**D SVDBANK A/S	28.409	0	0
**D FONDATION BOTNAR..	31.151	0	0
**D URS FUND MANAGEMENT (SWITZERLAND) AG.	359.314	0	0
**D CREDIT SUISSE FUNDS AG	10.820	0	0
**D URS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEWMARK HEDGED	28.489	0	0
**D URS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEWMARK	27.571	0	0
**D URS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTION WELT	10.582	0	0
**D GWS	166.071	0	0
**D NORGES BANK	1.648.802	0	0
**D GOVERNMENT OF NORWAY	2.748.822	0	0
**D ASSET MANAGEMENT EXCHANGE UNITS CCF.	25.829	0	0
**D ASSET MANAGEMENT EXCHANGE UNITS CCF.	10.655	0	0
**D ASSET MANAGEMENT EXCHANGE UNITS CCF.	49.136	0	0
**D LEGAL AND GENERAL CCF	18.019	0	0
**D BANK OF BOTSWANA	4.993	0	0
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	217.083	0	0
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE.	665.896	0	0
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	17.639	0	0
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUND	1.237	0	0
**D WHEELS COMMON INVESTMENT FUND.	11.104	0	0
**D STICHTING REDJUFSTAPENFONDEN VOOR DE DETAILHANDEL	1.344	0	0
**D HL MULTI-MANAGER SPECIAL SITUATIONS TRUST.	49.683	0	0
**D LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	47.430	0	0
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	7.338	0	0
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	38.024	0	0
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX OR INDEX FUND	20.777	0	0
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	11.939	0	0
**D JUITER EUROPEAN SMALLER COMPANIES FUND	9.403	0	0
**D JUITER EUROPEAN SPECIAL SITUATIONS FUND.	18.482	0	0
**D JUITER EUROPEAN INDEX TRUST	417.330	0	0
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	300.522	0	0
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	239.360	0	0
**D TROE POTENTIAL PICTET BALANCED	82.597	0	0
**D TRUE POTENTIAL PICTET GROWTH	8.318	0	0
**D TRUE POTENTIAL PICTET CAUTIOUS.	9.499	0	0
**D TRUE POTENTIAL PICTET CAUTIOUS.	1.456	0	0

Azionisti:

1.976 Teste:
0 Azionisti in delega:

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2
1976

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

AD* delega alla persona fisica sopra indicata con il numero della scheda magnetica (azione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TRUE POTENTIAL PICTET AGGRESSIVE	2.943	0	2.943
**D TRUE POTENTIAL PICTET DEFENSIVE	147	0	147
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386	0	10.386
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	2.383.828	0	2.383.828
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447	0	14.447
**D STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	3.920	0	3.920
**D BARINGS INTERNATIONAL UMBRELLA FUND	62.740	0	62.740
**D LEGAL & GENERAL ICANV.	354	0	354
**D NORTHERN TRUST UCITS FGR FUND	98.858	0	98.858
**D VERDIPATIRFONDET KLP AGS/EUROPA INDEXS.	29.362	0	29.362
**D VERDIPATIRFONDET KLP AGS/GLOBAL INDEXS	98.343	0	98.343
**D SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND RCP-SIF.	2.553	0	2.553
**D MEICHOIR SELECTED TRUST	417.360	0	417.360
**D STITCHING BLUE SKY LIQUID ASSET FUNDS.	9.809	0	9.809
**D PUBLIC SECTOR PENSION INVESTMENT BOARD.	575.189	0	575.189
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	648.423	0	648.423
**D BAKER HUGHES INCORPORATED MASTER TRUST	192.596	0	192.596
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	40.237	0	40.237
**D SUNAM LIFE INSURANCE EXCHANGE	1.654	0	1.654
**D SUNAM HEALTH MASTER RETIREMENT TRUST	85.900	0	85.900
**D SUNAM HEALTH	71.508	0	71.508
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	34.186	0	34.186
**D SCHLUMBERGER GROUP TRUST AGREEMENT	14.749	0	14.749
**D LSHARIS PENSION MASTER TRUST	95.180	0	95.180
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369	0	22.369
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	30.043	0	30.043
**D CHEVRON MASTER PENSION TRUST	9.924	0	9.924
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	6.020	0	6.020
**D THE MINGEROO FOUNDATION TRUST	5.417	0	5.417
**D EQUITYSUPER	11.610	0	11.610
**D STITCHING PENSIONFONDS SACITTARIUS	14.005	0	14.005
**D STITCHING EME PENSIONFONDS	85.423	0	85.423
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	475.509	0	475.509
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	24.671	0	24.671
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	85.429	0	85.429
**D HFC COMMON CONTRACTUAL FUND.	3.257	0	3.257
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	563.201	0	563.201
**D UNITED NATIONS. RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	3.565	0	3.565
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	5.950	0	5.950
**D FIDELITY INVESTMENT'S CHARITABLE GIFT FUND DTD 8/18/2009	6.045	0	6.045
**D STEWART L. WALTON FAMILY TRUST UAD 03/19/13	1.543	0	1.543
**D ST. MARY'S HEALTHCARE	178	0	178
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	30.359	0	30.359
**D GENIA NUCLEAR POWER PLANT QUALIFIED FUND.	1.200	0	1.200
**D RICHARDSON PIERCE FINANCIAL UNIVERSITY	7.934	0	7.934
**D NINE MILE POINT QUALIFIED PARTNERSHIP	3.500	0	3.500
**D NETLIFE 401(K) PLAN TRUST	332.702	0	332.702
**D NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	92.352	0	92.352
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	0	3.940
**D IBM PERSONAL PENSION PLAN TRUST	1.578	0	1.578
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.331	0	1.331
**D CONSTELLATION PENSION MASTER TRUST	65.279	0	65.279

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Azionisti: 2
Azionisti in proprio: 1.976
Testi: 1.976
0 Azionisti in delega.
DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CONSTELLATION FITZPATRICK QUALIFIED FUND	2.472	0	2.472
**D BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	64.000	0	64.000
**D TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION	132.022	0	132.022
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	1.400	0	1.400
**D CUSTIC THERES NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND	200	0	200
**D CUSTIC THERES NUCLEAR POWER PLANT	8.245	0	8.245
**D THE ARCHDIOCESE OF HANFORD INVESTMENT TRUST	180	0	180
**D ALM 2010 FAMILY TRUST	33.405	0	33.405
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	52.781	0	52.781
**D NEWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	1.240	0	1.240
**D CONNER CLARK & LUNN COLLECTIVE INVESTMENT TRUST	13.996	0	13.996
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	10.836	0	10.836
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	395.415	0	395.415
**D HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	19.087	0	19.087
**D THE BOARD OF MANAGEMENT OF THE CHINESE PERMANENT CEMETERIES	2.586	0	2.586
**D BEAT DRUGS FUND ASSOCIATION	752	0	752
**D THE BUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	5.604	0	5.604
**D BSA COMMINGLED ENDOWMENT FUND LP	18.540	0	18.540
**D CARROLL AVENUE PARTNERS LLC.	171	0	171
**D BOWERS LLC	18.433	0	18.433
**D DFI LP EQUITY (PASSIVE	1.693	0	1.693
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	3.161	0	3.161
**D DUNASTY INVEST LTD	1.354	0	1.354
**D FUNDO DE ENSEIOS	6.241	0	6.241
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	11.885	0	11.885
**D LEGAL & GENERAL MSCI EAFE FUND LLC	44.169	0	44.169
**D BUILDERS ASSET MANAGEMENT LLC	37.058	0	37.058
**D LEHMAN-STAMM FAMILY PARTNERS LLC	62	0	62
**D NELKE PARTNERSHIP	1.208	0	1.208
**D INTERNATIONAL EQUITY FUND LLC	8.157	0	8.157
**D PELICAN FUND LP	217.416	0	217.416
**D PINK CALI LLC	174	0	174
**D HATHORN ON LLC	3.169	0	3.169
**D HARTMAN EQ LLC	9.145	0	9.145
**D HASLAM PARTNERS INVESTMENT PARTNERSHIP	19.517	0	19.517
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	202	0	202
**D EOM INTERNATIONAL LLC	2.860	0	2.860
**D RTPIP LP	2.451	0	2.451
**D GLOBAL BOND FUND WANCROSS INC	4.180	0	4.180
**D THYSSEN GLOBAL INVESTMENTS CORP.	21.276	0	21.276
**D MFC INTERNATIONAL EQUITY SERIES	537	0	537
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	7.196	0	7.196
**D SLW PORTFOLIO LLC	15.475	0	15.475
**D INTERMEDIE INTERNATIONAL EQUITY SERIES	2.059	0	2.059
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.405	0	2.405
**D SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D CINDY SPRINGS LLC	48.975	0	48.975
**D GOVERNMENT OF GUAM RETIREMENT FUND	71.145	0	71.145
**D K INVESTMENTS SH LIMITED.	53.462	0	53.462
**D LEGAL & GENERAL MSCI EAFE SL FUND LLC	43.955	0	43.955
**D MBB PUBLIC MARKETS I LLC	25.154	0	25.154
**D ASCENSION ALPHA FUND LLC	7.309	0	7.309



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2

1.976

Azionisti: 1.976

Totale: 0

Azionisti in delega: 0

DE* delega alla persona fisica sopra indicata con il numero delle schede magnetiche.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presenza del delegato).

EL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D UNITED NATIONS JOINT STAFF PENSION FUND.	595.043	0	595.043
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	178.379	0	178.379
**D CHEVRON UK PENSION PLAN	3.659	0	3.659
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198	0	19.198
**D FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419	0	1.569.419
**D FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	49.129	0	49.129
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR OVERSEAS FUND	219.563	0	219.563
**D FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874	0	1.616.874
**D FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	1.536	0	1.536
**D WITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WGSW INVESTMENTS LIMITED	373	0	373
**D HAFORS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ASIA	28.273	0	28.273
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER GSS TRUST.	612.227	0	612.227
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.455	0	1.455
**D NT WORLD GREEN TRANSITION INDEX FUND	803	0	803
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	494	0	494
**D MERGER INDEXED INTERNATIONAL SHARES FUND	17.553	0	17.553
**D MERGER INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D AUSTRALIAN CAPITAL TERRITORY	47.788	0	47.788
**D MERGER MULTI-MANAGER INTERNATIONAL SHARES FUND	16.190	0	16.190
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	168.317	0	168.317
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	3.063	0	3.063
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	814	0	814
**D EQUITY TRUSTEES LIMITED	3.995	0	3.995
**D QIC INTERNATIONAL EQUITIES FUND.	9.321	0	9.321
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	4.326	0	4.326
**D JOHN T. WALTON FAMILY TRUST	248.318	0	248.318
**D S. ROBSON WALTON 2009 GRANT NO. 4 ARTICLE II TRUST	231.749	0	231.749
**D MOBIUS LIFE LIMITED	2.187	0	2.187
**D RHM TESTAMENTARY TRUST NO. 1	8.673	0	8.673
**D RHM TESTAMENTARY TRUST NO. 3	2.768	0	2.768
**D RHM TESTAMENTARY TRUST NO. 10.	4.659	0	4.659
**D RHM TRUST NO. 2 DATED 01/17/03	4.319	0	4.319
**D RHM TRUST NO. 3 DATED 01/17/03	3.879	0	3.879
**D RHM TESTAMENTARY TRUST NO. 2	2.985	0	2.985
**D STEELMOORGES PENSION TRUST	98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST	2.920	0	2.920
**D S. ROBSON WALTON 1999 CHILDRENS TRUST	1.450	0	1.450
**D THE ROYAL CANADIAN MOUNTED POLICE FOUNDATION	11.326	0	11.326
**D THE LILLY M. LILLY FOUNDATION	15.598	0	15.598
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.552	0	1.278.552
**D SEAN P. ANGRAD 2016 TR DATED FEB 8 1991	1.493	0	1.493
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	41.080	0	41.080

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DUE delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.976

Teste:

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

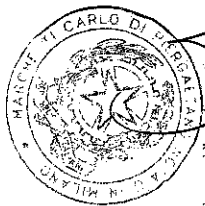
DUE delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

NU" rappresentanza legge alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ROYAL BOROUGH OF KINGSTON PENSION FUND	13.054	0	13.054
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	40.171	0	40.171
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	6.124	0	6.124
**D HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	27.960	0	27.960
**D JTW TRUST NO. 2 UAD 9/19/02.	3.079	0	3.079
**D JTW TRUST NO. 1 UAD 9/19/02.	2.351	0	2.351
**D JTW TRUST NO. 3 UAD 9/19/02.	3.508	0	3.508
**D THE MISSOURI FOUNDATION FOR HEALTH	1.846	0	1.846
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	2.541	0	2.541
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	1.670	0	1.670
**D PEARSON FOUNDATION PENSION PLAN	176.146	0	176.146
**D FIDELITY INTERNATIONAL DEFINED BENEFIT MASTER TRUST..	562	0	562
**D BARINGS EUROPE SELECT TRUST	8.423	0	8.423
**D ESSANTIA HEALTH	773.597	0	773.597
**D DEEM M IMPROVE 2016 TR UAD FEB 8 1991.	1.687	0	1.687
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	3.460	0	3.460
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	3.530	0	3.530
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	13.295	0	13.295
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	2.121	0	2.121
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	106.656	0	106.656
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	170.244	0	170.244
**D ALFRED I. DUPONT CHARITABLE TRUST	11.975	0	11.975
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST	10.674	0	10.674
**D CITY OF FRESNO RETIREMENT SYSTEMS.	90.309	0	90.309
**D ILLINOIS MUNICIPAL RETIREMENT FUND	222.573	0	222.573
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	198.931	0	198.931
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	41.900	0	41.900
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	71.213	0	71.213
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	11.715	0	11.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	27.715	0	27.715
**D UTAH STATE RETIREMENT SYSTEMS	63.108	0	63.108
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	80.287	0	80.287
**D USAA GENERAL INDEMNITY COMPANY	2.632	0	2.632
**D USAA CASUALTY INSURANCE COMPANY	4.139	0	4.139
**D WYOMING RETIREMENT SYSTEM	7.607	0	7.607
**D ABU DHABI PENSION FUND	6.161	0	6.161
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	58.482	0	58.482
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	198.980	0	198.980
**D NAV CANADA PENSION PLAN	1.181	0	1.181
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	27.389	0	27.389
**D ACS 30:70 GLOBAL EQUITY TRACKER FUND	772.076	0	772.076
**D BOLIVIA COLOMBIA INVESTMENT MANAGEMENT CORPORATION.	8.491	0	8.491
**D STATE TEACHERS RETIREMENT CONTRACTUAL SCHEME.	1.664	0	1.664
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDELICOMISO DE FOND O DE AHORRO DE PANAMA	14.585	0	14.585
**D LOPS CENTRAL AUTHORIZED CONTRACTUAL SCHEME...	436.209	0	436.209
**D USCS COMMON CONTRACTUAL FUND	6.300	0	6.300
**D BLACKROCK COMMON CONTRACTUAL FUNDS	2.535	0	2.535
**D BLACKROCK UCITS CCF	13.175	0	13.175
**D FIDELITY INVESTMENT TRUST:FIDELITY INTERNATIONAL DISCOVERY K	72.306	0	72.306
	126.560	0	126.560



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Delega	Proprio
**D FIDELITY ADVISOR - SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	484.967	0	0
**D DELA NATURA- EN LEVENVERZEKERINGEN N.V.	246.320	0	0
**D KOMUNAL LANDFENSCHENSKASSE GJENSIDIG FORSIKRINGSSELSKAP	63.171	0	0
**D RECORD INVEST SCA SICAV RAIF	5.055	0	0
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	2.444	0	0
**D STICHTING PENSIOENFONDS PGB	84.009	0	0
**D STICHTING BEDRIJFSTAMPENFONDS VOOR VLEES VLEESWAREN G	13.990	0	0
**D STICHTING BEDRIJFSTAMPENFONDS VOOR HET SCHOONMAK EN GL.	14.198	0	0
**D STICHTING BEDRIJFSTAMPENFONDS VOOR HET BERGESPANVOER OVER DE MEG	28.576	0	0
**D STICHTING BEDRIJFSTAMPENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	24.516	0	0
**D FVANDE AP-FONDEM.	130.077	0	0
**D STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	6.559	0	0
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.569	0	0
**D WELLINGTON PACORA FUND (CAPMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	155.165	0	0
**D WOLF CREEK INVESTORS (BENMOHA) LP	276.448	0	0
**D HANZELMAN INVESTING (WME) LTD	254	0	0
**D POINT12 LANDON INVESTMENTS LTD.	237.690	0	0
**D ARROWSTREET INTERNATIONAL EQUITY FARK ALPHA EXTENSION FUND	76.149	0	0
**D DE SHAW US BROAD MARKET CORP ALPHA EXTENSION CUSTOM FUND II L.L.C.	12.254	0	0
**D ARROWSTREET ACMI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.	1.500	0	0
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FUND A SUB-PD OF ARROWSTREET US GRP TST PORTFOLIO	10.500	0	0
**D DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS II L.L.C	89	0	0
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	178	0	0
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED PORTFOLIO MARGIN ACT 200.	6.749	0	0
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	22.155	0	0
**D AQR INNOVATION FUND L.P.- SE RIES	280	0	0
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	148	0	0
**D ARROWSTREET(CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	23.054	0	0
**D ARROWSTREET INTERNATIONAL EQUITY ACMI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACT	11.545	0	0
**D AQR GLOBAL MACRO MASTER ACCOUNT L.P OGIER FIDUCIARY SERVICES	49.798	0	0
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACMI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACT	36.120	0	0
**D THE BUTTWOOD FAMILY FOUNDATION	10.700	0	0
**D ALEXIARES LLC	7.600	0	0
**D THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY USD 06/27/11 A K MOORHEAD TTEE AND 12/11/18	3.100	0	0
**D THE DAVID A DUFFIELD TRUST USD 07/14/88	2.432	0	0
**D CM GRAT LLC	650	0	0
**D ROSENE LLC	2.499	0	0
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0	0
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0	0
**D MEDITERRAN BEST BRANDS - MEDITERRAN GLOBAL DEMOGRAPHIC OPPOR	198.513	0	0
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0	0
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0	0
**D CHALLENGE FUNDS - CHALLENGE M&A FUND	6.096	0	0
**D MEDITERRAN BEST BRANDS - COURON STRATEGY COLLECTION	42.333	0	0
**D VARIOUS OTHER BEST BRANDS - ALPHA DIVERSIFIER EQUITIES EUROPE	18.486	0	0
**D UNIVERSE THE CAY GLOBAL NETWORK FUND - CHI CONTINENTAL EURO	48.719	0	0
**D CMLA INDEXED GLOBAL SHARE FUND	1.703	0	0
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUPPORTFOLIO	1.306.000	0	0
**D FIDELITY OVERSEAS FUND	4.569.000	0	0
**D FIDELITY VIP OVERSEAS PORTFOLIO	1.045.599	0	0
**D JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND.	4.651.614	0	0
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	22.982	0	0

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema Incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D JERN-MED CORE GLOBAL EQ TILT	10.387	0	10.387
**D THE JUFTIER FUND SICAV	2.232.967	0	2.232.967
**D PRUDENTIAL ASSURANCE COMPANY (PFE) LTD	14.398	0	14.398
**D COLONIAL FIRST STATE INVESTMENT FUND 121	29.948	0	29.948
**D SCHWAB INTERNATIONAL INDEX FUND	338.015	0	338.015
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	41.408	0	41.408
**D ARDION SICAV II	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	10.546	0	10.546
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	26.442	0	26.442
**D HECUL AND GENERAL ASSURANCE. (PENSIONS MANAGEMENT) LIMITED	17.768	0	17.768
**D ILLA-WORLD ESG SCREENED FUND	1.635.000	0	1.635.000
**D ILLA - RAFTME	3.886	0	3.886
**D ILLA-A-ILISDME	3.886	0	3.886
**D ILLA-A-ILIMCHY	88.112	0	88.112
**D IRISH LIFE CLIMATE FOCUSED FUND	3.446	0	3.446
**D IRISH LIFE ASSURANCE PLC	1.764	0	1.764
**D ILLA-ILISEAFE - SUSTAINABLE EAFE EQUITY	77.290	0	77.290
**D ILLA - A-ILGLORQG	32.869	0	32.869
**D ILLA - A-ILLEZEG	5.240	0	5.240
**D ILLA - A-ILHVEOG	13.982	0	13.982
**D ILLA - A-ILGLORGN	14.164	0	14.164
**D ILLA - A-ILDSOG	1.131	0	1.131
**D IRISH LIFE ASSURANCE.	2.666	0	2.666
**D ARDION CUSTODY B.V.	52.129	0	52.129
**D STICHTING PENSIOENFONDS	331.986	0	331.986
**D STICHTING PENSIOENFONDS METAAL EN TECHNIER MN SERVICES	191.885	0	191.885
**D LARGE CAP INTL PORTFOLIO OF DEA INV	56.502	0	56.502
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	244.712	0	244.712
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	36.192	0	36.192
**D TSGX SOLACT ESG TRACO EX UNHG(3387)	85.076	0	85.076
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	4.189	0	4.189
**D L AND G ASSUR(PENS MONT)IWD 1 LGIM PNC CSUF (36670)	3.801	0	3.801
**D CITIBANK UK LIMITED AS TRUSTEE OF ARDION (LOTHIAN) EUROPEAN T	4.848	0	4.848
**D CITIBANK UK LIMITED AS TRUSTEE OF ARDION (LOTHIAN) INTERNATIO	17.879	0	17.879
**D OTEKEN COMMUNITY PROPERTY TRUST LTD 12/24/2008 AS AMENDED A	784.395	0	784.395
**D CRESIL RE CNEALTH GS FD 16	64.363	0	64.363
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DEA INVESTMENT DIMENSIONS GROUP INC	609	0	609
**D INVESCO FOCLED INVESTMENT FUND - EUROPE FUND	10.903	0	10.903
**D TRANSAMERICA AIM INTERNATIONAL GROW	1.359.767	0	1.359.767
**D NIB/ATK KOSULAI-NH 935026	164.597	0	164.597
**D BERSEFORD FUNDS ICAY	12.343	0	12.343
**D ARDION OEIC V-ARDION EUROPE EX UK ETHICAL EQUITY FUND	23.540	0	23.540
**D ARDION OEIC II-ARDION EUROPE EX UK INCOME EQUITY FUND	1.155	0	1.155
**D STICHTING PGM DEPOSITARY	2.755	0	2.755
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND	314.773	0	314.773
**D ARDION OEIC V-ARDION EUROPE EX UK ETHICAL EQUITY FUND	174.957	0	174.957
**D STICHTING PGM DEPOSITARY	149.317	0	149.317
**D THREADNEEDLE (LUX).	10.975	0	10.975
**D THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	6.457.209	0	6.457.209
**D TWO SIGMA INTERNATIONAL CORE	1.113.297	0	1.113.297
**D THREADNEEDLE INVESTMENT FUNDS ICVCA.	5.500	0	5.500
	3.032.169	0	3.032.169



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2

1.976

Teste:

1.976

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

DF* delega alla persona fisica sopra indicata con il numero delle schede di voto
 **D delega alla persona fisica sopra indicata con il numero delle schede di voto
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero delle schede di voto

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	8.282	0	8.282
**D TWO SIGMA WORLD CORE FUND LP	1.700	0	1.700
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST,	68.876	0	68.876
**D HUTCHISON PROVIDENT FUND,	5.581	0	5.581
**D ABNOR OEIC II-ABNOR EUROPE EX UK SMALLER COMPANIES FUND	48.828	0	48.828
**D SAMSGR GLOBAL CORE EQUITY FUND	2.089	0	2.089
**D LATVIJAS BANKA	5.261	0	5.261
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	106.012	0	106.012
**D CITICORST LIMITED	12.638	0	12.638
**D CITICORST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	5.655	0	5.655
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	24.464	0	24.464
**D HOSTELIOS POOLED SUPERANNUATION TRUST	25.338	0	25.338
**D ABNOR OEIC IV-ABNOR EUROPEAN EQUITY ENHANCED INDEX FUND	56.937	0	56.937
**D ABNOR OEIC I-ABNOR EUROPEAN SMALLER COMPANIES FUND	156.033	0	156.033
**D ABNOR OEIC IV-ABNOR EUROPEAN EQUITY TRACER FUND	35.345	0	35.345
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	2.607	0	2.607
**D USPE INVESTMENT MANAGEMENT EQUITY FUND	2.568	0	2.568
**D UNITED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	12.611	0	12.611
**D COAL MULTI-STRATEGY FUND	1.06	0	1.06
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	1.06	0	1.06
**D AOR TAX-AWARE DELPHI PLUS FUND LLC C/O AOR CAPITAL MANAGEMENT LLC	2.315	0	2.315
**D POINT2 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	58.889	0	58.889
**D AOR TAX AWARE WELIX FUND L.P. C/O COGENCY GLOBAL INC.	480	0	480
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	26.824	0	26.824
**D MARSHALL WACE MASTER FUNDS SEC-SE ALPHA PLUS FUND	83.866	0	83.866
**D MAN INSIGHT LIMITED	8	0	8
**D MANULIFE WORLD INVESTMENT FUND	651.558	0	651.558
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	1.492.556	0	1.492.556
**D MANULIFE TAX-MANAGED GROWTH FUND	6.559	0	6.559
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610	0	760.610
**D MANULIFE DIVERSIFIED INVESTMENT FUND	124.586	0	124.586
**D GS+A INTERNATIONAL FUND	209.880	0	209.880
**D BIMCOR GLOBAL DIVIDEND YIELD POOLED FUND	113	0	113
**D BIMCOR GLOBAL EQUITY POOLED FUND	40.308	0	40.308
**D THE EMPIRE LIFE INSURANCE COMPANY,	310.847	0	310.847
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460	0	12.460
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE EMPIRE LIFE INVESTMENT MANAGEMENT CORPORATION	1	0	1
**D STANBURY GLOBAL EMUL-CORE EQUITY FUND	52.600	0	52.600
**D MANULIFE INTERNATIONAL EQUITY DIVIDEND TRUST	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN	72.206	0	72.206
**D DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	11.170	0	11.170
**D NBIM BAFE EQUITY INDEX FUND.	1	0	1
**D NBIM BAFE EQUITY INDEX FUND.	75.563	0	75.563
**D MAJESTIC ASSET MANAGEMENT	6.862	0	6.862
**D ROBERTA INVESTMENTS LTD C/O STEPHEN R. MENICH	8.685	0	8.685
**D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND,	27	0	27
**D WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	619	0	619
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAYMAN)			

Pagina 28

D5* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione esistente)

LT* rappresenta l'agele alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.976

Teste:

1.976

0

Azioni in delega:

Azionisti:

Azioni in proprio:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AERONSTREET CAPITAL COPLEY FUND LIMITED.	1.686	0	1.686
**D AERONSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED.	3.666	0	3.666
**D AERONSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.719	0	4.719
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988	0	11.988
**D C&I Q MARKET NEUTRAL FUND	309	0	309
**D WHIS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370	0	28.370
**D MARSHALL WACE INVESTMENT STRATEGIES-SUREKA FUND C/O MARSHALL WACE IRELAND LTD.	187.037	0	187.037
**D MARSHALL WACE INVESTMENT STRATEGIES-SUREKA FUND C/O MARSHALL WACE IRELAND LTD.	258	0	258
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	119.380	0	119.380
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES 140	316	0	316
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES 140	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FUND	5.150	0	5.150
**D MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	153	0	153
**D IMA IRELAND-MAP 501.	10.148	0	10.148
**D WHIS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	40.009	0	40.009
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	279.117	0	279.117
**D AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	1.134	0	1.134
**D GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	1.306	0	1.306
**D AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	25.820	0	25.820
**D CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	128.986	0	128.986
**D MICHAEL AND MAIRA CAREN TRUST	445	0	445
**D A.A. CANDRIAM DIVERSIFIE	198.303	0	198.303
**D AA. SSCA ACTIONS INDICE EURO	165.497	0	165.497
**D ARMT MANDAT ACTION	20.170	0	20.170
**D ALLOCATION INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EURO ISR	116.342	0	116.342
**D AMUNDI ACTIONS EUROPE ISR	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	114.655	0	114.655
**D AMUNDI ACTIONS PME	544.001	0	544.001
**D AMUNDI ETF FEA S P 500 UCITS E	700.000	0	700.000
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685	0	23.685
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED F&B UNWELTZEICHEN UCITS ETF DR	17.555	0	17.555
**D AMUNDI IPSEA ACTIONS	4.113	0	4.113
**D AMUNDI PULSATIONS	88.874	0	88.874
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323	0	323
**D AMUNDI TRANSMISSION ACTIONS	3.262	0	3.262
**D AMUNDI TRANSMISSION PATRIMOINE	10.346	0	10.346
**D ARBCO QUANT 2	26.903	0	26.903
**D ASSURDIX	52.751	0	52.751
**D BEL EQUITY EUROPE ESG	51.965	0	51.965
**D BFT EURO FUTUR ISR	110.895	0	110.895
**D CARBP DIVERSITE ACTION EURO	16.500	0	16.500
**D CNP ASSUR EUROPE CANDRIAM	79.997	0	79.997
**D CONCORDE 96 (ACTION EURO)	140.246	0	140.246
**D CPR EURGLAND PREMIUM ESG	34.156	0	34.156
**D CPR SILVER AGE POCHÉ COR	54.962	0	54.962
**D DIEZE	897.136	0	897.136
**D DNCA ACTIONS EURO PME	6.724	0	6.724
**D DNCA ACTIONS SMALL ET MID CAP EURO	413.567	0	413.567
**D DNCA SRI EURO QUALITY	254.750	0	254.750
	1.872.723	0	1.872.723



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DPR delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Azionisti in proprio:

Teste:

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Azionisti in delega:

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (con valore rilevante alle passività assicurate)

RL rappresenta la parte della scheda magnetica con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ECOFI Avenir PLUS	36.000	0	36.000
**D ECOFI ENURANCE EURO	10.000	0	10.000
**D EUREUIL PROFIL 75 (ACTIONS)	139.564	0	139.564
**D EUREUIL PROFIL 90 (ACTIONS EUR	558.396	0	558.396
**D EGPARGNE 2 DIVERSIFIE	12.613	0	12.613
**D EPARGNE ETHIQUE ACTIONS	30.628	0	30.628
**D FC CARPIMKO (ACTIONS EURO)	93.300	0	93.300
**D FCF CRFP - INDO	181.496	0	181.496
**D FCF EUREUIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCF GROUPAMA PHARMA DIVERSIFIE	53.000	0	53.000
**D EDEN AMUNDI	68.557	0	68.557
**D EFG ACTIONS EUROPE LM A	9.929	0	9.929
**D GLOBAL MULTI-FACTOR EQUITY FUND	4.298	0	4.298
**D GROUPAMA Avenir EURO	2.081.536	0	2.081.536
**D GROUPAMA CR Avenir EUROEE	134.172	0	134.172
**D GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	47.000	0	47.000
**D HSBC EUROPE SMALL & MID CAP	105.426	0	105.426
**D HNNOS ISR	17.500	0	17.500
**D I2C ACTIONS	410.000	0	410.000
**D IE ACTIONS EURO	11.750	0	11.750
**D IEPAM 100% ACTIONS 80	712.676	0	712.676
**D IEPAM ISR ACTIONS EURO LARCE CAP	33.080	0	33.080
**D IEPAM ISR ACTIONS EURO MIN VOL	186.154	0	186.154
**D IEPAM ISR STRATEGIE PEA 1	1.224	0	1.224
**D IEPAM ISR STRATEGIE PEA 2	3.211	0	3.211
**D LCL ACTIONS EURO CORE+	5.401	0	5.401
**D LCL ACTIONS MONDE HORS EUROPE EURO	34.377	0	34.377
**D MONGELAS	94.922	0	94.922
**D NEULIZE VIE OPPORTUNITIES	27.096	0	27.096
**D OSSIAN GOVERNANCE FOR CLIMAT	58.959	0	58.959
**D OSTRUM SRI EUROPE EQUITY	27.562	0	27.562
**D PERP PROG (ACTIONS EUROPE)	94.688	0	94.688
**D FLURI-INVESTISSEMENTS	28.987	0	28.987
**D RENAULT CARENAKERS SOLID AIR	1.630	0	1.630
**D RICHELIEU GLOBAL INNOVATION	17.000	0	17.000
**D RL PREVOYANCE (ACTIONS EUROPE)	11.612	0	11.612
**D ROFS EURO P	77.123	0	77.123
**D ROFS-SMART INDEX EURO	89.523	0	89.523
**D RSCC ACTIONS (ACTION EURO)	193.978	0	193.978
**D RSCC INVESTISSEMENT	12.753	0	12.753
**D SAFRAN DYNAMIQUE (ACTIONS EUROPE ESG)	58.100	0	58.100
**D STAR PASTEUR	20.304	0	20.304
**D TOQUEVILLE FINANCE ISR	141.942	0	141.942
**D TOQUEVILLE MID CAP EURO ISR	15.637	0	15.637
**D TONICORP INVEST	74.294	0	74.294
**D TONICORP UNIVERSITE EQUILIBRE ET SOLIDAIRE	23.189	0	23.189
**D VILLIERS DIARSON	154.499	0	154.499
**D VIVACIO ISR ACTIONS	1.619	0	1.619
**D WORLD EQUITIES	1.994	0	1.994
**D AP CLIMATE TRANSITION GLOBAL EQUITY	31.802	0	31.802
**D ANUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB			

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	28.126	0	28.126
**D AMUNDI FTSE MIB	394.572	0	394.572
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	19.843	0	19.843
**D AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	2.498	0	2.498
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	175.896	0	175.896
**D AMUNDI FUNDS EURO RISK PARITY	25.548	0	25.548
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	28.783	0	28.783
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL-CAP	312.409	0	312.409
**D AMUNDI FUNDS MULTI-ASSET CONSERVATIVE	15.531	0	15.531
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY	2.032.119	0	2.032.119
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	423.973	0	423.973
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	945.923	0	945.923
**D AMUNDI INDEX NSCI EMU SRI	102.173	0	102.173
**D AMUNDI INDEX NSCI EUROPE	211.588	0	211.588
**D AMUNDI INDEX NSCI EUROPE	813.831	0	813.831
**D AMUNDI INDEX NSCI EUROPE	61.253	0	61.253
**D AMUNDI INDEX NSCI EUROPE	19.122	0	19.122
**D AMUNDI INDEX NSCI EUROPE	5.032	0	5.032
**D AMUNDI INDEX NSCI WORLD	4.626	0	4.626
**D AMUNDI INDEX NSCI WORLD	12.913	0	12.913
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	550.135	0	550.135
**D AMUNDI NSCI EMU ESG CTS NET ZERO AMBIT	8.585	0	8.585
**D AMUNDI NSCI EMU ESG LEADERS SELECT	30.057	0	30.057
**D AMUNDI NSCI EMU ESG UNIVERSAL SELECT	9.832	0	9.832
**D AMUNDI NSCI EUROPE CLIMATE TRANSIT CTS	55.515	0	55.515
**D AMUNDI NSCI EUROPE EX SWITZERLAND	4.523	0	4.523
**D AMUNDI NSCI WORLD CLIMATE PARIS ALIG PAB	3.536	0	3.536
**D AMUNDI NSCI WORLD CLIMATE TRANSITION CTS	559	0	559
**D AMUNDI NSCI WORLD ESG UNIVERSAL SELECT	12.230	0	12.230
**D AMUNDI PRIME EUROZONE	456.317	0	456.317
**D AMUNDI STOXX EUROPE 600	360.799	0	360.799
**D AXIOM EUROPEAN BANKS EQUITY	177.249	0	177.249
**D CANARIAN EQUITIES L - EMU INNOVATION	2.325.096	0	2.325.096
**D CANARIAN EQUITIES L - EUROPE INNOVATION	1.029.811	0	1.029.811
**D CANARIAN EQUITIES L - EUROPE OPTIMUM QUALITY	220.776	0	220.776
**D CANARIAN FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	2.272.508	0	2.272.508
**D CANARIAN SUSTAINABLE - EQUITY EUROPE	868.254	0	868.254
**D CANARIAN SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	1.048.161	0	1.048.161
**D CLEOME INDEX - EMU EQUITIES	34.859	0	34.859
**D CLEOME INDEX - EUROPE EQUITIES	76.225	0	76.225
**D CORDIUS WORLD EQUITIES QUALITY	13.875	0	13.875
**D FONDACO LUX GLOBAL EQUITIES	151.599	0	151.599
**D G FUND - AVERNIX SMALL CAP EURO	410.341	0	410.341
**D INDEXO - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D INDEXO FACTORS SUSTAINABLE EMU EQUITY	685	0	685
**D INDEXO FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D IOR GLOBAL FINTECH	184.536	0	184.536
**D IOR GLOBAL FINTECH	6.920	0	6.920
**D IOR GLOBAL FINTECH	321.765	0	321.765
**D LUXCELLENCE-HELVETIA EUROPE EQUITY	26.253	0	26.253
**D NEF ETHICAL BALANCED DYNAMIC	48.091	0	48.091
**D ONEMARKETS AMUNDI FLEXIBLE INCOME FUND			
**D ONEMARKETS AMUNDI INCOME OPP FD			



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1.976

Teste:

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Azionisti in delega.

Azionisti in proprio:

1.976

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Azionisti in delega.

Azionisti in proprio:

1.976

0

Azionisti in delega.

Azionisti in proprio:

1.976

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Azionisti in delega.

Azionisti in proprio:

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Azionisti in delega.

Azionisti in proprio:

1.976

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Azionisti in delega.

Azionisti in proprio:

1.976

0

Azionisti in delega.

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D R. MONTJOLY INVESTISSEMENTS POOL AXA	18.300	0	18.300
**D RCO LUX MONTJOLY INVEST POOL AMUNDI	4.766	0	4.766
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	3.381	0	3.381
**D AMUNDI DEUTSCHLAND GMR - SUBDINVEST 43	10.000	0	10.000
**D AMUNDI TOP WORLD	175.137	0	175.137
**D AMUNDI BELTFORTOLIO	398	0	398
**D VFW-SPECIAL AMUNDI	8.380	0	8.380
**D AMUNDI DIVIDENDO ITALIA	290.000	0	290.000
**D AMUNDI ESG SELECTION BILANCIATO	14.394	0	14.394
**D AMUNDI ESG SELECTION CONSERVATIVO	5.934	0	5.934
**D AMUNDI ESG SELECTION DINAMICO	7.704	0	7.704
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D AMUNDI PROG-INC REALE 2026	4.129	0	4.129
**D AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D AMUNDI PROGETTO INCOME AGOSTO 2026	884	0	884
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	3.308	0	3.308
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	3.063	0	3.063
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	1.114	0	1.114
**D AMUNDI VALORE ITALIA PIR	61.500	0	61.500
**D FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	2.372	0	2.372
**D ASK INSTITUT FONDSEN EUR ANNELEN	54.055	0	54.055
**D COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.	6.431	0	6.431
**D KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	6.067	0	6.067
**D SEA MANDATE BLACKROCK	20.337	0	20.337
**D BEVEILIGING MANDAT SSCA RE ANDELEN	8.056	0	8.056
**D ST PF GASUNIE - GLOBAL EQ MANDATE SSCA	5.629	0	5.629
**D ST PFD PMA MANDATE BLACKROCK	7.859	0	7.859
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	3.340	0	3.340
**D ST PF VOOR DE ARCHITECTENBUREAUS-DNE AMU	6.565	0	6.565
**D ST. PF VOOR DE ARCHITECTENBUREAUS-DNE SS	6.173	0	6.173
**D CRELAN INVEST BALANCED	3.160	0	3.160
**D EUR GLOBAL EQUITIES RMT - DEI	1.527	0	1.527
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EURAM)	6.866	0	6.866
**D EUR SICAV - EQUITY EURO SOLVE	2.172	0	2.172
**D EUR SICAV - EURO SUSTAINABLE EQUITY	63.407	0	63.407
**D EUR SICAV - EUROPEAN IMPROVERS	1.106.050	0	1.106.050
**D EOLUX	9.430	0	9.430
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	205.620	0	205.620
**D HEILVELD FUND	38.158	0	38.158
**D MEDIOBANUM GESTIONE FONDI SCR - FLESSIBILE FUTURO ITALIA	49.100	0	49.100
**D MEDIOBANUM GESTIONE FONDI SCR - FLESSIBILE SVILUPPO ITALIA	1.760.000	0	1.760.000
**D ALLIANZ AZIONI ITALIA ALL SPARS LL SPARS	300.000	0	300.000
**D ALLIANZ ITALIA 50 SPECIAL	448.000	0	448.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	13.000	0	13.000
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	38.812	0	38.812
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	3.848	0	3.848
**D ABR ANRO FUNDS	46.692	0	46.692
	491.829	0	491.829

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ALLEANZA ASSICURAZIONI SPA	14.190	0	14.190
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	934.819	0	934.819
**D ISHARES EURO STOXX UCITS ETF (DE)	232.217	0	232.217
**D ISHARES EURO STOXX MID 400 UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	1.062.535	0	1.062.535
**D CANADA PENSION INVESTMENT BOARD (CPPIB)	354.467	0	354.467
**D RUSSELL INVESTMENTS GLOBAL INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL TECHNOLOGY SHARES FUND	5.898	0	5.898
**D STATE STREET INTERNATIONAL SCIENTIFIC SHARES FUND	2.342	0	2.342
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	13.447	0	13.447
**D THE MONETARY AUTHORITY OF SINGAPORE	22.307	0	22.307
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CHI)	24.635	0	24.635
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	3.884	0	3.884
**D FLOURISH INVESTMENT CORPORATION	1.762.016	0	1.762.016
**D ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	83.927	0	83.927
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	10.406	0	10.406
**D ISHARES II PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES III PUBLIC LIMITED COMPANY	36.598	0	36.598
**D ISHARES IV PUBLIC LIMITED COMPANY	1.085.593	0	1.085.593
**D ISHARES VI PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D WISDOMTREE ISSUER ICAY	159.981	0	159.981
**D AUSTRALIAN RETIREMENT TRUST	1.598	0	1.598
**D RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	253.418	0	253.418
**D RUSSELL INVESTMENTS IOW CARBON GLOBAL SHARES FUND	15.221	0	15.221
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	9.523	0	9.523
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	2.133	0	2.133
**D AWARE SUPER	495.837	0	495.837
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412	0	15.412
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	39.513	0	39.513
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	2.907.045	0	2.907.045
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.387	0	1.387
**D SPDR SP WORLD EX AUSTRALIA FUND	6.007	0	6.007
**D NEW ALWAYS PENSION SCHEME	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	334.331	0	334.331
**D SCOTTISH WILMSONS MANAGED INVESTMENT FUNDS IVCV- EUROPEAN (EX UK)EQUITY FUND	2.159	0	2.159
**D INTERNATIONAL EQUITIES SECTOR TRUST	78.823	0	78.823
**D ALLIANCE ACTIONS	38.260	0	38.260
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	100.558	0	100.558
**D DWS INVESTMENT CMH FOR DWS OI EUROZONE EQUITY	98.812	0	98.812
**D DWS INVESTMENT CMH FOR MULTINDEX EQUITY FUND	28.388	0	28.388
**D ISHARES MSCI EAFE INTERNATIONAL DIVIDEND TRUST	5.396	0	5.396
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	364.355	0	364.355
**D ISHARES MSCI ACWI ETF	1.307.308	0	1.307.308
**D ISHARES MSCI ACWI EX U.S. ETF	139.975	0	139.975
**D ISHARES GLOBAL FINANCIALS ETF	103.342	0	103.342
**D ISHARES MSCI EUROZONE ETF	24.001	0	24.001
**D ISHARES EUROPE ETF	826.069	0	826.069
**D ISHARES MSCI EAFE ETF	96.774	0	96.774
**D ISHARES MSCI EAFE VALUE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE VALUE	272.693	0	1.272.693



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1.976

Azionisti in proprio: 0

Azionisti in delega:

DE* delega alla persona fisica sopra indicata con il numero del documento di identità

DD* delega alla persona fisica sopra indicata con il numero della scheda di voto (sempre conforme alla posizione fissata)

ML* rappresentata legale alla persona fisica sopra indicata con il numero della scheda di voto

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

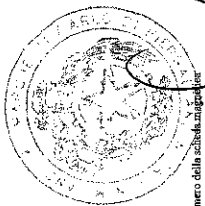
Codice	Tot. Voti	Proprio	Delega
**D ISHARES MSCI KOKUSAI ETF	2.072	0	2.072
**D ISHARES CORE EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI ITALY ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE ETF	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	440	0	440
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES CORE MSCI EAFE ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177	0	11.177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11.431	0	11.431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418	0	1.418
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646	0	6.646
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	221.564	0	221.564
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	10.293	0	10.293
**D MATB MSCI KOKUSAI INDEX MOTHER FUND	1.803	0	1.803
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAP VALUE ETF	6.697	0	6.697
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	5.958	0	5.958
**D AXA IN EQUITY TRUST	2.877	0	2.877
**D AXA IN ETF ICNV	4.698	0	4.698
**D RUSSELL INVESTMENT MANAGERS PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092	0	145.092
**D UNIVERSAL INVESTMENT GESELLSCHAFT MSH FOR FINRECON SGBX CHRON FOCUS	6.462	0	6.462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GSH FOR AXA EUROPA	20.208	0	20.208
**D AXA IN EQUITY TRUST	245.000	0	245.000
**D AMERICAN BUREAU OF SHIPPING	399	0	399
**D FISHER GLOBAL SMALL CAP EQUITY FUND	33.033	0	33.033
**D RTX SAVINGS PLAN MASTER TRUST	166.560	0	166.560
**D BEAR CREEK INC	9.577	0	9.577
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	18.172	0	18.172
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	1.713	0	1.713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71.501	0	71.501
**D BMO MSCI EAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI AOWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	16
**D BMO MSCI EAFE ESG LEADERS INDEXETF	4.537	0	4.537
**D THE CAPTIVE INVESTORS FUND	289.530	0	289.530
**D CARPULA TAIL RISK MASTERS FUND LIMITED	3.886	0	3.886
**D THE CAPTIVE INVESTORS FUND	66.800	0	66.800
**D CARDANO COMMON CONTRACTUAL FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	558.459	0	558.459
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	23.779	0	23.779
**D CENTRAL PROVIDENT FUND BOARD	1.685	0	1.685
**D TRUST 1 AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	24.095	0	24.095
**D XTRACTORS (IE) PUBLIC LIMITED COMPANY	698.853	0	698.853
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	97.117	0	97.117
**D DIFROIT EDISON QUALIFIED PENSION INVESTMENT TRUST	1.557	0	1.557
**D CARLOS DE CASTRO INVESTMENT MANAGEMENT DOBREGO	491	0	491
**D DESOURDINS SECURITE FINANCIERE COMPAGNIE D ASSURANCE VIE	1.379	0	1.379

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.535	0	1.535
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	35.236	0	35.236
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	254.686	0	254.686
**D CALVERT VE EAFE INTERNATIONAL INDEX PORTFOLIO	5.458	0	5.458
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	673.250	0	673.250
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0	240.916
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMBC INVESCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	2.604	0	2.604
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	20.886	0	20.886
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	1.804	0	1.804
**D PARAGON FOUNDATION INC	43.481	0	43.481
**D EUROPEAN EQUITY FUND - FRANKLIN FTSE EUROPE ETF	27.816	0	27.816
**D FRANKLIN TEMPLETON EUROPE TRUST - FRANKLIN FTSE EUROPE ETF	3.768	0	3.768
**D FRANKLIN TEMPLETON EUROPE TRUST - FRANKLIN FTSE EUROPE ETF	52.216	0	52.216
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490	0	6.490
**D FRANKLIN TEMPLETON ICAV	324	0	324
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	2.156	0	2.156
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUND	21.030	0	21.030
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.264	0	5.264
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	77.970	0	77.970
**D FIDELITY EUROPE FUND	23.876	0	23.876
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	3.598	0	3.598
**D FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.167	0	3.167
**D FIDELITY LONGTERM LEADERS FUND	7.338	0	7.338
**D FIDELITY DISRUPTORS CLASS	609	0	609
**D FIDELITY GLOBAL EX-V.S. EQUITY INDEX INSTITUTIONAL TRUST	438.200	0	438.200
**D FIDELITY INTERNATIONAL EQUITY MULTI-ASSET BASE FUND	201.480	0	201.480
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	583	0	583
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	66.079	0	66.079
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	216.280	0	216.280
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	3.141.800	0	3.141.800
**D GIM STAR FUND PLC	686.119	0	686.119
**D RUSSELL INVESTMENT COMPANY TAMMAMANED INTERNATIONAL EQUITY FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	5.439	0	5.439
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	3.313.141	0	3.313.141
**D GOVERNMENT PENSION INVESTMENT FUND	1.271.778	0	1.271.778
**D AMERICAN FUNDS INSURANCE SERIES INTERNATIONAL FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D FIDELITY INTERNATIONAL EMPLOYEES PENSION SYSTEM	8.805	0	8.805
**D FIDELITY BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D FIDELITY BALANCED GROWTH PORTFOLIO	7.344	0	7.344
**D FIDELITY BALANCED GROWTH PORTFOLIO	9.662	0	9.662
**D FIRST CHURCH OF CHRIST SCIENTIST	12.564	0	12.564
**D TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	738	0	738
**D TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	24.139	0	24.139
**D JPMORGAN MSCI WORLD INDEX FUND	3.101	0	3.101
**D JNL/JPMORGAN GLOBAL ALLOCATION FUND	81	0	81
**D JNL/DFA INTERNATIONAL CORE EQUITY FUND	15	0	15
**D JNL/DFA INTERNATIONAL CORE EQUITY FUND	18.298	0	18.298



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1.976

1.976

0

Azionisti:

Azionisti in proprio:

Teste:

Azionisti in delega:

DFA delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione contraria alla risoluzione proposta)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SUNAMERICA SERIES TRUST SA-JPM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	1.259
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	82.908
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	3.099	0	3.099
**D SUNAMERICA SERIES TRUST- SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.799	0	55.799
**D SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	26.772	0	26.772
**D OPENWORLD PUBLIC LIMITED COMPANY	8.674	0	8.674
**D RUSSELL INVESTMENT COMPANY V PLC	4.616	0	4.616
**D MULTI STYLE MULTI MANAGER FUNDSPLC	107.258	0	107.258
**D INVESCO MSCI WORLD SRI INDEX FUND	393	0	393
**D INVESCO V.I. EQV INTERNATIONAL EQUITY FUND	1.507.758	0	1.507.758
**D INVESCO EQV EUROPEAN EQUITY FUND	751.371	0	751.371
**D INSTITUTIONAL RETIREMENT TRUST	1.104.169	0	1.104.169
**D KANAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	1.352.751	0	1.352.751
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	3.352	0	3.352
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	137.892	0	137.892
**D LACERA MASTER OPEB TRUST	55.409	0	55.409
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	12.437	0	12.437
**D INTE KAPITALANLAGEGESellschaft WHF FOR DC EUROLAND EQUITIES	29.779	0	29.779
**D LVP BLACKROCK GLOBAL ALLOCATION FUND	90.351	0	90.351
**D LVP SSCA INTERNATIONAL INDEX FUND	7.724	0	7.724
**D LVP SUNAMERICA INTERNATIONAL CORA EQUITY FUND	94.128	0	94.128
**D SPDR PORTFOLIO MSCI EUROPE STOCK MARKET ETF	15.139	0	15.139
**D SPDR MSCI EMERGING MARKETS STOCK MARKET FREE ETF	15.234	0	15.234
**D SPDR MSCI EMERGING MARKETS STOCK MARKET FREE ETF	10.619	0	10.619
**D SPDR MSCI EMERGING MARKETS STOCK MARKET FREE ETF	41.494	0	41.494
**D SPDR MSCI WORLD STRATEGICFACTORS ETF	924	0	924
**D SPDR MSCI WORLD STRATEGICFACTORS ETF	1.268	0	1.268
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	15.679	0	15.679
**D RHUBLINE INTERNATIONAL POOLED INDEX TRUST	1.163.216	0	1.163.216
**D MAMEK COLLECTIVE INVESTMENT TRUST	722.947	0	722.947
**D MDPM INTERNATIONAL EQUITY POOL	96.843	0	96.843
**D MDPM INTERNATIONAL GROWTH FUND	28.014	0	28.014
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	21.704	0	21.704
**D MERCER QIF COMMON CONTRACTUAL FUND	681.866	0	681.866
**D MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.333	0	92.333
**D MERCER GLOBAL EQUITY FUND	207.465	0	207.465
**D MGI FUNDS PLC	36.264	0	36.264
**D MARGOLD TACTICAL STRATEGIES LTD	19.044	0	19.044
**D MAWER TAX EFFECTIVE BALANCED FUND	270.423	0	270.423
**D MAWER INTERNATIONAL EQUITY FUND	7.068.520	0	7.068.520
**D MERCER UCITS COMMON CONTRACTUALFUND	25.326	0	25.326
**D MONTANA BOARD OF INVESTMENTS	317.899	0	317.899
**D MONTANA STATE RETIREMENT PENSION SYSTEM	165.453	0	165.453
**D COMPASS CONSERVATIVE PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED PORTFOLIO	267.484	0	267.484
**D COMPASS BALANCED GROWTH PORTFOLIO	363.119	0	363.119
**D COMPASS GROWTH PORTFOLIO	203.531	0	203.531
**D COMPASS MATH PORTFOLIO	203.977	0	203.977
**D RUSSELL INVESTMENT COMPANY PLC	78.724	0	78.724
**D RUSSELL INVESTMENT COMPANY PLC	37.606	0	37.606
**D RUSSELL INVESTMENT COMPANY PLC	80.295	0	80.295
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	5.612	0	5.612

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D STATE OF NEW JERSEY COMMON PENSION FUND D	206.455	0	206.455
**D JAME TART INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO	1.012	0	1.012
**D CITY OF NEW YORK GROUP TRUST	113.052	0	113.052
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	170.983	0	170.983
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	1.553	0	1.553
**D STICHTING PENSIONFONDS WERK EN(ER) INTERGEMIE	80.151	0	80.151
**D PES-FINCO RENT DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	7.265	0	7.265
**D THE INCUBATION FUND LTD	702	0	702
**D DWS INVESTMENT GHEB FOR DEMAFONDS KGFENSIENEN	2.756	0	2.756
**D DEAM-FUNDUS CPT	5.300	0	5.300
**D PERCENT INTERNATIONAL INDEX PORTFOLIO	7.193	0	7.193
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	3.170	0	3.170
**D RUSSELL INVESTMENTS EUROPEAL EQUITY POOL	11.457	0	11.457
**D RUSSELL OVERSEAS EQUITY POOL	82.519	0	82.519
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310	0	1.310
**D RUSSELL INVESTMENTS MULTIFACTOR INTERNATIONAL EQUITY POOL	1.086	0	1.086
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	194.428	0	194.428
**D THE BANK OF KOREA	1.794	0	1.794
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	65.700	0	65.700
**D DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	983	0	983
**D SOTIA INTERNATIONAL EQUITY INDEX FUND	1.064	0	1.064
**D SSGA NSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	1.075	0	1.075
**D SELFFINANCING POSTSECONDARY EDUCATION FUND	3.626	0	3.626
**D HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	370	0	370
**D HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	6.294.056	0	6.294.056
**D STATE STREET IRELAND UNIT TRUST	1.746	0	1.746
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	22.358	0	22.358
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	127.119	0	127.119
**D SSGA SPDR ETFs EUROPE II PUBLICLIMITED COMPANY	2.486.808	0	2.486.808
**D STICHTING PENSIONFONDS TANDARTSEN EN TANDARTSEN-SPECIALISTEN	176.955	0	176.955
**D SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	1.672	0	1.672
**D SIR DAVID TRENCH FUND FOR RECREATION	112.340	0	112.340
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SKV100	5.580	0	5.580
**D STATE STREET CCF	859	0	859
**D TEACHER RETIREMENT SYSTEM OF TEXAS	8.874	0	8.874
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	74.405	0	74.405
**D T3-MONQUALIFIED LLC	1.164.616	0	1.164.616
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	58.024	0	58.024
**D T3-QUALIFIED LLC	254.465	0	254.465
**D UNITED GLOBAL DURABLE EQUITIES FUND	41.581	0	41.581
**D DWS (IRL) ETF PLC	443.413	0	443.413
**D DWS INVESTMENT GHEB FOR DEMAFONDS PG EQ	239.086	0	239.086
**D DWS INVESTMENT GHEB FOR DEMAFONDS GEN	15.639	0	15.639
**D DWS INVESTMENT GHEB FOR DEMAFONDS 415	96.408	0	96.408
**D DWS INVESTMENT GHEB FOR DEMAFONDS GEN INDEX ETF	118.000	0	118.000
**D VANGUARD FTSE DEVELOPED EUROPE INDEX ETF	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED ALL CARRY NORTH AMERICA INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	90.823	0	90.823
**D WELLINGTON COMPOUND GROWTH L.P.	24.164	0	24.164
**D WELLINGTON COMPOUND GROWTH L.P.	244.163	0	244.163
**D WELLINGTON COMPOUND GROWTH L.P.	151.200	0	151.200
**D WELLINGTON-CIS GLOBAL EQUITY FUND	207.428	0	207.428



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Azionisti: 1.976 Teste: 1.976
 Azionisti in proprio: 0 Azionisti in delega: 1.976

2 DF: delega alla persona fisica sopra indicata con il numero della scheda di voto
 **D: delega alla persona fisica sopra indicata con il numero della scheda di voto
 RL: rappresentanza legale alla persona sopra indicata con il numero della scheda di voto

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Codrome	Tot. Voti	Proprio	Delega
**D WASHINGTON STATE INVESTMENT BOARD	288.600	0	288.600
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL EQUITYFUND	995	0	995
**D WISDOMTREE GLOBAL HIGH DIVIDENDFUND	186	0	186
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	1.240	0	1.240
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	782	0	782
**D WISDOMTREE DYNAMIC HEDGED INTERNATIONAL EQUITY FUND	9.557	0	9.557
**D THE WELLINGTON TR CO NATL ASSOCMULTIPLE COLLECTIVE INVEST FUNDSTR II	470.504	0	470.504
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	903.450	0	903.450
**D WTCN INFUSABLE COMPANIES PORTFOLIO	1.797.645	0	1.797.645
**D WELLS FARGO INVESTMENT RETIREMENT SYSTEM	868.618	0	868.618
**D NEW YORK STATE TEACHERS RETIREMENT FUND	22.131	0	22.131
**D EMPPOWER ANNUITY INSURANCE COMPANY	1.694.431	0	1.694.431
**D WELLS FARGO INVESTMENT RETIREMENT FUND (IRELAND) PLC	23.488	0	23.488
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	25.370	0	25.370
**D USF FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	360	0	360
**D ZURICH INVEST ADVANTAGE RETIREMENT PLANS	56.109	0	56.109
**D SSE MSCI EUROPE SCREENED INDEX MONITORING COMMON TRUST FUND	2.592.899	0	2.592.899
**D SSE MSCI ASCH EX US/UK/CH/SE SCREENED NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D STATE STREET TOTAL RETURN VTS FUND	11.310	0	11.310
**D VANGUARD EQUICAPVARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	376.852	0	376.852
**D VANGUARD DEVELOPED MARKETS INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D INVESCO EAV INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KAISER FOUNDATION HOSPITALS	2.376	0	2.376
**D KAISER PERMANENTE GROUP TRUST	7.118	0	7.118
**D HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	12.251	0	12.251
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.831	0	1.831
**D HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	344	0	344
**D SCHWAB INTERNATIONAL EQUITY ETF	1.083.931	0	1.083.931
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCEINVEST STRAT EQ ALLOCATION TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D FEDERATED KAUFMANN SMALL CAP FUND	1.132.500	0	1.132.500
**D UNIVERSALINVESTMENTGELLESCHAFTSM FOR PROFIIFONDS S&A	55.950	0	55.950
**D FIDELITY FUND SQUAREPORT II STRATEGIC ADVISERS INT FUND	351.102	0	351.102
**D FIDELITY FUND SQUAREPORT II STRATEGIC ADV FIDELITY INT FND	929.471	0	929.471
**D PENSION BENEFIT GUARANTY CORPORATION	16.000	0	16.000
**D INTE KAPITALMANAGEMENTGELLESCHAFT MHH FOR LIPRIVATRENTVERAKTIEN	16.000	0	16.000
**D UNIVERSAL INVESTMENT GELLESCHAFT MHH FOR KEPT UNIVERSAL FONDS	23.087	0	23.087
**D INTE KAPITALMANAGEMENTGELLESCHAFT MHH FOR EINFANGUNGSFONDS	62.483	0	62.483
**D MES HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579	0	23.579

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DPR delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

DPR delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posteriore assistita)

1.976

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.976

Teste:

0

Azionisti in delega:

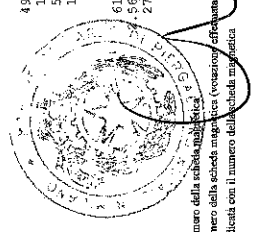
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D IEM 401(K) FLOS PLAN TRUST	131.566	0	131.566
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.069	0	24.069
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628	0	3.628
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	66.772	0	66.772
**D RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D S&P CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.378	0	18.378
**D INVESTABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AB VERIFIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	133	0	133
**D AB VERIFIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	36.194	0	36.194
**D AB VERIFIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	13.876	0	13.876
**D THE MASTER TRUST BANK OF AMERICA M&B TRANCH FOREIGN EQUITY INDEX MOTHER FUND	6.554	0	6.554
**D COMINGLED STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	2.112	0	2.112
**D IEM RETIREMENT PLAN	4.122	0	4.122
**D UNIVERSALINVESTMENTGELLESCHAFTWGH FOR UFDWDS AKTIEN WORLD ESG	1.618.669	0	1.618.669
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	782.803	0	782.803
**D COLLEGE RETIREMENT BENEFITS FUND	850.069	0	850.069
**D TITACHEE INTERNATIONAL EQUITY INDEX FUND	1.137.013	0	1.137.013
**D TRUST II BALLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.137.013	0	1.137.013
**D BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.169	0	65.169
**D STATE OF MINNESOTA	257.790	0	257.790
**D MERCER MONUS CORE EQUITY FUND	37.346	0	37.346
**D FRANK RUSSELL INVESTMENT CO II PLC	26.037	0	26.037
**D SDR MSCI ACMI EXUS ETF	1.283	0	1.283
**D SDR PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377	0	323.377
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGIST ST PORTFOLIO	1.674	0	1.674
**D THE WELLINGTON TR CO NAVL ASSOCMULTIPLE COLLECTIVE INVESTMENT FDS TR	225.746	0	225.746
**D WTGN COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	52.949	0	52.949
**D SDR PORTFOLIO EUROPE ETF	13.632	0	13.632
**D SDR PORTFOLIO EUROPE ETF	452.556	0	452.556
**D SDR PORTFOLIO EUROPE ETF	4.430	0	4.430
**D M INTERNATIONAL EQUITY FUND	64.769	0	64.769
**D INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	341.847	0	341.847
**D COLUMBIA THREANEEDLE (UK) ICVCI - CT SELECT EUROPEAN EQUITY FUND	1.331.135	0	1.331.135
**D M&G INVESTMENT FUNDS (11)- M&G EUROPEAN SUSTAIN EARIS ALIGNED FUND	10.867	0	10.867
**D STITCHING PHILLIPS PENSIONFONDS	5.449	0	5.449
**D NOW PENSIONS TRUST	54.480	0	54.480
**D NATIONAL EMPLOYMENT SAVINGS TRUST	396.016	0	396.016
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	15.446	0	15.446
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	175.730	0	175.730
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FIDS DEVELOPED WOR LB EX - U.K. EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FIDS DEVELOPED EUROPE EAGR EQUITY INDEX FUND	39.284	0	39.284
**D VIF ICVC VANGUARD FIDS DEVELOPED EUROPE EAGR EQUITY INDEX FUND	5.802	0	5.802
**D PUBLIC AUTHORITY FOR SOCIAL SECURITY	495.479	0	495.479
**D HSCB BANK PLC AS TRUSTEE OF STATE STREET INT EUROPE EX UK S GREENED INDEX EQUITY FUND	12.817	0	12.817
**D NEWWEST ST JAMES'S PLACE GLOBALALQUITY UNIT TRUST	54.857	0	54.857
**D NEWWEST ST JAMES'S PLACE GLOBALALQUITY UNIT TRUST	12.696	0	12.696
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	9.800	0	9.800
**D FF RUSSELL INVS ICVC FF RUSSELLS INVT GROWTH ASSETS FUND	610.196	0	610.196
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	561.411	0	561.411
**D MAWER INTERNATIONAL EQUITY POOLED FUND	272.161	0	272.161
**D MOUNT HATTON INVESTMENTS LIMITED			



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Azionisti:

Totale: 1.976

Azionisti in proprio: 0 Azionisti in delega:

2

1.976

**D delega alla persona fisica sopra indicata con il numero della scheda indicata

**D delega alla persona fisica sopra indicata con il numero della scheda indicata (revisione) efficace alla posizione indicata

ML* rappresenta la legge alla persona fisica sopra indicata con il numero della scheda indicata

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema Incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	103.465	0	103.465
**D PRINCIPAL LIFE INSURANCE COMPANY	465.748	0	465.748
**D ARBCOMSTREIT (CANADA) GLOBAL ALL-COUNTRY FUND I	39.003	0	39.003
**D ARBCOMSTREIT (CANADA) GLOBAL ALL-COUNTRY FUND II	10.573	0	10.573
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	36.522	0	36.522
**D EURIZON GLOBAL LEADERS	40.012	0	40.012
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	109.530	0	109.530
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	236.503	0	236.503
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	225.852	0	225.852
**D EURIZON AM FLEXIBLE TRILOGY	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASSET 30	9.233	0	9.233
**D EURIZON AM GLOBAL MULTIASSET II	3.664	0	3.664
**D EURIZON AM OBIETTIVO CONTROLLO	4.112	0	4.112
**D EURIZON AM OBIETTIVO STABILITA	2.103	0	2.103
**D EURIZON AM RILANCIO ITALIA TR	19.833	0	19.833
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.649	0	178.649
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	193.563	0	193.563
**D EURIZON INVEST EMERGING ESG 30 -GENNAIO 2027	42.765	0	42.765
**D EURIZON GLOBAL LEADERS ESG 50 -MAGGIO 2027	54.313	0	54.313
**D EURIZON INVESTI GLOBALLE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND	10.430	0	10.430
**D EURIZON AM TR MEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON FIR ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROGETTO ITALIA 70	150.509	0	150.509
**D DWS MULTI ASSET FIR FUND	57.000	0	57.000
**D XTRACKERS	674.989	0	674.989
**D EURIZON AM SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	74.019	0	74.019
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	73.714	0	73.714
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	2.064	0	2.064
**D BLACKROCK GLOBAL INDEX FUNDS	35.348	0	35.348
**D BERENBERG EUROZONE FOCUS FUND	67.866	0	67.866
**D UBS LUX FUND SOLUTIONS	1.459.299	0	1.459.299
**D ARERO - DER WELTFONDS - ESG	15.670	0	15.670
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069	0	163.069
**D AAA WORLD FUNDS SICAV	5.361.915	0	5.361.915
**D EURIZON FUND	415.045	0	415.045
**D EURIZON NEXT 2.0	29.253	0	29.253
**D MULTIBRAND SICAVIF	35.470	0	35.470
**D EURIZON GLOBAL LEADERS ESG 10 DICEMBRE 2025	33.078	0	33.078
**D EURIZON RECOVERY ESG GENNAIO 2026	21.017	0	21.017
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	221.005	0	221.005
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	107.204	0	107.204
**D EPSILON ASSOCIATI SGH - EPSILONSG OVALUE	1.807	0	1.807
**D MULTIFLEX SICAV	73.908	0	73.908
**D GOLDMAN SACHS FUNDS	6.188	0	6.188
**D EURIZON INVESTMENT SICAV	131.309	0	131.309
**D OSSIAM LUX	18.563	0	18.563

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5. Sistema incentivante 2024 per i Dipendenti appartenenti al Personale più rilevante

FAVOREVOLI

Cognome	
**D ALLIANZ GLOBAL INVESTORS FUND	
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	
Totale voti	479.770.989
Percentuale votanti %	99,426471
Percentuale Capitale %	78,522330

Tot. Voti	Proprio	Delega
730.075	0	730.075
624.730	0	624.730



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2 DER* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.976 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (sezione differente alla propria sezione)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.976 Totale:
Azionisti in proprio: 0 Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024ESITO VOTAZIONE

Oggetto : **6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti**

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° **482.538.485** azioni ordinarie pari al **78,975276** % del capitale sociale riferibili a **1.998** soggetti aventi diritto al voto.

**Hanno votato:**

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	479.679.849	99,407584	99,407584	78,507414
Contrari	2.843.378	0,589254	0,589254	0,465365
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276

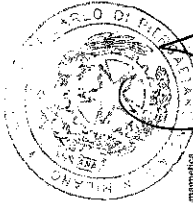
Ai sensi dell'art. 135-undecies del TUF **non sono computate** ai fini del calcolo della maggioranza e del capitale richiesto per l'approvazione della delibera numero **0** azioni pari al **0,000000%** delle azioni rappresentate in aula.

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

CONTRARI

Cognome		Tot. Voti	Proprio	Delega
2	COMPTERSHARE SPA RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D	HC RENTE	3.221	0	3.221
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D	SIEMENS-FONDS SIEMENS-RENT	66.546	0	66.546
**D	AVIVA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	2.049	0	2.049
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	177	0	177
**D	AVIVA LIFE & PENSIONS IRELAND DAC	22.636	0	22.636
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	1.163	0	1.163
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS EUROPEAN EX UK EQUITY INDEX FUND	8.994	0	8.994
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AL DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741	0	68.741
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AL CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974	0	87.974
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AL 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	5.754	0	5.754
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	43.210	0	43.210
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AL 50:50 GLOBAL EQUITY INDEX FUND	42.380	0	42.380
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AL DEVELOPED WORLD EX UK EQUITY INDEX FUND	23.219	0	23.219
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AL 60:40 GLOBAL EQUITY INDEX FUND	19.477	0	19.477
**D	SIEMENS DIVERSIFIED GROWTH	13.688	0	13.688
**D	SIEMENS EMU EQUITIES	42.090	0	42.090
**D	GREEN CENTURY MSCIT INTERNATIONAL	27.722	0	27.722
**D	STITCHING BLUE SKY LIQUID ASSET FUNDS	9.809	0	9.809
**D	MERSEYSIDE PENSION FUND	281.266	0	281.266
**D	RECORD INVEST SCA SICAV RAIF	5.055	0	5.055
**D	ECOFI AVENIR PLUS	36.000	0	36.000
**D	ECOFI ENOURANCE EURO	10.000	0	10.000
**D	SEARNOETHRIQUE ACTIONS	30.628	0	30.628
**D	SEARNOETHRIQUE ACTIONS	17.000	0	17.000
**D	AMERICAN CENTURY ETF TRUST-AVANANTIS INTERNATIONAL EQUITY ETF	221.944	0	221.944
**D	AMERICAN CENTURY ETF TRUST-AVANANTIS INTERNATIONAL EQUITY FUND	10.293	0	10.293
**D	AMERICAN CENTURY ETF TRUST-AVANANTIS INTERNATIONAL LARGE CAPVALUE ETF	6.687	0	6.687
**D	AMERICAN CENTURY ETF TRUST-AVANANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	5.058	0	5.058
**D	KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.352.751	0	1.352.751
Totale voti		2.843.378		
Percentuale votanti %		0,589254		
Percentuale Capitale %		0,465365		



Pagina 1

2 De* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (potrebbe essere delegata alla persona fisica sopra indicata)

32 RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

32 Teste:

0 Azionisti in delega:

Azionisti:

Azionisti in proprio:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE
Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

2.	COMPUTERSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	Tot. Voti	Proprio	Delega
	**D. TOLLESON INTERNATIONAL EQUITY LP	0	0	0
		15.258	0	15.258

Totale voti 15.258
Percentuale votanti % 0,003162
Percentuale Capitale % 0,002497

ASTENUTI

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMPTONSHARE SEA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNOCSIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ARMANDATEI AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO GOMMA PLASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** PREVELI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
D** COMPTONSHARE SEA RAPP.R. DESIGNATO IN QUALITÀ DI SUBELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
D** STOCK SMALL CHES OFF	1.130.000	0	1.130.000
D** HELABA INVEST F&G M&H HI KAPPA 10 SPONS	12.100	0	12.100
D** HELABA INVEST F&G M&H HI KAPPA 10 SPONS	15.550	0	15.550
D** HELABA INVEST F&G M&H HI KAPPA 10 SPONS	12.760	0	12.760
D** HELA INVESTMENT CHEN CHEN LOGANUS AKTIEN	24.536	0	24.536
D** BELFUS INVESTMENT KAPITALANLAGE GMBH EXTRA SE	2.273	0	2.273
D** BELFUS INVESTMENT KAPITALANLAGE GMBH	169.264	0	169.264
D** CANDRIAM BUSINESS EQUITIES SA	71.608	0	71.608
D** BELFIUS EQUITIES NV	864.033	0	864.033
D** BELFIUS PENSION FUND HIGH EQUITIES	356.733	0	356.733
D** VR BANK XT EUROPROTECT UI	17.716	0	17.716
D** TIMM INVEST EUROPA PLUS	17.716	0	17.716
D** BELFIUS PENSION FUND LOW EQUITIES	64.038	0	64.038
D** LF AI IMPACT EQUITY EU	75	0	75
D** LLB FUND SERV. AG AND LLB IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	17.372	0	17.372
D** UNIVERSITAT BASEL	16.022	0	16.022
D** CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	236.209	0	236.209
D** PROPARIS SMALL MID CAP WELT CREDIT SUISSE FUNDS AG MAMDAT THREANEEDLE AM	65.247	0	65.247
D** AXA VORSORGE FUNDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	21.480	0	21.480
D** CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	24.640	0	24.640
D** WIF-DMS Q1 EURO SHT EXT	18.080	0	18.080
D** BK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	15.382	0	15.382
D** CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	370	0	370
D** AXA VORSORGE FUNDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	16.391	0	16.391
D** CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	1.421	0	1.421
D** WORLD TRADE ORGANIZATION PENSION PLAN	4.582	0	4.582
D** PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	25.252	0	25.252
D** PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	538.519	0	538.519
D** PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	19.684	0	19.684
D** PICTET - DIGITAL	4.812	0	4.812
D** PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	1.938.081	0	1.938.081
D** PICTET CH - GLOBAL EQUITIES	13.168	0	13.168
D** DECAPHA GLVW - SUSTAINABLE SOCIETY	4.615	0	4.615
D** PACIFIC RESOLUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	105.000	0	105.000
D** PACIFIC RESOLUTIONAL-WORLD EX SWISS EQUITIES TRACKER	7.641	0	7.641
D** PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	66.911	0	66.911
D** PICTET-EUROLAND INDEX	15.813	0	15.813
D** PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL	59.265	0	59.265
D** PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	37.201	0	37.201
D** ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS F&G&W-AR SEGMENT OKALLO-AKTIEN	29.503	0	29.503
D** DERA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-FM 1 U05 CS	2.455	0	2.455
D** AGIFI AMBITION	6.140	0	6.140
	28.449	0	28.449
	16.464	0	16.464



LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HELIOS	85.061	0	85.061
**D STICHTING AMOLD DELHAIZE PENSIOEN	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UI-NSNFT-BAP-FONDS	1.366	0	1.366
**D AZIMUT CAPITAL MANAGEMENT SSR S.P.A	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D LBEAM ISR AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENACTIS ISR	40.189	0	40.189
**D BRI BAYERINVEST FONDS AKTIEN EUROPA	17.520	0	17.520
**D BEPARCNE CROISSANCE	475.000	0	475.000
**D BROGLIE	14.250	0	14.250
**D AGIFI ACTIONS EUROPE	485.558	0	485.558
**D AXA VALEURS EURO	486.000	0	486.000
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (1)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D VILLIERS ACTIONS EUROPE CANDRIAM	1.634.530	0	1.634.530
**D ALLIANCE-FONDS SURPULSE SEGMENT EUROPA SMALL & MID CAP	243.842	0	243.842
**D SCANDION	189.000	0	189.000
**D TOTALENERGIES ACTIONS EUROPEENES	391.231	0	391.231
**D FLAGSHIP FUND GESTION FLEXIBLE PATRIMONIALE	18.000	0	18.000
**D BNP PARIBAS ACTIONS RENDEMENT ISR	41.924	0	41.924
**D DIVERSIS DYNAMIQUE	66.813	0	66.813
**D RCP SODIM I	11.531	0	11.531
**D AXA AA DIVERSIFIE INDICIEL 1	25.467	0	25.467
**D INVESTITORI ELASSIBILE	42.191	0	42.191
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	52.700	0	52.700
**D IRCANTEC ACTIONS EUROPE CANDRIAM 2	100.264	0	100.264
**D FRANCE D ACTIONS 2	685.033	0	685.033
**D MH AMUNDI ACTIONS EURO	74.682	0	74.682
**D ADASINA SOCIAL JUSTICE ALL CAP GLOBAL ETF	49.671	0	49.671
**D ARABELLE ROTHSCHILD	5.250	0	5.250
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX AMMOELENFONDS EUROPA	2.268	0	2.268
**D ATPC-UI-FONDS	8.180	0	8.180
**D ACTIAM DUURZAAM INDEX AMMOELENFONDS WERELD	2.398	0	2.398
**D AZ FUND 1 AZ EQUITY EUROPE	14.453	0	14.453
**D IRCANTEC ACTIONS EUROPE AXA IM	175.000	0	175.000
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	500.000	0	500.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF UNIVERSAL-CA V	51.684	0	51.684
**D COMPT - EUROPE	36.544	0	36.544
**D GRAFF ACTIONS EUROPE I	26.971	0	26.971
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	2.875.416	0	2.875.416
**D C&S GROWTH SIC	4.475	0	4.475
**D C&S GROWTH SIC SRI GLOBAL EQUITY	42.656	0	42.656
**D BNP INTERNATIONAL EQUITY INDEX FUND	3.000	0	3.000
**D BANSARDRELL 2000 FP	49.187	0	49.187
**D PHILADELPHIA GAS WORKS PENSION PLAN	340	0	340
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF EROTIF MASTERFONDS	1.162	0	1.162
**D BNP PARIBAS ENVY ICAY - BNP PARIBAS ENVY MSCI WORLD ESG FILTERED MIN TE UCITS ETF	24.933	0	24.933
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF BROCKEN-UI-FONDS	1.942	0	1.942
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	14.142	0	14.142
	3.398	0	3.398

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Azionisti: 1.965 Teste: 1.965 2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 0 Azionisti in delega: 1.965 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presidenza assistita)
RL* rappresenta la quota della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI STOX EUROPE 600 ESG II UCITS ETF	3.811	0	3.811
**D THEM QUANT - EQUITY EUROZONE DEF1	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D THEM QUANT - EQUITY WORLD DEF1	9.097	0	9.097
**D MERCER UNHEGGED OVERSEAS SHARES TRUST	393.618	0	393.618
**D ACTIVA DORZGAAM INDEX DANDELNFONDS EUROPA	44.189	0	44.189
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS PME ISR	214.284	0	214.284
**D AXA OPTIMAL INCOME	374.990	0	374.990
**D ALERANZA OBBLIGAZIONARIO	139.650	0	139.650
**D BS PREVISION EMERGENS EASY DE EMPLEO	1.020	0	1.020
**D BNP PARIBAS ACTIONS PME ISR	4.351	0	4.351
**D BNP MULTI-MANAGER INTERNATIONAL EQUITY FUND	87.329	0	87.329
**D JANUS HENDERSON GROWTH FUND	253.701	0	253.701
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MHN ON BEHALF OF BAYV A1-FONDS	432.688	0	432.688
**D GUIDEMARK WORLD EX-US FUND	6.100	0	6.100
**D AZIF - AZ EQUITY - NEW GENERATIONS	16.432	0	16.432
**D BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CARPED	372.731	0	372.731
**D TWO SUPERANNUATION FUND	6.086	0	6.086
**D GENERALI ITALIA SPA	143.030	0	143.030
**D ALLIANZGI FONDS LONGA A	58.949	0	58.949
**D RETURN	38.382	0	38.382
**D KAYNE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	4.306	0	4.306
**D AXA GENERATION EQUILLIBRE	137.234	0	137.234
**D SARADELL PLAMIFICACION 25, FI	2.754	0	2.754
**D INVESTITORI LONGEVITY	22.800	0	22.800
**D AZ FUND 1 AZ ALLOCATION FIR ITALIAN EXCELLENCE 7Q	249.000	0	249.000
**D BNZ WHOLESAL INTERNATIONAL EQUITIES (INDEX) FUND	13.898	0	13.898
**D BFI GLOBAL INVESTMENT FUND- BFI EUROPEAN FINANCIAL EQUITIES L/S	30.000	0	30.000
**D DORHAM INTERNATIONAL STOCK FUND	6.555	0	6.555
**D JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUNQ	193.090	0	193.090
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MHN ON BEHALF OF BAYV A3-FONDS	671.000	0	671.000
**D AZIF - AZ ALLOCATION - GLOBAL GOALS	5.569	0	5.569
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	507.000	0	507.000
**D FONDACO OLETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	4.020	0	4.020
**D ZEPHYR - OPTIMISED PLUS 2	9.379	0	9.379
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	2.463	0	2.463
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939	0	939
**D GRAFF ACTIONS EURO IV	334.515	0	334.515
**D DEKA-MASTER-WAER I	28.019	0	28.019
**D DIVERSIS	30.669	0	30.669
**D AQUARIUS INTERNATIONAL FUND	224.761	0	224.761
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MHN ON BEHALF OF WMB-UNIVERSGI-FONDS	720	0	720
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MHN ON BEHALF OF WMB-UNIVERSGI-FONDS	2.284	0	2.284
**D ALLIANZGI INVESTI	19.011	0	19.011
**D AXA GENERATION EUROPE ACTIONS	201.516	0	201.516
**D DCA INVEST-EURO DIVIDEND GROWER	642.176	0	642.176
**D MERCER WHOLESAL FUNDS	2.175	0	2.175
**D TTC WORLD EQUITY FUND OF LP	545.054	0	545.054
**D BNPE DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	48.943	0	48.943



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DEF delega alla persona fisica sopra indicata con il numero della scheda magna...
**D delega alla persona fisica sopra indicata con il numero della scheda magna...
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magna...

Azionisti: 1.965 Teste: 1.965
Azionisti in proprio: 0 Azionisti in delega: 1.965

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D FERROATLANTICA 92 FP	467	0	467
**D BAVERNINVEST WFM FONDS	49.000	0	49.000
**D EIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000
**D BRAFF ACTIONS EURO I	524.700	0	524.700
**D BANSABADELL 36, F.P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D THEPM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNISUPER	8.633	0	8.633
**D INVERSABADELL 25, FI	11.997	0	11.997
**D FOMECOMMISTES, FUND DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D APC WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FUND FUSION6 CORPITA	98.864	0	98.864
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	243.274	0	243.274
**D GENERALI SHANT FUNDS	30.000	0	30.000
**D AZ FUND 1-AZ ALTERNATIVE SMART RISK PREMIA	80.000	0	80.000
**D ZEPHYR - OPTIMISED PLUS I	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN FUND	371.887	0	371.887
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EASY - MSCI EMD SRI S-SERIES P&B 5% CAPPED	171.991	0	171.991
**D INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSABADELL 50, FI	8.123	0	8.123
**D INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D THEM QUNT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	80.259	0	80.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600	0	17.600
**D SIMPLICITY HEDGED GLOBAL SHARE FUND	15.037	0	15.037
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	8.992	0	8.992
**D AZ FUND 1-AZ ALLOCATION-STRATEGICALANCED CATHOLIC VALUES	67.480	0	67.480
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	5.320	0	5.320
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	79.827	0	79.827
**D AZ FUND 1 AZ ALLOCATION GLOBAL	140.000	0	140.000
**D G.A.-FUND-B - EQUITY BROAD EGRO P	4.042	0	4.042
**D AZ FUND 1 AZ ALLOCATION FIR ITALIAN EXCELLENCE 30	18.124	0	18.124
**D ACTION EUROPA - 01	12.100	0	12.100
**D INVESTITORI EUROPEA	9.291	0	9.291
**D BNP PARIBAS MSCI MEDICAL TECH	12.160	0	12.160
**D BNP PARIBAS MSCI INDUSTRIAL TECH	71.736	0	71.736
**D FOREIGN STOCK INDEX MOTHER FUND	69.980	0	69.980
**D SHUNGO GLOBAL EQUITY INDEX MOTHER FUND	31.840	0	31.840
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	16	0	16
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	84.132	0	84.132
**D NATIXIS AM FUNDS	90.136	0	90.136
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	32.601	0	32.601
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI F5SE DEVELOPED WORLD II CCF	12.451	0	12.451
**D FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	11.916	0	11.916
	2.427.012	0	2.427.012

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Codpage	Tot Voti	Proprio
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945	0
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	367.382	0
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	777.565	0
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	749	0
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	3.286	0
**D FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	15.158	0
**D CREDIT SUISSE INDEX FUND (LOX)	230.145	0
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7095	686.472	0
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	76.000	0
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	63.485	0
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL QUALITY INDEX FUND	245.618	0
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL QUALITY INDEX FUND	186.245	0
**D NISSAY INVESTMENT SERIES INTERNATIONAL EQUITY INDEX FUND	28.855	0
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSZ DEVELOPED EUROPE II CCF	13.071	0
**D ING DIRECT SICAV	28.532	0
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.753.322	0
**D SCHRODER GALA	117.938	0
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	117.962	0
**D FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL SNA COMPLETION FUND	438.676	0
**D VANGUARD INVESTMENTS CONCOR CONTRACTUAL ED/VANG FTSZ DVLDP EX UK CHAN QNT ED	13.684	0
**D VANGUARD INVESTMENTS CONCOR CONTRACTUAL ED/VANG FTSZ DEVELOPED WRLD CHAN CONT ED	10.648	0
**D FIDELITY FUNDS - ITALY POOL	860.383	0
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0
**D FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RASHER ENHANCED EUROPE EQUITY UCITS ETF	14.606	0
**D VANGUARD INVESTMENTS COMMON CONTR FID - VANGUARD FTSZ DEV EUR EX UK CCF	14.010	0
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	4.628	0
**D VANGUARD INVESTMENTS COMMON CONTR FID - VANGUARD FTSZ DEV EUR EX UK CCF	22.145	0
**D SCHROEDER INTERNATIONAL ALPHA TRUST	1.158.334	0
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSZ DEVELOPED WORLD II (S) CCF	16.000	0
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	24.972	0
**D SIX CIRCLES MANAGED EUROPE POOL	124.962	0
**D FIDELITY FUNDS - EUROPE POOL	2.145	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTEBJ00025521	53.020	0
**D FTAM SELECT INTERNATIONAL EQUITY FUND, LAC	19.939	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	11.161	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB000021492	266.304	0
**D SCHROEDER INTERNATIONAL EQUITY TRUST	8.670	0
**D FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	3.295	0
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAIWA/WELLINGTON DOPABLE COMP ANIES FUND (FOFS ONLY) (QII ONLY)	328.013	0
**D JERMAN MARRAD EUROPA	16.600	0
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAIWA/WELLINGTON DOPABLE COMP ANIES FUND (FOFS ONLY) (QII ONLY)	49.215	0
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAIWA/WELLINGTON DOPABLE COMP ANIES FUND (FOFS ONLY) (QII ONLY)	7.048	0
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAIWA/WELLINGTON DOPABLE COMP ANIES FUND (FOFS ONLY) (QII ONLY)	685.010	0
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	14.523	0
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	128.352	0
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	128.352	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	42.780	0
**D SCHROEDER GALA	42.780	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB000021536	42.188	0
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	58.082	0
**D SCHROEDER DIVERSIFIED GROWTH TRUST	20.038	0

Azionisti:
Azionisti in proprio:

1.965 Teste:

2
1.965

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (14)

DI* delega alla persona fisica sopra indicata con il numero della scheda magnetica (14)

RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprto	Delega
**D ON-AM SMALL & MIDCAP EURO	146.000	0	146.000
**D TRUSTEAM ROC	100.000	0	100.000
**D TRUSTEAM SELECTIVE RECOVERY	6.000	0	6.000
**D TRUSTEAM ROC EUROPE	113.776	0	113.776
**D ORHAN MARKAD GLOBAL	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D TELSTRA SUPERANNUATION SCHEME	12.788	0	12.788
**D MSCI EQUITY INDEX FUND B - ITALY (MSITB)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL INVEST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D BAPTISTALFORENINGEN PENSAM INVEST, PSI 3 GLOBALE AKTIER 3	32.053	0	32.053
**D JEMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D TOORFEM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653	0	6.653
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D PICC PROPERTY AND-CASUALTY COMPANY LIMITED	147.015	0	147.015
**D NORDEA WORLD PASSIVE FUND	14.596	0	14.596
**D T. ROWE PRICE FUNDS SICAV	47.808	0	47.808
**D STICHTING PENSIONFONDS PROVISUM	8.220	0	8.220
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND 8 (FUEXREF)	2.592	0	2.592
**D BLACKROCK INSTITUTIONAL FUELED FUND F/C	62.767	0	62.767
**D BLACKROCK INSTITUTIONAL TRUSTS FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	51.260	0	51.260
**D SCHRODER INTERNATIONAL SECTORAL FUND	9.872.653	0	9.872.653
**D MINISTRY OF ECONOMY AND FINANCE	271.910	0	271.910
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	775	0	775
**D SBC MASTER PENSION TRUST	129.721	0	129.721
**D T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	63.827	0	63.827
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.920	0	7.920
**D ROBECO CAPITAL GROWTH FUNDS	700.159	0	700.159
**D NATIONAL PENSION INSURANCE FUND	84.841	0	84.841
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	11.403	0	11.403
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077	0	4.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981	0	6.981
**D JNL INTERNATIONAL INDEX FUND	84.598	0	84.598
**D STICHTING PENSIONFONDS VOOR HUISARTSEN	43.162	0	43.162
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D DANSKE INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROSECB)	43.797	0	43.797
**D MAIN 1 - UNIVERSAL - FONDS	40.480	0	40.480
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194
**D VGV FOOTFONDS PAI	16.459	0	16.459
**D GENERAL MOTORS PENSIONFONDS OFF	5.939	0	5.939
**D SUEKID-FONDS	5.003	0	5.003
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.068	0	4.089.068
**D BLACKROCK FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST I	130.054	0	130.054
**D PBS ASSET MANAGEMENT LIFE LP	38.128	0	38.128
**D WHOLESALE SMI INTERNATIONAL CORE EQUITIES	883	0	883

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NPS LIMITED	4.366	0	4.366
**D WEB SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK CMI MSCI ACWI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VMI) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	16.573	0	16.573
**D MSCI ACWI EX-U.S. INTL INDEX FUND B2	34.668	0	34.668
**D BLACKROCK COM MSCI EAFE EQUITY INDEX FUND	98.861	0	98.861
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	1.031	0	1.031
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	29.275	0	29.275
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	669.130	0	669.130
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	3.281	0	3.281
**D ISHARES MSCI EUROPE EQUITY INDEX FUND	285.000	0	285.000
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	210.478	0	210.478
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	18.435	0	18.435
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	26.000	0	26.000
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	101.901	0	101.901
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	488.617	0	488.617
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	1.210	0	1.210
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	193.334	0	193.334
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	5.173	0	5.173
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	372.767	0	372.767
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	61.639	0	61.639
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	766.239	0	766.239
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	2.032.690	0	2.032.690
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	9.424	0	9.424
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	3.648	0	3.648
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	2.218.389	0	2.218.389
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	10.008	0	10.008
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	42.499	0	42.499
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	105.010	0	105.010
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	17.595	0	17.595
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	7.760	0	7.760
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	547	0	547
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	55.584	0	55.584
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	17.799	0	17.799
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	56.683	0	56.683
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	30.903	0	30.903
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	125.246	0	125.246
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	6.032	0	6.032
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	133.453	0	133.453
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	4.469	0	4.469
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	20.953	0	20.953
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	20.848	0	20.848
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	11.359	0	11.359
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	17.376	0	17.376
**D MSCI EUROPE EQUITY INDEX ESG SCREENED FUND (EUREXCSB)	36.400	0	36.400



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DE* delega alla persona fisica sopra indicata con il numero della scheda seguita da

**D delega alla persona fisica sopra indicata con il numero della scheda seguita da (oppure con il numero della scheda seguita da)

RL* rappresenta egale alla persona fisica sopra indicata con il numero della scheda seguita da

2

1.963

Aziionisti:

Aziionisti in proprio:

0

Aziionisti in delega:

1.965

Test:

2

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL CORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F44	35.975	0	35.975
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D VANGUARD FINANCIAL TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTINGFOREIGNEN DANKE INVEST EUROPA INDERS KL	13.466	0	13.466
**D CHURCH COMISTONERS FOR ENGLAND	6.243	0	6.243
**D ALEX FUND SERVICES PTY LTD	315.473	0	315.473
**D ONEPATH GLOBAL SHARES - LARGE CAP. (UNHEGED) INDEXPOOL	27.461	0	27.461
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	54.125	0	54.125
**D JNL/BLACKROCK GLOBAL ALLOCATION FUND	93.744	0	93.744
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEGED) ETF	10.351	0	10.351
**D EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	6.305	0	6.305
**D FIDELITY INVESTMENT FUNDS - FIDELITY INTERNATIONAL DISCOVERY FUND	40.584	0	40.584
**D ESG INSIGHTS WORLD EX USA FUND R	2.257.202	0	2.257.202
**D INVESTINGFOREIGNEN DANKE INVEST GLOBALE ACTIER INDERS KL	23.741	0	23.741
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	3.706	0	3.706
**D FUNDACAO CALOUSTE GULBENKIAN	479	0	479
**D VANGUARD GLOBAL WELLESLEY INCOME FUND	9.581	0	9.581
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	318.613	0	318.613
**D BINA-UNIVERSAL-FONDS I	16.009	0	16.009
**D INVESTINGFOREIGNEN DANKE INVEST GLOBAL INDERS - AKKUMULERENDE KL	3.163	0	3.163
**D NORDICA EUROPEAN PASSIVE FUND	5.291	0	5.291
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	10.408	0	10.408
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	53.626	0	53.626
**D SHELLY TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHEL OVERSEAS CONTRIBUTORY PENSION FUND	96.393	0	96.393
**D ANDRA AP-FONDEN	5.807	0	5.807
**D BANCO CENTRAL DE TIMOR-LESTE (BCTI)	1.015	0	1.015
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	31.647	0	31.647
**D STICHTING SHEL PENSIOENFONDS	225.326	0	225.326
**D SHEL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHEL INTERNATIONAL PENSION FUND	64.709	0	64.709
**D WES INTERNATIONAL NEW DISCOVERY FUND	5.056	0	5.056
**D ROBIN 1-FONDS	1.128.619	0	1.128.619
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	218.087	0	218.087
**D INVESTINGFOREIGNEN DANKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	119.273	0	119.273
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	20.704	0	20.704
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	42.093	0	42.093
**D 1934 GLOBAL INVESTMENT FUND LP	8.410.207	0	8.410.207
**D UT-FONDS SAV RSI ALTIEN	63.114	0	63.114
**D FIDELITY INVESTMENT FUNDS - FIDELITY INTERNATIONAL DISCOVERY FUND	253.531	0	253.531
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX: FUND	141.679	0	141.679
**D CALVERTS INTERNATIONAL RESPONSIBLE INDEX ETF	302.760	0	302.760
**D MAINSTAY RMC INTERNATIONAL RESEARCH EQUITY FUND	2.723	0	2.723
**D INVESTINGFOREIGNEN DANKE INVEST GLOBAL INDERS KL	77.832	0	77.832
**D KAPITALFOREIGNEN DANKE INVEST INSTITUTIONAL AEDLING DANICA PENSION - ANTIER 4	25.086	0	25.086
**D ROBEKO UMBRELLA FUND I N.V.	7.302	0	7.302
	1.773	0	1.773

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BMO-FONDS	15.230	0	15.230
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AEBLING DANICA LINK - INDEXS GLOBALE AKTIER	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENCIA INKA	18.953	0	18.953
**D INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	11.712	0	11.712
**D FORSTA AP - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745	0	61.745
**D EQUINOX PENSION	20.000	0	20.000
**D RWIT INTERNATIONAL INDEX FUND	51.063	0	51.063
**D SHELL FOUNDATION	28.257	0	28.257
**D BIC-PARTILIA-UNIVERSAL-FONDS	60.000	0	60.000
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	9.628	0	9.628
**D LE HOLDINGS I LLC	3.742	0	3.742
**D NORDEA GLOBAL PASSIVE FUND	2.547	0	2.547
**D MI-FONDS 392	21.771	0	21.771
**D STATE OF WYOMING	262.105	0	262.105
**D ARROWSTREET GLOBAL EQUITY FUND	40.337	0	40.337
**D DRSH CORPORATION	84.246	0	84.246
**D ALIMUT STRATEGIC TREND	387	0	387
**D ALIMUT TREND	440	0	440
**D BUREAU OF PUBLIC SERVICE PENSION FUND	13.400	0	13.400
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXS BNP KL	145.593	0	145.593
**D FISCHER FAMILY TRUST	6.936	0	6.936
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.040	0	1.040
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	1.886	0	1.886
**D NATIONWIDE INTERNATIONAL INDEX FUND	11.046	0	11.046
**D OB 2	34.326	0	34.326
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI	4.041	0	4.041
**D ALIMUT TRADING	1.058	0	1.058
**D CC AND L Q 140/40 FUND	440	0	440
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	5.237	0	5.237
**D CONVICTION PATRIMOINE	3.796	0	3.796
**D DEAM L	10.900	0	10.900
**D BEST OF FUNDS	66.010	0	66.010
**D TWO SIGMA ABSOLUTE RETURN-FORTOLIO LLC - EMEA TRADING	155.000	0	155.000
**D MW INV STRAT EUREKA FUND AC	15.900	0	15.900
**D ARROWSTREET GATE ALPHA-EXTENSION TRUST FUND	49.879	0	49.879
**D DEKA INVESTMENT GMBH W/DR. NSCI EURO. CL.CH.ESS UCITS ETF	3.353	0	3.353
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EMO CL.C.ESS UCITS ETF	25.230	0	25.230
**D DEKA INVESTMENT GMBH W/DEKA-MORNINGSTAR ALTIEN EUROPA	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	800.000	0	800.000
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	24.985	0	24.985
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/DEKA-NSCI EUROPE UCITS ETF	5.658	0	5.658
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHF. FD. - BEST IN PROG.	32.000	0	32.000



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DER delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (potrebbe essere un portafoglio estero)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.965

Teste:

Azionisti in proprio:

0

Azionisti in delega:

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA INVESTMENT GIBB W/DEKA-PRIVATVORSORGE AS	18.000	0	18.000
**D ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSIOENSFONDOS	487.700	0	487.700
**D UNIVERSITIES SUPERANNUATION SCHEME	89.226	0	89.226
**D PEOPLE'S BANK OF CHINA	439.080	0	439.080
**D EUROPAETIC GROWTH FUND	29.888.102	0	29.888.102
**D JPMORGAN BETA BUILDERS INTERNATIONAL EQUITY ETF	147.416	0	147.416
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629	0	32.629
**D JPMORGAN INVESTMENT FUNDS	1.830.884	0	1.830.884
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	266.271	0	266.271
**D CAPITAL INTERNATIONAL FUND	55.818	0	55.818
**D AMERICAN FUNDS GLOBAL BALANCED FUND	2.079.356	0	2.079.356
**D JPMORGAN FUNDS	78.230	0	78.230
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727	0	38.727
**D JPMORGAN GLOBAL ALLOCATION FUND	2.218	0	2.218
**D ARGENTIA DP	113.215	0	113.215
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	1.599.856	0	1.599.856
**D CAPITAL WORLD GROWTH AND INCOME FUND	9.145.783	0	9.145.783
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	5.355	0	5.355
**D JEFFREY LLC	106.689	0	106.689
**D JPMORGAN BETA BUILDERS EUROPE ETF	437.785	0	437.785
**D JPMORGAN BETA BUILDERS EUROPE ETF	146.000	0	146.000
**D JPMORGAN BETA BUILDERS EUROPE ETF	146.693	0	146.693
**D JPMORGAN BETA BUILDERS EUROPE ETF	2.418	0	2.418
**D JPMORGAN BETA BUILDERS EUROPE ETF	6.500	0	6.500
**D JPMORGAN BETA BUILDERS EUROPE ETF	15.125	0	15.125
**D JPMORGAN BETA BUILDERS EUROPE ETF	2.734.981	0	2.734.981
**D JPMORGAN BETA BUILDERS EUROPE ETF	776	0	776
**D JPMORGAN BETA BUILDERS EUROPE ETF	311.385	0	311.385
**D JPMORGAN BETA BUILDERS EUROPE ETF	38.894	0	38.894
**D JPMORGAN BETA BUILDERS EUROPE ETF	173.838	0	173.838
**D JPMORGAN BETA BUILDERS EUROPE ETF	460.945	0	460.945
**D JPMORGAN BETA BUILDERS EUROPE ETF	36.118	0	36.118
**D JPMORGAN BETA BUILDERS EUROPE ETF	17.762	0	17.762
**D JPMORGAN BETA BUILDERS EUROPE ETF	538.229	0	538.229
**D JPMORGAN BETA BUILDERS EUROPE ETF	318.681	0	318.681
**D JPMORGAN BETA BUILDERS EUROPE ETF	111.886	0	111.886
**D JPMORGAN BETA BUILDERS EUROPE ETF	23.059	0	23.059
**D JPMORGAN BETA BUILDERS EUROPE ETF	76.937	0	76.937
**D JPMORGAN BETA BUILDERS EUROPE ETF	55.500	0	55.500
**D JPMORGAN BETA BUILDERS EUROPE ETF	607	0	607
**D JPMORGAN BETA BUILDERS EUROPE ETF	22.134	0	22.134
**D JPMORGAN BETA BUILDERS EUROPE ETF	1.811	0	1.811
**D JPMORGAN BETA BUILDERS EUROPE ETF	24.722	0	24.722
**D JPMORGAN BETA BUILDERS EUROPE ETF	34.114	0	34.114
**D JPMORGAN BETA BUILDERS EUROPE ETF	2.289	0	2.289
**D JPMORGAN BETA BUILDERS EUROPE ETF	4.589	0	4.589
**D JPMORGAN BETA BUILDERS EUROPE ETF	592.184	0	592.184
**D JPMORGAN BETA BUILDERS EUROPE ETF	2.410	0	2.410
**D JPMORGAN BETA BUILDERS EUROPE ETF	7.252	0	7.252
**D JPMORGAN BETA BUILDERS EUROPE ETF	15.512	0	15.512
**D JPMORGAN BETA BUILDERS EUROPE ETF	63.163	0	63.163

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Azionisti: 1.965 Teste: 0 Azionisti in delega: 1.965 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 Azionisti in proprio: 0 Azionisti in delega: 1.965 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata dalla persona assistita)
 RL* rappresentanza legale alla persona sopra indicata con il numero della scheda magnetica

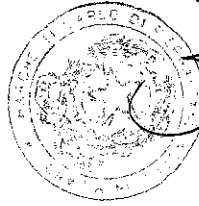
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SCHROCK INSTITUTIONAL POOLED FUNDS	4.372	0	4.372
**D HELSANA UNIFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D REC INSTITUTIONAL FUND SRI EURO	75.378	0	75.378
**D REC INST FUND SRI WORLD EQUITY	41.225	0	41.225
**D HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYEES PENSION FUND	9.908	0	9.908
**D HSC POOLED INVESTMENT FUND - HSC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D EFCIOS	866.067	0	866.067
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239	0	8.239
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D HSC INST TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	289.226	0	289.226
**D HSC INST TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	1	0	1
**D HSC POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D PLATO AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	8.940	0	8.940
**D PLATO RI WORLD	531.122	0	531.122
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	591	0	591
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	2.947	0	2.947
**D PLATO INSTIT INDEX FND WORLD DBI-RDT	3	0	977
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	52.795	0	52.795
**D HSC GLOBAL FUNDS ICV	512	0	512
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738	0	83.738
**D PHOENIX UNIT TRUST MANAGERS LIMITED	2.485.968	0	2.485.968
**D HSC EFTS PUBLIC LIMITED COMPANY - HSC NSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	1.735	0	699.208
**D HSC EFTS PUBLIC LIMITED COMPANY - HSC NSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	7.178	0	7.178
**D AMUNDI ETF ICV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	48.013	0	48.013
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	92.350	0	92.350
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	93.072	0	93.072
**D IEST MARLBOROUGH EUROPEAN SPECIAL SITUATIONS FUND	186.000	0	186.000
**D HSC GLOBAL INVESTMENT FUNDS	227.555	0	227.555
**D AMUNDI ETF ICV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	114.880	0	114.880
**D AMUNDI MSCI ACWI PAB UCITS ETF	2.125	0	2.125
**D HSC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	346.456	0	346.456
**D ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	100.225	0	100.225
**D AXA INVESTMENT MANAGERS UK LIMITED	131.522	0	131.522
**D HSC EFTS PLC	35.442	0	35.442
**D UNIVERSAL-INVESTMENT-GESellschaft MER	85.260	0	85.260
**D AMUNDI ETF ICV	22.906	0	22.906
**D HSC EFTS PUBLIC LIMITED COMPANY - HSC MSCI EUROPE UCITS ETF	10.647	0	10.647
**D INTERNATIONAL CAPITALANLAGERGESELLSCHAFT MBH	514.243	0	514.243
**D AMUNDI DEUTSCHLAND ANLAGENFONDS SICHER INDEXING EUROLAND	95.417	0	95.417
**D AMUNDI DEUTSCHLAND ANLAGENFONDS SICHER INDEXING EUROLAND	42.117	0	42.117
**D KALEOS INTERNATIONAL SICAV-LIBLIA	245.640	0	245.640
**D THE E. M. FOUNDATION	134.509	0	134.509
**D ANTHEM MASTER TRUST	13.000	0	13.000
**D II	66.340	0	66.340
**D FREYDINGAL FONDO PENSIONE	7.360	0	7.360
**D IF IST - EUROPE INDEX SRI	14.278	0	14.278
**D IF IST - EUROPE INDEX SRI	12.363	0	12.363



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2

1.965

Azionisti:

Azionisti in proprio:

Teste:

Azionisti in delega:

1.965

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DE* delega alla persona fisica sopra indicata con il numero della scheda

DE* delega alla persona fisica sopra indicata con il numero della scheda

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DPM B	2.797.703	0	2.797.703
**D DPM DEI	114.100	0	114.100
**D IF IST - GLOBE INDEX	22.562	0	22.562
**D AVADIS FUND - AKTIEN SMALL CAPS	54.172	0	54.172
**D IF IST - GLOBE INDEX SRI	1.937	0	1.937
**D AVADIS FUND-AKTION WELT CO2 SELECT AST 2	4.844	0	4.844
**D AVADIS FUND-AKTION WELT AST 2	12.232	0	12.232
**D MAGNESIUM	351.222	0	351.222
**D KUTYABANK PENSIONES, S.A., SGPF	141.753	0	141.753
**D KUTYABANK GESTION SCIC, S.A.	417.993	0	417.993
**D LUMINA-MARSHALL WACE UCITS SICAV-LUMINA-MW SYSTEMATIC ALPHA	114.384	0	114.384
**D CHURCH OF THE HOLYCOMFORTER	478	0	478
**D LUMINA MARSHALLWACE UCITS SICAV LUMINA MW TOPSMARKET NEUT	463	0	463
**D EXETER TRUSTEEMONEY COLLECTIVE INVESTMENT FUNDSFOR EMPLOYE	117.205	0	117.205
**D OVERSEAS SERIES	457.537	0	457.537
**D PRO BLEND MODERATE TERM SERIES	6.961	0	6.961
**D PRO BLEND MAXIMUM TERM SERIES	12.729	0	12.729
**D BOKERLECONOMYBANK AND INDUSTRYINTERNATIONAL PE	15.595	0	15.595
**D MCILWAIN CATHOLIC CONFERENCE MASTER PENSION TRUST	27.396	0	27.396
**D BRUCE POWERPENSION PLAN	2.957	0	2.957
**D CANOLD U S OMARKET NEUTRAL ONSHORE FUNDI	2.075	0	2.075
**D FMC BANK NACHSTODIAN FOR ISEM LOCAL	99.904	0	99.904
**D VIRTUS GLOBAL FUNDS PUBLIC LTD CO	18	0	18
**D IMPERIAL INTERNATIONAL EQUITY POOL	19.940	0	19.940
**D CIBC INTERNATIONAL EQUITY INDEX ETF	7.822	0	7.822
**D CIBC EUROPEAN INDEX FUND	21.962	0	21.962
**D CIBC EUROPEAN EQUITY FUND	1.140	0	1.140
**D CIBC INTERNATIONAL EQUITY INDEX FUND	29.498	0	29.498
**D CIBC EUROPEAN EQUITY FUND	2.938	0	2.938
**D CIBC INTERNATIONAL EQUITY INDEX POOL	314.136	0	314.136
**D STATO OF WISCONSIN INVESTMENT BOARD	921	0	921
**D BAILLIE GIFFORD INTERNATIONAL ALPHA FUND	148.145	0	148.145
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	10.803	0	10.803
**D AMERICAN ELECTRIC POWER SYSTEM RETIREE MEDICAL TRUST FOR CE S	1.968.894	0	1.968.894
**D INVESTINGINFOREIGNINVESTIN PRO ACADIAN GLOBAL VALUE	22.615	0	22.615
**D KAPITALFORENTNEN INVESTIN PRO OFFSHORE GLOBAL LP	28.235	0	28.235
**D VONTORSEL NON DEP BNYM EM GLD EQ FUND	11.246	0	11.246
**D SHAW'S HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	23.527	0	23.527
**D REGA PENSION TRUST DEFINED BENEFIT PLAN	5.412	0	5.412
**D BRTH HELLON DT ASL INTERNATIONAL STOCK INDEX FUND	494.836	0	494.836
**D FINVESTINVESTINGINVESTIN PRO GROWTH OPPORTUNITY	133.116	0	133.116
**D INVESCO VARETIS II PLC	70.374	0	70.374
**D GEORGIA TECH FOUNDATION INC	24.568	0	24.568
**D SOLUMAN SACHS PROFIT SHARING MASTER TRUST	21.962	0	21.962
**D LEGAL AND GENERAL BCITS ETF PLC	41.839	0	41.839
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	143.877	0	143.877
**D VANGUARD EUROPEAN STOCK INDEX FUND	25.498	0	25.498
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	566.260	0	566.260
**D VANGUARD EUROPEAN STOCK INDEX FUND	81.053	0	81.053
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	74.102	0	74.102
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234

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Azionisti: 2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 1.965 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
Azionisti in delega: 0 ***D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresenta le quote di partecipazione alla gestione della società

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Proprrio	Tot. Voti	Delega
**D VANGUARD INTERNATIONAL GROWTH FUND	0	10.964.173	10.964.173
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	0	10.213	10.213
**D ATRACERS MSCI EAFE ESG LEADERS EQUITY ETF	0	3.550	3.550
**D WESEPAIR FUNDS TRUST	0	27.847	27.847
**D ELITE COLLEGE COLLAGES	0	2.200	2.200
**D EATON VANGUARD INVESTMENT TRUST	0	4.400	4.400
**D NOTABILITY PEOPLE TRUSTEE OF THE NOTABILITY ENDOWMENT TRUST	0	31.751	31.751
**D OSSIAM ITALY INC.	0	5.304	5.304
**D MCGILL UNIVERSITY PENSION PLAN	0	248	248
**D PAL 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	3.017	3.017
**D VOYA VACS INDEX SERIES 1 PORTFOLIO	0	4.229	4.229
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	0	57.498	57.498
**D DANMARKS GRUNDFORSINVEST	0	21.058	21.058
**D IMPERIAL GLOBAL EQUITY INCOME POOL	0	1.801	1.801
**D CONSOLIDATED EDISON RETIREMENT PLAN	0	15.151	15.151
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	13.157	13.157
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	3.637	3.637
**D BRUNSWICK GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	0	2.830	2.830
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	0	10.092	10.092
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	0	93.502	93.502
**D SUPERVALU INC MASTER INVESTMENT TRUST	0	18.161	18.161
**D CERVURITE INTERNATIONAL LLC	0	24.951	24.951
**D CARL VICTOR FACE MEMORIAL FOUNDATION	0	108.193	108.193
**D ACHMEA VARIABLE SECURITIES HEALTH FUND	0	27.213	27.213
**D STITCHING PENSIONFONDS NOTARIAT	0	2.721	2.721
**D WV HASELUNIE	0	2.956	2.956
**D DEUTSCHE DGS EQ	0	2.323	2.323
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	0	909.266	909.266
**D GOLDMAN SACHS ASSET MANAGEMENT LP	0	135.581	135.581
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	32.198	32.198
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	0	12.983	12.983
**D LPP I GLOBAL EQUITIES FUND	0	3.537.165	3.537.165
**D FLORIDA GLOBAL EQUITY FUND LLC	0	8.246	8.246
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	0	218.838	218.838
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGLED TRUST	0	87.193	87.193
**D WELLS FARGO GLOBAL ALPHA EQUITIES FUND	0	99.406	99.406
**D REAL ESTATE INVESTMENT TRUST OF VIRGINIA STRATEGIC ALLOCATION SERIES	0	1.611	1.611
**D VIRTUS VARIABLE INSURANCE TRUST	0	2.680	2.680
**D 1999 VOLUNTARY EMPLOYEES BENEFIT ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA Edison COMPANY	0	27.516	27.516
**D TO INTERNATIONAL EQUITY INDEX ETF	0	1	1
**D EUROPEAN INDEX FUND	0	38.890	38.890
**D ELIZABETH E. RICHARDSON	0	3.667	3.667
**D BRUCE P. BICKNER TRUST NAMED INTL	0	2.961	2.961
**D BPB INVESTMENT LP	0	1.142	1.142
**D CHARLES A. FRAGIN 2012 TRUST FBO MOR	0	1.195	1.195
**D ELIZABETH ROSSMAN	0	5.105	5.105
**D SUNRATY HOLDINGS LLC	0	1.171	1.171
**D CAROL L. BARNETT CHARITABLE REMAIND 10571068350	0	1.695	1.695
**D CAROL J. BARNETT CRUT II	0	7.126	7.126
	0	3.767	3.767



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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Aziomisti: 1.965 Teste: 1.965
Aziomisti in proprrio: 0 Aziomisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BED BLAZER INVESTMENTS VENTURE LLC	5.825	0	5.825
**D OPS FINANCIAL LLC	11.110	0	11.110
**D L RICHIANO TRUST T SMITH SR	9.323	0	9.323
**D FORIS CHRISTOPHER	41.936	0	41.936
**D MS DEPENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CATHERINE KING	1.229	0	1.229
**D JOHN MCCARTNEY	1.894	0	1.894
**D GAIL McLACHLAN	3.753	0	3.753
**D L SHIGLEY REV TR 11 18 04 MAWER ADR	2.271	0	2.271
**D MORRIS 1992 GIFT TRUST	3.380	0	3.380
**D JOHN NEVINS	2.203	0	2.203
**D THOMAS F FRCHAL TR DTD 3 31 94 MAWER	2.770	0	2.770
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	2.538	0	2.538
**D SUSAN ZUCKER	1.505	0	1.505
**D TO EVERALD INTERNATIONAL EQUITY INDEX FUND	118.913	0	118.913
**D STITCHING DEPOSITORY ARG DEVELOPED MARKETS EQUITY POOL	913.623	0	913.623
**D MINDWISE MSCI EAFE INDEX NON LENDING	16.697	0	16.697
**D CHARLES TEAGIN	2.523	0	2.523
**D EXEC FAMILY TRUST M FOND 11 FAMILY TRUST	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEES BENEFIT COLLECTIVE INV	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEES BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEES BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEES BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811	0	48.811
**D BNY MELLON CG S INTERNATIONAL STOCK INDEX FUND	48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD	540.704	0	540.704
**D LIVERF TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN WEST	87.362	0	87.362
**D 1895 FONDS STICHTING 1	36.229	0	36.229
**D COUNTY OF SANTA CLARA	11.547	0	11.547
**D VASRDIPAPIFONDEN SPARINVEST INDEX BARREDOVIGTGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILLAL AF SPARINVEST SA	6.405	0	6.405
**D VASRDIPAPIFONDEN SPARINVEST INDEX BARREDOVIGTGE EUROPA KL	14.511	0	14.511
**D VIRTUS NFJ INTERNATIONAL VALUE FUND	97.062	0	97.062
**D PIONEER GLOBAL EQUITY FUND	466.614	0	466.614
**D PIONEER INTERNATIONAL EQUITY FUND	1.018.382	0	1.018.382
**D PIONEER MULTI ASSET INCOME FUND	1.142.789	0	1.142.789
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.908	0	3.908
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.437.241	0	3.437.241
**D FCB FOGED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4.128	0	4.128
**D SHELL NEDERLAND PENSIOENFONDS STICHTING	2.179	0	2.179
**D ARIZONA STATE RETIREMENT SYSTEM	171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.659	0	3.659
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D MTRACKERS MSCI KOKOSAI EQUITY ETF	16.583	0	16.583
**D KNIGHTS OF COLUMBUS MASTER TRUST	18.568	0	18.568
**D TO CAMORLMI ESG INTERNATIONAL EQUITY ETF	9.281	0	9.281
**D INVESTINGFOREIGNEN SPARINVEST INDEX EUROPA VALUE KL	8.501	0	8.501
**D CITI RETIREMENT SAVINGS PLAN	19.596	0	19.596
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	66.862
**D THE EBS PENSION FUND	13.013	0	13.013
**D MTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	3.520	0	3.520

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AIB GROUP IRISH PENSION SCHEME	16.272	0	16.272
**D BANK OF KOREA	21.268	0	21.268
**D ALASKA PERMANENT FUND CORPORATION	37.113	0	37.113
**D INTERNATIONAL EQUITY FUND	12.063	0	12.063
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536	0	1.536
**D FLORIDA RETIREMENT SYSTEM	14.608	0	14.608
**D INVESCO ENV INTERNATIONAL EQUITY CLASS	170.036	0	170.036
**D INVESCO INTERNATIONAL GROWTH FUND	25.731	0	25.731
**D INVESCO EUROPLUS FUND	239.594	0	239.594
**D INVESTMENT MANAGEMENT GROUP INVEST FUND	11.770	0	11.770
**D INVESTMENT MANAGEMENT GROUP INVEST FUND	6.403	0	6.403
**D INVESCO MARKETS ILLI PAC	5.691	0	5.691
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	265	0	265
**D INVESCO FTSE RAPI DEVELOPED MARKETS EX U S ETF	29.677	0	29.677
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	22.590	0	22.590
**D STITCHING BEURJUFSTAKENSTOFENFONDS VOOR HET SCHILDEBS AFW ERKINGS ENGLASZETBEDRIJF	11.912	0	11.912
**D 1895 FONDS FRK	13.505	0	13.505
**D ELACROCK LIFE LIMITED	12.906	0	12.906
**D VIRTUS GLOBAL SMALL CAP FUND	12.182	0	12.182
**D EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	65.505	0	65.505
**D INVESCO FUNDS	3.362	0	3.362
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CRUC DECOMMISSIONING MASTER TRUST	1.256.296	0	1.256.296
**D INVESCO MARKETS II PUBLIC LTD CO	4.279	0	4.279
**D GREAT WEST INTERNATIONAL INDEX FUND	38	0	38
**D UNIVERSITY OF NOTRE DAME DU LAC	52.512	0	52.512
**D ISMARES VII PUBLIC LIMITED COMPANY	9.983	0	9.983
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	1.191.050	0	1.191.050
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AB 7 EQUITY FUND	41.885	0	41.885
**D ENSIGN PEAK ADVISORS INC	178.165	0	178.165
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	38.477	0	38.477
**D BLACKROCK GLOBAL FUNDS	9.903	0	9.903
**D DIVERSIFIED INTERNATIONAL FUND	237.735	0	237.735
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	856.016	0	856.016
**D PRINCIPAL FUNDS INC OVERSEAS FUND	50.395	0	50.395
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	20.255	0	20.255
**D TEAGS PERMANENT SCHOOL FUND CORPORATION	26.661	0	26.661
**D AGE FENSIION FUND	151.659	0	151.659
**D INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.403	0	1.403
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	1.082	0	1.082
**D SELECTING PENSIONFONDS ASP	71.830	0	71.830
**D WARD COMPOSITE INVESTMENT DISTRICT RETIREMENT FUND	9.248.388	0	9.248.388
**D 10.50 PERCENT HEDGED INVESTMENT INTERNATIONAL ETF	86.852	0	86.852
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	81.666	0	81.666
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE 5	20.614	0	20.614
**D AXA MES FINANCIAL DESIGNATED ACTIVITY CO	284.768	0	284.768
**D XTRACTORS MSCI EUROZONE HEDGED EQUITY ETF	959	0	959
**D FLUMBERS AND PIPEFITTERS NATIONAL PENSION FUND	520.000	0	520.000
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	3.652	0	3.652
**D VOYA INTERNATIONAL INDEX PORTFOLIO	175.060	0	175.060
**D VOYA INTERNATIONAL INDEX PORTFOLIO	789	0	789
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101



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2

1.965

Azionisti:

Azionisti in proprio:

1.965

Teste:

0

Azionisti in delega:

DE* indica alla persona fisica sopra indicata con il numero della scheda magnetica.
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vedere affinità alla postazione assistita)
RL* rappresenta la persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

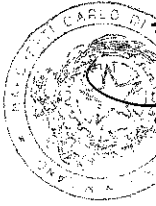
Cognome	Tot. Voti	Proprio	Delega
**D VOYA BALANCED PORTFOLIO	672	0	672
**D THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNATE WORD CHARITABLE TRUST	32.226	0	32.226
**D COUNSEL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D ARIZONA ESPRS TRUST	89.287	0	89.287
**D DMS INVESTMENT GMBH ON BEHALF OF DWS FONDS BFT	89.366	0	89.366
**D SEMPER ENERGY PENSION MASTER TRUST	5.470	0	5.470
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025	0	3.025
**D UPMC MASTER TRUST	17.569	0	17.569
**D UPMC BASIC RETIREMENT PLAN	43.505	0	43.505
**D COUNSEL INTERNATIONAL GROWTH	238.480	0	238.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.800	0	19.800
**D INVESTINGFORENGEN LAEGERNES INVEST LI AKTIER GLOBALE	9.714	0	9.714
**D KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDEKREDIT FORTFOLLEJE ADMINISTRATION AS	15.334	0	15.334
**D BLACKROCK LIFE LTD	147.421	0	147.421
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	1.543.004	0	1.543.004
**D ATTACKERS WSCI EUROPE HEDGED EQUITY ETF	50.800	0	50.800
**D STANDARD BANK OF SOUTH AFRICA LTD	57.333	0	57.333
**D ARROWSTREET US GROUP TRUST	193.503	0	193.503
**D ATTACKERS ASCL SAFE HEDGED EQUITY ETF	197.002	0	197.002
**D DEVELOPED EQUITY INVESTMENT NORTH AMERICA	32.238	0	32.238
**D WACKERIE MAX DIVERSIFICATION ALL WORLD DEV EX	2.062	0	2.062
**D WACKERIE INTERNATIONAL EQUITY INDEX ETF	267	0	267
**D WACKERIE FISE DEVELOPED EX US MULTIFACTOR ETF	614	0	614
**D ATTACKERS FSC STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	22.029	0	22.029
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.432	0	1.432
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	15.637	0	15.637
**D EUROPEAN CENTRAL BANK	1.773.748	0	1.773.748
**D BAY MELLAN INTERNATIONAL STOCK INDEX FUND	296.534	0	296.534
**D MANVILLE PERSONAL INJURY SETTLEMENT TRUST	155.817	0	155.817
**D USB CAYMAN TRUST 1 US3 TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	12.040	0	12.040
**D VIRTUS KAA INTERNATIONAL SMALL CAP FUND	2.244	0	2.244
**D VIRTUS KAA GROUP INVESTMENT	20.646	0	20.646
**D AT AND T SAVINGS GROUP INVESTMENT	2.850.514	0	2.850.514
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	38.005	0	38.005
**D WILMINGTON INTERNATIONAL FUND	141.063	0	141.063
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	220.955	0	220.955
**D GRAYHAWK GLOBAL GROWTH POOL	7.986	0	7.986
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	28.141	0	28.141
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	266	0	266
**D STICHTING PENSIOENFONDS UWV	13.831	0	13.831
**D NATIONAL TREASURY MANAGEMENT AGCY	23.698	0	23.698
**D NSF MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	1.006	0	1.006
**D NSF MINNESOTA PRAIRIE II RETAIL QUALIFIED TRUST	3.782	0	3.782
**D CITY OF NEW YORK DEPOSITARY	3.389	0	3.389
**D STICHTING C2 FUND DEPOSITARY	366.310	0	366.310
**D STICHTING PENSIOENFONDS HOGGOVERNS	24.281	0	24.281
**D STICHTING PENSIOENFONDS HOGGOVERNS	7.214	0	7.214
**D DREAM FORGS ZOV	28.631	0	28.631
**D FIDELITY SAL INTERNATIONAL INDEX FUND	5.101	0	5.101
**D VIRTUS TACTICAL ALLOCATION FUND	242.826	0	242.826
**D VIRTUS TACTICAL ALLOCATION FUND	266.906	0	266.906

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*D SHELL CANADA 2007 PENSION PLAN	672	0	672
*D AURION GLOBAL EQUITY FUND	2.211	0	2.211
*D RELIABILITY LLC	488.002	0	488.002
*D ALL INTERNATIONAL INDEX FUND	45.709	0	45.709
*D AZL DEA INTERNATIONAL CORE EQUITY FUND	15.429	0	15.429
*D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	44.491	0	44.491
*D JOHN DEERE PENSION TRUST	17.802	0	17.802
*D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	989	0	989
*D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	15.085	0	15.085
*D VANGUARD GLOBAL DIVIDEND FUND	136.382	0	136.382
*D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	66.114	0	66.114
*D COX PENSION TRUST FUND	173.621	0	173.621
*D NATIONAL ENERGY SERVICES INC MASTER TRUST	165.567	0	165.567
*D NATIONAL ENERGY SERVICES INC MASTER TRUST	173.915	0	173.915
*D WATSON PENSION PLAN	115.209	0	115.209
*D WATSON PENSION PLAN	519.821	0	519.821
*D ISSABES PUBLIC LIMITED COMPANY	14.829	0	14.829
*D ACMEGA PENSION EN LEVENSVERSKERINGEN NV	30.726	0	30.726
*D BMT INKA FUNDS	10.074	0	10.074
*D INKA BREAK	97.890	0	97.890
*D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	652.405	0	652.405
*D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	281.494	0	281.494
*D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	4.571	0	4.571
*D RETIREMENT BENEFITS INVESTMENT FUND	18.313	0	18.313
*D POOL REINSURANCE CO LTD	20.503	0	20.503
*D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	3.098	0	3.098
*D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	102.933	0	102.933
*D ANG TIMESQUARE INTERNATIONAL SMALL CAP FUND	30.500	0	30.500
*D FLORIDA RETIREMENT SYSTEM TRUST FUND	689.060	0	689.060
*D BLACKROCK SOLUTIONS FUNDS ICAY	70.230	0	70.230
*D PENSION RESERVES INVESTMENT TRUST FUND	309	0	309
*D THE HKSGAR GOVERNMENT SCHOLARSHIP FUND	136.944	0	136.944
*D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	25.722	0	25.722
*D DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	303.485	0	303.485
*D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	1.093	0	1.093
*D QUALITY EDUCATION FUND	2.144.103	0	2.144.103
*D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	1.581	0	1.581
*D ADVANCE PLANNING LIMITED	2.266	0	2.266
*D DIGNITY PRE ARRANGEMENT LIMITED	675.632	0	675.632
*D INDIANA PUBLIC RETIREMENT SYSTEM	11.685	0	11.685
*D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	24.923	0	24.923
*D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	103.800	0	103.800
*D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	1	0	1
*D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	414	0	414
*D ESCO OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	8.234	0	8.234
*D ESCO OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	91.201	0	91.201
*D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	5.035	0	5.035
*D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	4.163	0	4.163
*D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	77	0	77
*D STICHTING BEGRIPSVERZEKERINGEN VOOR DE ZOETWARENINDUSTR	6.868	0	6.868
*D GOLDMAN SACHS ETF ICAY	2.484	0	2.484
*D ALTE LEIPZIGER TRUST INVESTMENT GESSELLSCHAFT MBH	2.034	0	2.034
*D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO			
*D BCIQ QWA INTERNATIONAL DEVELOPED MARKETS INDEX FUND			



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2

1.965

Azionisti:

Azionisti in proprio:

1.965

Teste:

1.965

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DE* delega alla persona fisica sopra indicata con il numero della scheda indicata

*D delega alla persona fisica sopra indicata con il numero della scheda indicata (seguono le deleghe a persona fisica sopra indicata)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda indicata

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ENERGY INSURANCE MUTUAL LIMITED	243	0	243
**D MIDDLETON WORKS HOURLY AND SALARIED UNION	2.865	0	2.865
**D METROPOLITAN LIFE INSURANCE COMPANY	24.797	0	24.797
**D IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	11.740	0	11.740
**D BOCI PRUDENTIAL TRUSTEE LIMITED SOCIETIES EUIF	29.736	0	29.736
**D SOECAP ACTIONS - MID CAP	180.704	0	180.704
**D SILVER INVESCO EURO EQUITY	106.659	0	106.659
**D SG ACTIONS MONDE SELECTION	164.839	0	164.839
**D LYXOR FISE MID UCITS ETF	515.025	0	515.025
**D LYXOR MSCI EUROPE UCITS ETF	42.119	0	42.119
**D SEB ACTIONSFONDS	12.945	0	12.945
**D SG ACTIONS INTERNATIONALES	44.043	0	44.043
**D SG ACTIONS ETATS-UNIS POCHÉ AC	43.464	0	43.464
**D OFI INVEST ESG EURO EQUITY SMA	16.979	0	16.979
**D LYXINDEX FUND - LYXOR MSCI EMU	34.711	0	34.711
**D MULTI UNITS LUX-LYXOR CORE MSC	53.168	0	53.168
**D LYXOR CORE MSCI WORLD (DR) UCI	36.168	0	36.168
**D H4 LUX - LYXOR EURO STOXX BANK	1.116.229	0	1.116.229
**D MUL - LUX FISE II ALL CAP PIR 2	135.632	0	135.632
**D LYXOR MSCI EUROPE ESG LEADERS	9.014	0	9.014
**D LUXOR MSCI EUROPE ESG LEADERS	331.509	0	331.509
**D MIF - LYXOR MSCI EURO 50 SF EURO C	598	0	598
**D PROSPECT 21 SAST	779	0	779
**D ASI PRAG AZIONE SOSTENIBIS III	34.683	0	34.683
**D BMIF - EMU EQUITY	28.605	0	28.605
**D AMIF - EUROPEAN EQUITY	13.884	0	13.884
**D AIF- TACTICAL PORTFOLIO INCOME	7.698	0	7.698
**D ASI - BILANC PERCOR ATTI VI	7.564	0	7.564
**D ASI BIL PER ATTIVO III	39.991	0	39.991
**D MUL AMUNDI MSCI EUROPE CLIMATE	54.822	0	54.822
**D BEPELUX SICAV AZIONARIO EURO	2.968	0	2.968
**D ASI - BILANCIATO PERC ATTIV II	282.722	0	282.722
**D AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	755.000	0	755.000
**D AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	207.101	0	207.101
**D AMUNDI SGR SPA/CORE FENSION FONDO PENSIONE APERTO	509.336	0	509.336
**D AMUNDI SGR SPA/SECONDPENSIONE FONDO PENSIONE APERTO	4.935	0	4.935
**D SEI GLOBAL MASTER FUND PIC THE	1.552	0	1.552
**D AB SICAV III - DYNAMIC ALL MAR	15.212	0	15.212
**D KOKUSAI EQUITY INDEX FUND, A S	16.668	0	16.668
**D MORGAN STANLEY PATHWAY FUNDS -	16.200	0	16.200
**D METZLER UNIVERSAL TRUST KLIMOR	34.442	0	34.442
**D BRIDGE BUILDER INTERNATIONAL E	31.777	0	31.777
**D CUSTODY BANK OF JAPAN, LTD.	25.537	0	25.537
**D BRIDGE BUILDER TAX MANAGED	13.691	0	13.691
**D DESTINATIONS INTERNATIONAL EQU	6	0	6
**D RZAM EURO STOXX PARIS-ALIGNED	334.000	0	334.000
**D RETZLER INTERNATIONAL INVESTING	64.547	0	64.547
**D BLACKROCK GLENFATHLON ALLOCATION FU	140.033	0	140.033
**D BLACKROCK GLENFATHLON ALLOCATION FU	121.881	0	121.881
**D MLC INVESTMENTS MLC LIMITED	65.593	0	65.593
**D VGL LOW CARBON WORLD EQUITIES	243.123	0	243.123
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	0	0

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Azionisti: 1.965 Teste: 0 Azionisti in delega: 1.965 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 1.965 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assisa)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	87.296	0
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	87.296	0
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	2.246	0
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	3.130	0
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	3.111	0
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	154.556	0
**D UBS (LUX) SICAV 1	154.556	0
**D MICROS BANK (LUX) FONDS INTERSTOCK	4.403	0
**D MICROS BANK (LUX) FONDS 50	1.280	0
**D MICROS BANK (LUX) FONDS 40 (EUR)	1.560	0
**D MICROS BANK (LUX) FONDS 30	920	0
**D STRATEGY SICAV	760	0
**D LAGASUPER	3.600	0
**D PRIME SUPER	32.562	0
**D KARACK LIMITED	2.308	0
**D SYDBANK A/S	803	0
**D FONDATION BOTNER...	28.409	0
**D UBS FUND MANAGEMENT (SWITZERLAND) AG.	31.151	0
**D CREDIT SUISSE FUNDS AG	359.314	0
**D UBS FUND MGT (CH) AG - CHI243B-TRIANGULUS - AKTIEN DEWARKE HEDGED	10.820	0
**D UBS FUND MGT (CH) AG - CHI244B-TRIANGULUS - AKTIEN DEWARKE	27.571	0
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTION WELT	10.582	0
**D GWAS	166.071	0
**D NORDEA BANK	1.648.802	0
**D COMMERCE OF NORWAY	2.748.822	0
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	25.829	0
**D LEGIM MANAGERS (EUROPE) LIMITED	10.655	0
**D BANK OF BOTSWANA.	49.156	0
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	18.019	0
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE.	4.993	0
**D INTER-AMERICAN MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	217.081	0
**D INTERNATIONAL MONETARY FUND POST-RETIREMENT BENEFITS FUN	665.895	0
**D WHEELS COMMON INVESTMENT FUND.	11.237	0
**D SLITCHING REDRIJFSINVESTMENTFONDS VOOR OE DETAILHANDEL	11.104	0
**D MULTI-MANAGER SPECIAL SITUATIONS TRUST.	1.344	0
**D LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	49.683	0
**D LEGAL & GENERAL WORLD ESG DEVELOPED INDEX FUND	47.430	0
**D LEGAL & GENERAL MSCI WORLD ESG DEVELOPABLE INVESTMENT (	7.338	0
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPEAN EQUITY INDEX FUND	38.024	0
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	20.777	0
**D JUPITER EUROPEAN SMALLER COMPANIES FUND	11.939	0
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND.	9.403	0
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	18.462	0
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	417.350	0
**D TRUE POTENTIAL PICNET BALANCED	329.160	0
**D TRUE POTENTIAL PICNET GROWTH	62.597	0
**D TRUE POTENTIAL PICNET CAUTIOUS	8.318	0
**D TRUE POTENTIAL PICNET AGGRESSIVE	9.499	0
**D TRUE POTENTIAL PICNET AGGRESSIVE	1.456	0
**D TRUE POTENTIAL PICNET AGGRESSIVE	2.943	0

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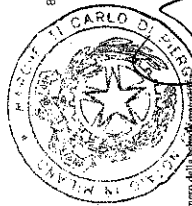
2

1.965 Teste:

Azionisti:

Azionisti:	1.965	Teste:	.
Azionisti in proprio:	0	Azionisti in delega:	.

DE* delega alla persona fisica sopra indicata con il numero della scheda anagrafica



LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TEME POTENTIAL PICTET DEFENSIVE	147	0	147
**D PREMIER WITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386	0	10.386
**D NORTHERN TRUST EUROPEAN OPPORTUNITIES FUND	2.383.828	0	2.383.828
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447	0	14.447
**D STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	3.920	0	3.920
**D BARINGS INTERNATIONAL UMBRELLA FUND	62.740	0	62.740
**D LEGAL & GENERAL ICAV.	354	0	354
**D NORTHERN TRUST UCITS FGR FUND	98.858	0	98.858
**D VERDIPAPIRFONDET KLP AKSJEUROPA INDEX.	29.362	0	29.362
**D VERDIPAPIRFONDET KLP AKSJEUROPA INDEX.	98.343	0	98.343
**D SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	2.553	0	2.553
**D MELCHIOR SELECTED TRUST	417.560	0	417.560
**D PUBLIC SECTOR PENSION INVESTMENT BOARD.	575.189	0	575.189
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	648.423	0	648.423
**D BAKER HUGHES INCORPORATED MASTER TRUST	192.596	0	192.596
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	40.237	0	40.237
**D CSAA INSURANCE EXCHANGE	1.634	0	1.634
**D SUTTER HEALTH MASTER RETIREMENT TRUST	85.900	0	85.900
**D SUTTER HEALTH.	71.800	0	71.800
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	34.186	0	34.186
**D SCHLUMBERGER GROUP TRUST AGREEMENT	14.749	0	14.749
**D LHMARGIS PENSION MASTER TRUST.	95.180	0	95.180
**D MICHELIN PORTFOLIO MANAGEMENT M.C. MASTER RETIREMENT TRUST	22.369	0	22.369
**D CHEVRON MASTER PENSION FUND INDEX FUND - LENDING	30.043	0	30.043
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	9.924	0	9.924
**D THE MINERCO FOUNDATION TRUST	6.020	0	6.020
**D EQUITUSPER	5.417	0	5.417
**D STICHTING PENSIOENFONDS SAGITTARIUS	11.610	0	11.610
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	14.005	0	14.005
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	85.423	0	85.423
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	24.671	0	24.671
**D HPE COMMON CONTRACTUAL FUND.	85.429	0	85.429
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	3.257	0	3.257
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEES	963.201	0	963.201
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1.9/13	3.565	0	3.565
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	5.950	0	5.950
**D STEWART L. WALTON FAMILY TRUST UAD 03/19/13	6.045	0	6.045
**D ST. MARY'S HEALTHCARE	1.543	0	1.543
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	178	0	178
**D R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	30.359	0	30.359
**D RUTGERS THE STATE UNIVERSITY	1.200	0	1.200
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP	7.534	0	7.534
**D METLIFE 401(K) PLAN TRUST	3.600	0	3.600
**D NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	324.192	0	324.192
**D FOR TAX SHELTERED ANNUITY PLAN	92.352	0	92.352
**D IEN PERSONAL PENSION PLAN TRUST	3.940	0	3.940
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.578	0	1.578
**D CONSTELLATION PENSION MASTER TRUST	1.331	0	1.331
**D CONSTELLATION FIREPAIRICK QUALIFIED FUND	65.279	0	65.279
**D BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	2.472	0	2.472
	64.000	0	64.000

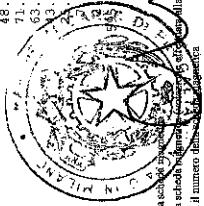
LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome
**D TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND
**D CYSTIC FIBROSIS FOUNDATION
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST
**D ALW 2010 FAMILY TRUST
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST
**D HAWTHORN TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE O
**D CONCOR CLARK & LURN COLLECTIVE INVESTMENT TRUST
**D UNITED SERVICES AUTOMOBILE ASSOCIATION
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE
**D THE BOARD OF MANAGERS OF THE CHINESE PERMANENT CEMETERIES
**D GREAT BRIGGS FUND ASSOCIATION
**D THE HUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC
**D BSA COMMINGLED ENDOWMENT FUND LP
**D CARROLL AVENUE PARTNERS LLC.
**D BOWERS LLC
**D DFI LP EQUITY (PASSIVE
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.
**D DYNASTY INVEST LTD
**D FUNDO DE PENSORS
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE
**D LEGAL & GENERAL MSCI EAFE FUND LLC
**D BUILDERS ASSET MANAGEMENT LLC
**D LEHMAN-STAMM FAMILY PARTNERS LLC
**D NELKE PARTNERSHIP
**D INTERNATIONAL EQUITY FUND LLC
**D PELICAN FUND LP
**D PINK CALLI LLC
**D HAWAII LLC
**D HANTHORN DM LLC
**D HANTHORN EQ LLC
**D HASLAM FAMILY INVESTMENT PARTNERSHI
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST
**D FCM INTERNATIONAL LLC
**D RTPIP LP
**D GLOBAL BOND FUND WAYCROSS INC
**D THYSSEN GLOBAL INVESTMENTS CORP.
**D MEC INTERNATIONAL FUND LLC
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC
**D SLM PORTFOLIO LLC
**D CENTURY INTERNATIONAL FUND
**D CUNY SPRING LLC
**D GOVERNMENT OF GUAM RETIREMENT FUND
**D K INVESTMENTS SH LIMITED
**D LEGAL & GENERAL MSCI EAFE SI FUND LLC
**D MEB PUBLIC MARKETS I LLC
**D ASPENION ALPHA FUND LLC
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS
**D UNITED NATIONS JOINT STAFF PENSION FUND.

Tot. Voti	Proprio	Delega
132.022	0	132.022
1.400	0	1.400
200	0	200
8.245	0	8.245
180	0	180
33.405	0	33.405
52.781	0	52.781
1.240	0	1.240
13.996	0	13.996
10.836	0	10.836
395.415	0	395.415
19.087	0	19.087
2.586	0	2.586
752	0	752
5.604	0	5.604
16.540	0	16.540
71	0	71
18.433	0	18.433
3.693	0	3.693
1.361	0	1.361
1.351	0	1.351
6.241	0	6.241
11.885	0	11.885
44.169	0	44.169
37.058	0	37.058
62	0	62
1.208	0	1.208
8.157	0	8.157
217.416	0	217.416
174	0	174
3.169	0	3.169
9.145	0	9.145
19.517	0	19.517
202	0	202
2.860	0	2.860
2.451	0	2.451
4.180	0	4.180
21.276	0	21.276
537	0	537
7.196	0	7.196
15.475	0	15.475
2.059	0	2.059
2.405	0	2.405
1.064	0	1.064
48.975	0	48.975
71.145	0	71.145
63.462	0	63.462
43.955	0	43.955
29.136	0	29.136
3.309	0	3.309
2.337	0	2.337
595.043	0	595.043



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2

1.965

Azionisti:

Azionisti in proprio:

1.965

Teste:

0

Azionisti in delega:

Dpr delega alle presenti fattis specie indicate con il numero della scheda
**D delega alla persona fisica sopra indicata con il numero della scheda
RC: rappresentazioni fatte alla persona fisica sopra indicata con il numero della scheda

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di Incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	178.379	0	178.379
**D CHEVRON UK PENSION PLAN	3.659	0	3.659
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D FIDELITY SALEM STREET TRUST; FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198	0	19.198
**D FIDELITY INVESTMENT TRUST; FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419	0	1.569.419
**D FIDELITY SALEM STREET TRUST; FIDELITY FLEX INTERNATIONAL SUSTAINABILITY IND EX FUND	49.129	0	49.129
**D FIDELITY ADVISOR SERIES VII: FIDELITY ADVISOR OVERSEAS FUND	219.563	0	219.563
**D FIDELITY INVESTMENT TRUST; FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874	0	1.616.874
**D FIDELITY SALEM STREET TRUST; FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST; FIDELITY EUROPE FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST; FIDELITY ENDURING OPPORTUNITIES FUND	1.536	0	1.536
**D WITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WCGW INVESTMENTS LIMITED	373	0	373
**D HAGFORS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	96.234	0	96.234
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTES FOR ARIA	28.273	0	28.273
**D MERCER PASSIVE SUPERANNUATION INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER OSG TRUST.	672.227	0	672.227
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615	0	1.615
**D LORD MAYOR'S CHARITABLE FOUNDATION	803	0	803
**D FIDELITY GREEN TRANSITION INDEX FUND	17.594	0	17.594
**D COINTEGRATED GREEN TRANSITION INDEX FUND BOARD	17.523	0	17.523
**D NESTER INDEXED INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D NESTER INDEXED INTERNATIONAL SHARES FUND	47.768	0	47.768
**D AUSTRALIAN CAPITAL TERRITORY	16.190	0	16.190
**D MERCEA MULTI-MANAGER INTERNATIONAL SHARES FUND	168.317	0	168.317
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.063	0	3.063
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	814	0	814
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	3.995	0	3.995
**D EQUITY TRUSTES LIMITED	9.321	0	9.321
**D QIC INTERNATIONAL EQUITIES FUND.	4.326	0	4.326
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	248.318	0	248.318
**D JOHN T. WALTON FAMILY TRUST	231.749	0	231.749
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	2.187	0	2.187
**D MOELINS LIFE LIMITED	8.673	0	8.673
**D HNW TESTAMENTARY TRUST NO. 1	2.768	0	2.768
**D HNW TESTAMENTARY TRUST NO. 3	4.659	0	4.659
**D HNW TESTAMENTARY TRUST NO. 10.	4.319	0	4.319
**D HNW TRUST NO. 2 UAD 01/17/03	3.879	0	3.879
**D HNW TRUST NO. 3 UAD 01/17/03	2.885	0	2.885
**D HNW TESTAMENTARY TRUST NO. 2	98.164	0	98.164
**D STEELWORKERS' PENSION TRUST	2.620	0	2.620
**D S. ROBSON WALTON 2010 TRUST	1.340	0	1.340
**D THE TRUSTEES OF THE HENRI SMITH CHARITY	11.236	0	11.236
**D THE LORRIE M. TYSON FOUNDATION INC	15.595	0	15.595
**D SPAIN FUND INVESTMENT GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.352	0	1.278.352
**D SPAIN FUND INVESTMENT 2009 GRAT NO. 4 ARTICLE II TRUST	1.853	0	1.853
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	13.080	0	13.080
**D ROYAL BOROUGH OF KINGSTON PENSION FUND	13.051	0	13.051
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	40.171	0	40.171

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2 DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.965

1.965

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.965

Teste:

1.965

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla votazione assistita)

RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Copia su supporto informatico conforme al documento originale su supporto cartaceo, ai sensi dell'art. 22, D.Lgs. 7 marzo 2005 n. 82, in termine utile di registrazione per il Registro Imprese di Milano-Monza-Brianza-Lodi

Firmato Carlo Marchetti

Milano, 17 MAGGIO 2024

Assolto ai sensi del decreto 22 febbraio 2007 mediante M.U.I.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	6.124	0	6.124
**D HOMETELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	27.960	0	27.960
**D JTM TRUST NO. 2 UAD 9/19/02.	3.079	0	3.079
**D JTM TRUST NO. 1 UAD 9/19/02.	2.351	0	2.351
**D JTM TRUST NO. 3 UAD 9/19/02.	3.508	0	3.508
**D JTM TRUST NO. 5 UAD 9/19/02.	1.846	0	1.846
**D THE MISSOURI FOUNDATION FOR HEALTH	2.541	0	2.541
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	1.670	0	1.670
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	176.146	0	176.146
**D THE VEMOURS FOUNDATION PENSION PLAN	562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST...	8.423	0	8.423
**D ARVEST FOUNDATION	394	0	394
**D BARINGS EUROPE SELECT TRUST	773.597	0	773.597
**D ESSENTIA HEALTH	1.687	0	1.687
**D DREW M ANDRADE 2016 TR UAD FEB 8 1991.	3.140	0	3.140
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	530	0	530
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	13.295	0	13.295
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	2.121	0	2.121
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	106.656	0	106.656
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	170.244	0	170.244
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	11.975	0	11.975
**D ALFRED I. DUPONT CHARITABLE TRUST	10.674	0	10.674
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST	90.309	0	90.309
**D CITY OF FRESNO RETIREMENT SYSTEMS.	222.573	0	222.573
**D ILLINOIS MUNICIPAL RETIREMENT FUND	198.931	0	198.931
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	41.900	0	41.900
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.213	0	71.213
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.652	0	947.652
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	11.715	0	11.715
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	27.715	0	27.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	63.108	0	63.108
**D UTAH STATE RETIREMENT SYSTEMS	80.287	0	80.287
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY.	2.632	0	2.632
**D USAA GENERAL INDEMNITY COMPANY	4.139	0	4.139
**D USAA CASUALTY INSURANCE COMPANY	7.607	0	7.607
**D USAA LIFE RETIREMENT SYSTEM	6.161	0	6.161
**D NAV INBAR PENSION PLAN	58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181	0	1.181
**D NAV CANADA PENSION PLAN	27.389	0	27.389
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1	772.076	0	772.076
**D ACS 30:70 GLOBAL EQUITY TRACKER FUND	8.491	0	8.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.664	0	1.664
**D LONDON LGFS CIV AUTHORISED CONTRACTUAL SCHEME.	14.585	0	14.585
**D STATE TEACHERS RETIREMENT SYSTEM OF OHIO	5.209	0	5.209
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDELICOMISO DE FOND O DE AHORRO DE PANAMA	3.429	0	3.429
**D LGFS CENTRAL AUTHORIZED CONTRACTUAL SCHEME...	5.330	0	5.330
**D UBS COMON CONTRACTUAL FUND	13.175	0	13.175
**D BLACKROCK COMMON CONTRACTUAL FUNDS	72.306	0	72.306
**D BLACKROCK UCITS CCF	126.560	0	126.560
**D FIDELITY INVESTMENT TRUST-FIDELITY INTERNATIONAL DISCOVERY K	484.967	0	484.967
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	0	0	0

Azionisti:

Azionisti in proprio:

1.965

Teste:

0

Azionisti in delega:

1.965

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**D delega alla persona fisica sopra indicata con il numero della scheda magnetica...

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (valida anche per la delega alla persona fisica sopra indicata con il numero della scheda magnetica)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	14.398	0	14.398
**D COLONIAL FIRST STATE INVESTMENT FUND 121	29.948	0	29.948
**D SCHWAB INTERNATIONAL INDEX FUND	338.015	0	338.015
**D ABRDN SICAV II	41.408	0	41.408
**D COLONIAL FIRST STATE INVESTMENT FUND 50	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	10.546	0	10.546
**D ONEBANK INVESTMENTS COMPANY LTD	26.442	0	26.442
**D LEGAL AND GENERAL ASSURANCE (PENSION MANAGEMENT) LIMITED	17.768	0	17.768
**D ILLA - ILLA WORLD ESG SCREENED FUND	1.635.000	0	1.635.000
**D ILLA - BASINF	4.886	0	4.886
**D ILLA-A-ILSIMH	3.056	0	3.056
**D ILLA-A-ILIMCHY	88.142	0	88.142
**D IRISH LIFE CLIMATE FOCUSED FUND	3.446	0	3.446
**D IRISH LIFE ASSURANCE PLC	1.764	0	1.764
**D ILLA-ILSEATE - SUSTAINABLE EAFE EQUITY	77.290	0	77.290
**D ILLA - A-ILGLOEQG	32.869	0	32.869
**D ILLA - A-ILLEZQG	5.240	0	5.240
**D ILLA - A-ILAYEQG	13.982	0	13.982
**D ILLA - A-ILGLOEQN	14.164	0	14.164
**D ILLA - A-ILLOSOG	1.131	0	1.131
**D IRISH LIFE ASSURANCE.	2.666	0	2.666
**D AEGON CUSTODY B.V.	52.129	0	52.129
**D STICHTING NN SERVICES	331.986	0	331.986
**D STICHTING PENSIOENFONDS METAAL EN TECHNIEN NN SERVICES	191.895	0	191.895
**D LARGE CAP INTL PORTFOLIO OF DEA INV	56.502	0	56.502
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	244.712	0	244.712
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	36.192	0	36.192
**D TSGX SOLACT ESG TBACO EX UNHG(3387)	85.076	0	85.076
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	4.189	0	4.189
**D L AND G ASSUR(PENS MGMT) LTD 1 LGIM FMC CSUF (36670)	3.801	0	3.801
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T	4.848	0	4.848
**D CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO	17.879	0	17.879
**D OBTEN COMMUNITY PROPERTY TRUST LTD 12/24/2008 AS AMENDED A	784.395	0	784.395
**D CSFIL RE CREALTH GS FD 16	64.363	0	64.363
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DEA INVESTMENT DIMENSIONS GROUP INC	609	0	609
**D INVESCO FOCUSED INVESTMENT FUND - EUROPE FUND	10.903	0	10.903
**D TRENKLEIN INTERNATIONAL GROW	1.359.767	0	1.359.767
**D NABE/NIK KOKUSAI-N 935026	164.597	0	164.597
**D NABE/NIK KOKUSAI-N 935034	12.343	0	12.343
**D BEESFORD FUNDS TCN	23.540	0	23.540
**D ABRDN OETC V-ABRDN EUROPE EX UK ETHICAL EQUITY FUND	1.495	0	1.495
**D ABRDN OETC II-ABRDN EUROPE EX UK INCOME EQUITY FUND	2.755	0	2.755
**D STICHTING PGM DEPOSITARY	314.773	0	314.773
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND	174.957	0	174.957
**D THREADNEEDLE (LUX)	149.317	0	149.317
**D TWO SIGMA INTERNATIONAL CORE	10.975	0	10.975
**D TWO SIGMA INTERNATIONAL CORE	6.457.209	0	6.457.209
**D THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	1.113.500	0	1.113.500
**D TWO SIGMA WORLD CORE FUND LP	3.032.169	0	3.032.169
	6.282	0	6.282
	1.700	0	1.700



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Der delega alla persona fisica sopra indicata con il numero della scheda magnifica

**D delega alla persona fisica sopra indicata con il numero della scheda magnifica (votante effettuato allo scrutinio segreto)

RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnifica

Azionisti: 1.965

Azionisti in proprio: 0

Azionisti in delega: 1.965

Teste: 2

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	68.876	0	68.876
**D HUTCHISON PROVIDENT FUND.	5.581	0	5.581
**D ABRDN OEIC II-ABRDN EUROPE EX UK SMALLER COMPANIES FUND	48.828	0	48.828
**D SAMSUNG GLOBAL CORE EQUITY FUND	2.089	0	2.089
**D LATVIJAS BANKA	5.261	0	5.261
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	106.012	0	106.012
**D CITICORPUS LIMITED	12.638	0	12.638
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	5.655	0	5.655
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	24.464	0	24.464
**D HOSTUS POOLED SUPERANNUATION TRUST	25.338	0	25.338
**D ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	56.937	0	56.937
**D ABRDN OEIC I-ABRDN EUROPEAN SMALLER COMPANIES FUND	156.033	0	156.033
**D ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	35.345	0	35.345
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	2.607	0	2.607
**D UAEF - BLACK ROCK PASSIVE EQUITY	2.568	0	2.568
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	12.611	0	12.611
**D CCELL MULTI-STRATEGY FUND	66	0	66
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	1.706	0	1.706
**D AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	2.315	0	2.315
**D POINT12 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	58.889	0	58.889
**D AQR TAX-AWARE HELLIX FUND L.P. C/O COGENCI GLOBAL INC.	26.824	0	26.824
**D MARSHALL WACE MASTER FUNDS SPC-SF ALPHA PLUS FUND	83.866	0	83.866
**D MAN INSIGHT LIMITED	8	0	8
**D MANULIFE WORLD INVESTMENT FUND	651.558	0	651.558
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	1.492.556	0	1.492.556
**D MANULIFE TAX-MANAGED GROWTH FUND	6.559	0	6.559
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610	0	760.610
**D MANULIFE DIVERSIFIED INVESTMENT FUND	124.586	0	124.586
**D CSVA INTERNATIONAL FUND	209.880	0	209.880
**D SIMCOR GLOBAL DIVIDEND YIELD POOLED FUND	113	0	113
**D BINCOR GLOBAL EQUITY POOLED FUND	40.308	0	40.308
**D THE EMPIRE LIFE INSURANCE COMPANY.	310.847	0	310.847
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460	0	12.460
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE WINNIEG FOUNDATION	1	0	1
**D STENDHARD GLOBAL SMALL-CAP EQUITY FUND	52.600	0	52.600
**D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN.	72.206	0	72.206
**D DIVERSIFIED FUND OF CANADA - DEC GLOBAL EQUITY FUND	11.170	0	11.170
**D BEINC SAFE EQUITY INDEX FUND.	1	0	1
**D MAESTIC ASSET MANAGEMENT	75.563	0	75.563
**D ROBERTSON INVESTMENTS LTD C/O STEPHEN R. HENICH	8.882	0	8.882
**D WELLSFARGO BANK NATIONAL ASSOCIATION ALPHA EXTENSION FUND.	8.685	0	8.685
**D WELLSFARGO BANK NATIONAL ASSOCIATION ALPHA EXTENSION FUND.	27	0	27
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAYMAN)	619	0	619
**D ARROWSTREET CAPITAL COPELY FUND LIMITED.	1.686	0	1.686
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE.	3.666	0	3.666

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Dg* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assigina)

1.965

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.965

Teste:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.719	0	4.719
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988	0	11.988
**D CC&L Q MARKET NEUTRAL FUND	309	0	309
**D MWIS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370	0	28.370
**O MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	187.037	0	187.037
**O IMAF 909 SUB FUND OF IMAF IRELAND ICNV	258	0	258
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	119.380	0	119.380
**D MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	316	0	316
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS GLOBAL EQUITIES LE	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	5.150	0	5.150
**D MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	153	0	153
**D IMAF INGLAND-MAP 501	10.148	0	10.148
**D IMAF IRELAND FUND C/O MARSHALL WACE IRELAND LIMITED	40.000	0	40.000
**D GLOBAL INVESTMENT PARTNERS EXTENDED MASTER FUND (CAIMAN) L.P. C/O OGIER GLOBAL (CAIMAN) LIMITED	279.117	0	279.117
**D BLUECORE CORE MASTER LIMITED PARTNERS BLUECORE CORPORATE SERVICES LIMITED	4.194	0	4.194
**D GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LIMITED	1.306	0	1.306
**D DEL EVOLUTION LTD SHAMLINE BERKELEY REGNOUT LTD	26.820	0	26.820
**D CREDIT SUISSE FUNDS AG - NOVANTIS ECOLOG FUND I	128.966	0	128.966
**D MICHAEL AND NATRA CAREN TRUST	445	0	445
**D A.A. CAMBRIAM DIVERSIELE	198.303	0	198.303
**D A.A. SSGA ACTIONS INDICE EURO	165.497	0	165.497
**D AGMF MANDAT ACTION	30.170	0	30.170
**D ALLOCATION INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EURO ISR	116.342	0	116.342
**D AMUNDI ACTIONS EUROPE ISR	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	114.655	0	114.655
**D AMUNDI ACTIONS FME	544.001	0	544.001
**D AMUNDI ETF PEA S P 500 UCITS E	700.000	0	700.000
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685	0	23.685
**D AMUNDI IFSA ACTIONS	17.555	0	17.555
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR	4.113	0	4.113
**D AMUNDI PULSATIONS	88.874	0	88.874
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323	0	323
**D AMUNDI TRANSMISSION ACTIONS	3.262	0	3.262
**D AMUNDI TRANSMISSION PATRIMOINE	10.346	0	10.346
**D AP ACTIONS 1 EURO	26.903	0	26.903
**D ARRCO QUANT 2	52.751	0	52.751
**D ASSURDIX	51.965	0	51.965
**D BEL EQUITY EUROPE ESG	110.895	0	110.895
**D BEL EURO FUTUR ISR	16.500	0	16.500
**D CARP DIVERSIFIC ACTION EURO	79.997	0	79.997
**D CNF ASSUR EUROPE CAMBRIAM	148.246	0	148.246
**D CONCORIE 96 (ACTION EURO)	34.962	0	34.962
**D CRR CREDIT RISK PREMIUM ESG	7.527	0	7.527
**D CSE SILVER AGE FOCHE COR	897.296	0	897.296
**D DIESE	6.724	0	6.724
**D DNCA ACTIONS EURO PME	413.567	0	413.567
**D DNCA ACTIONS SMALL ET MID CAP EURO	214.760	0	214.760
**D DNCA SRI EURO QUALITY	1.872.723	0	1.872.723
**D EUREUIL PROFIL 75 (ACTIONS)	139.526	0	139.526
**D EUREUIL PROFIL 90 ACTIONS EUR	558.396	0	558.396



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DF delega alla persona fisica sopra indicata con il numero della scheda segretaria
**D delega alla persona fisica sopra indicata con il numero della scheda segretaria
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda segretaria

Azionisti: 1.965 Testi: 0 Azionisti in delega: 1.965

LISTA ESITO DELLE VOTAZIONI:

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EGPARFANE 2 DIVERSIFIE	12.613	0	12.613
**D FC CARDIMKO (ACTIONS EURO)	93.300	0	93.300
**D FCP CARP - INDO	181.496	0	181.496
**D FCP ECUREUIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCP GROUPAMA PHARMA DIVERSIFIE	53.000	0	53.000
**D FERN AMUNDI	68.557	0	68.557
**D FGV ACTIONS EUROPE IM A	9.929	0	9.929
**D GLOBAL MULTI-FACTOR EQUITY FUND	4.298	0	4.298
**D GROUPAMA AVENIR EURO	2.081.936	0	2.081.936
**D GROUPAMA CR AVENIR EUROPE	134.772	0	134.772
**D GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	47.000	0	47.000
**D HSBC EUROPE SMALL & MID CAP	105.216	0	105.216
**D HYNOS ISR	7.800	0	7.800
**D IZC ACTIONS	410.000	0	410.000
**D IP ACTIONS EURO	11.750	0	11.750
**D LEAFAN 3 MOIS	712.676	0	712.676
**D LEFAN ISR ACTIONS EURO LARGE CAP	33.080	0	33.080
**D LEFAN ISR ACTIONS EURO MIN VOL	186.154	0	186.154
**D LEFAN ISR ACTIONS EURO STRATEGIE R&A 1	1.224	0	1.224
**D LEFAN ISR STRATEGIE R&A 2	3.211	0	3.211
**D LCL ACTIONS EURO CORE	5.401	0	5.401
**D LCL ACTIONS MONDE HORS EUROPE EURO	34.377	0	34.377
**D MONGELAS	84.922	0	84.922
**D NEUFLIZE VIE OPPORTUNITIES	27.066	0	27.066
**D OSSIAM GOVERNANCE FOR CLIMAT	58.959	0	58.959
**D OSTRUM SRI EUROPE EQUITY	27.562	0	27.562
**D PERE PROG (ACTIONS EUROPE)	94.688	0	94.688
**D PLURI-INVESTISSEMENTS	28.987	0	28.987
**D ROL PREVOYANCE (ACTIONS EUROPE)	1.630	0	1.630
**D ROPS-SMART INDEX EURO	11.612	0	11.612
**D RSRC ACTIONS (ACTION EURO)	54.868	0	54.868
**D RSRC INVESTISSEMENT	77.123	0	77.123
**D SAFRAN DYNAMIQUE (ACTIONS EUROPE ESG)	89.523	0	89.523
**D STAR PASTEUR	193.978	0	193.978
**D TOCQUEVILLE FINANCE ISR	12.733	0	12.733
**D TONI ACTIONS ISR 100	58.100	0	58.100
**D TOTALERGIES DIVERSIFIE EQUILIBRE ET SOLIDAIRE	20.604	0	20.604
**D VILLIERS DIAPASON	7.300	0	7.300
**D VIVACCIO ISR ACTIONS	141.942	0	141.942
**D WORLD EQUITY TRANSITION GLOBAL EQUITY	15.637	0	15.637
**D AMUNDI EURO CLIMATE PARIS ALLIANCE F&B	74.294	0	74.294
**D AMUNDI F&S GLOBAL MULTI-ASSET TARGET INC	23.189	0	23.189
**D AMUNDI F&S MIB	154.499	0	154.499
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MUTAT	1.619	0	1.619
**D AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	1.994	0	1.994
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	31.802	0	31.802
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	28.126	0	28.126
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	394.872	0	394.872
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	16.843	0	16.843
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	2.488	0	2.488
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	175.896	0	175.896
**D AMUNDI FUNDS EQUITY EURO RISK PARITY	25.548	0	25.548

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	28.783	0	28.783
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	312.409	0	312.409
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE	15.531	0	15.531
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY	2.032.119	0	2.032.119
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	423.973	0	423.973
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS	946.923	0	946.923
**D AMUNDI INDEX MSCI EMU SRI	102.173	0	102.173
**D AMUNDI INDEX MSCI EUROPE	211.588	0	211.588
**D AMUNDI INDEX MSCI EUROPE SRI	813.691	0	813.691
**D AMUNDI INDEX MSCI WORLD	61.233	0	61.233
**D AMUNDI INDEX MSCI WORLD SRI	19.132	0	19.132
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.083	0	6.083
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.628	0	4.628
**D AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT	12.913	0	12.913
**D AMUNDI MSCI EMU ESG LEADERS SELECT	550.135	0	550.135
**D AMUNDI MSCI EMU ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI MSCI EUROPE	30.832	0	30.832
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB	9.832	0	9.832
**D AMUNDI MSCI EUROPE EX SWITZERLAND	55.515	0	55.515
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	4.523	0	4.523
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	3.536	0	3.536
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	559	0	559
**D AMUNDI PRIME EUROZONE	12.230	0	12.230
**D AMUNDI STOXX EUROPE 600	456.317	0	456.317
**D AXIOM EUROPEAN BANKS EQUITY	360.799	0	360.799
**D CANDRIAM EQUITIES L - EMU INNOVATION	177.249	0	177.249
**D CANDRIAM EQUITIES L - EUROPE INNOVATION	2.325.096	0	2.325.096
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES GLOBAL	1.029.811	0	1.029.811
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	220.776	0	220.776
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	2.272.508
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D CANDRIAM SUSTAINABLE EQUITY EMU	1.048.161	0	1.048.161
**D CLEOME INDEX - EMU EQUITIES	34.859	0	34.859
**D CLEOME INDEX - EUROPE EQUITIES	76.225	0	76.225
**D CORDIUS WORLD EQUITIES QUALITY	13.875	0	13.875
**D FONDACO LUX GLOBAL EQUITIES	151.599	0	151.599
**D FONDACO LUX SMALL CAP EURO	410.341	0	410.341
**D G FUND - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	685	0	685
**D INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D IOF GLOBAL FINTECH EUROPE EQUITY	162.500	0	162.500
**D IUF ETHICAL BALANCED DYNAMIC EQUITY	3.636	0	3.636
**D LUXEMBURG HELIXINIA EUROPE EQUITY	6.920	0	6.920
**D NEF ETHICAL BALANCED DYNAMIC INCOME FUND	321.765	0	321.765
**D ONPARKETS AMUNDI FLEXIBLE INCOME FUND	26.253	0	26.253
**D ONPARKETS AMUNDI INCOME OPP FID	48.091	0	48.091
**D R MONTELY INVESTISSEMENTS POOL AXA	18.300	0	18.300
**D PCC LUX MONTELY INVEST POOL AMUNDI	3.381	0	3.381
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	3.000	0	3.000
**D AMUNDI DEUTSCHLAND GREEN - SWEDINVEST 43	175.137	0	175.137
**D AMUNDI TOP WORLD	398	0	398
**D AMUNDI WELTFORTFOLIO	0	0	0



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**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.965 Teste: 1.965
Azionisti in proprio: 0 Azionisti in delega: 1.965

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

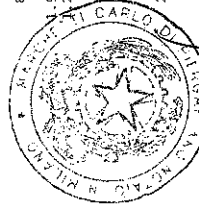
Cognome	Tot. Voti	Proprio	Delega
**D VPV-SPEZIAL AMUNDI	8.380	0	8.380
**D AMUNDI DIVIDENDO ITALIA	290.000	0	290.000
**D AMUNDI ESG SELECTION BILANCIATO	14.394	0	14.394
**D AMUNDI ESG SELECTION CONSERVATIVO	5.934	0	5.934
**D AMUNDI ESG SELECTION DINAMICO	7.704	0	7.704
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D AMUNDI PROG INC REALE 2026	4.129	0	4.129
**D AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2026	4.131	0	4.131
**D AMUNDI PROGETTO INCOME 2028	884	0	884
**D AMUNDI PROGETTO INCOME AGOSTO 2026	3.308	0	3.308
**D AMUNDI PROGETTO INCOME REALE 2027	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	3.063	0	3.063
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.114	0	1.114
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	1.144	0	1.144
**D AMUNDI VALORE ITALIA PIR	61.500	0	61.500
**D FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	2.372	0	2.372
**D ASR INSTITUT FORSDEN EUR AMANDELN	54.055	0	54.055
**D COOPERATIE KLANVERSLAD VERKERKINGEN U.A.	6.431	0	6.431
**D FLAVERSLAD SCHAEVERKERKINGENMAIJSCHAPFI	6.067	0	6.067
**D DE WERKINGE MAIJSCHAPFI	20.357	0	20.357
**D BEVELINGE WANDRAF SSCA PE AMANDELN	6.556	0	6.556
**D ST PF GASINIE - GLOBAL EO MANDATE SSCA	5.629	0	5.629
**D ST PF EVA MANDATE BLACKROCK	7.859	0	7.859
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	3.340	0	3.340
**D ST PF VOOR DE ARCHITECTENBUREAUS-DME AMU	6.565	0	6.565
**D ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS	6.173	0	6.173
**D CRELAN INVEST DYNAMIC	3.160	0	3.160
**D EDR GLOBAL EQUITIES RDT - DBI	1.527	0	1.527
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	6.866	0	6.866
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	2.172	0	2.172
**D EDR SICAV - EQUITY EURO SOLVE	63.407	0	63.407
**D EDR SICAV - EURO SUSTAINABLE EQUITY	1.106.050	0	1.106.050
**D EDR SICAV - EUROPEAN IMPROVERS	9.430	0	9.430
**D FOLLEUX	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620	0	205.620
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	38.158	0	38.158
**D HELVETIA I EUROPA	49.100	0	49.100
**D MEDIOBANQUE GESTION FONDI SGR - FLESSIBILE FUTURO ITALIA	1.760.000	0	1.760.000
**D MEDIOBANQUE GESTION FONDI SGR - FLESSIBILE SVILUPPO ITALIA	300.000	0	300.000
**D ALLIANZ AZIONI ITALIA ALL STARS LL STARS	440.000	0	440.000
**D ALLIANZ ITALIA 50 SPECIAL	13.000	0	13.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	38.912	0	38.912
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	3.848	0	3.848
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	46.692	0	46.692
**D ALLIANZ ASSICURAZIONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.359	0	14.359
**D ISHARES EURO STOXX UCITS ETF (DE)	931.819	0	931.819
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	232.217	0	232.217
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	1.062.535	0	1.062.535
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	354.467	0	354.467

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	13.231	0	13.231
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	5.898	0	5.898
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	2.342	0	2.342
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	6.196	0	6.196
**D ARMOISTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	13.447	0	13.447
**D THE MONEYART AUTHORITY OF SINGAPORE	22.307	0	22.307
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	24.635	0	24.635
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	3.884	0	3.884
**D FLOURISH INVESTMENT CORPORATION	1.762.016	0	1.762.016
**D ARMOISTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	83.927	0	83.927
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	10.606	0	10.606
**D ISHARES II PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES IV PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES IV PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES VI PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D WISDOMTREE ISSUER ICVW	159.961	0	159.961
**D AUSTRALIAN RETIREMENT TRUST	1.588	0	1.588
**D ESS INV SUSTAINABLE GLOBAL SHARES EX FOSGILL FUELS FUND	253.418	0	253.418
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	714	0	714
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	15.221	0	15.221
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	9.523	0	9.523
**D ANARE SUPER	2.133	0	2.133
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	493.837	0	493.837
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	13.412	0	13.412
**D INTERNATIONAL EQUITIES SECTOR TRUST	39.513	0	39.513
**D SPDR SP WORLD EX AUSTRALIA FUND	2.907.045	0	2.907.045
**D NEW AIRWAYS PENSION SCHEME	1.387	0	1.387
**D MANAGED PENSION FUNDS LIMITED	6.007	0	6.007
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC- INTERNATIONAL EQUITY TRACKER FUND	2.145	0	2.145
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK) EQUITY FUND	334.331	0	334.331
**D INTERNATIONAL MONETARY FUND	2.159	0	2.159
**D ALLIANZ ACTIONS EURO PNEETI	78.823	0	78.823
**D ARMOISTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	38.260	0	38.260
**D DWS INVESTMENT GMBH FOR DWS CI EUROZONE EQUITY	100.558	0	100.558
**D DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	98.812	0	98.812
**D ISHARES MSCI EAFE INTERNATIONAL INDEX FUND	28.388	0	28.388
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	5.396	0	5.396
**D ISHARES MSCI ACWI ETF	364.355	0	364.355
**D ISHARES MSCI ACWI EX U.S. ETF	1.307.308	0	1.307.308
**D ISHARES MSCI EUROPEAN ETF	139.975	0	139.975
**D ISHARES MSCI EUROZONE ETF	103.342	0	103.342
**D ISHARES MSCI EUROPE ETF	24.001	0	24.001
**D ISHARES MSCI EUROPE ETF	826.089	0	826.089
**D ISHARES MSCI EUROPE ETF	96.874	0	96.874
**D ISHARES MSCI EUROPE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EUROPE ETF	2.272.693	0	2.272.693
**D ISHARES MSCI EUROPE FINANCIALS ETF	2.072	0	2.072
**D ISHARES MSCI ITALY ETF	422.071	0	422.071
**D ISHARES ESG ADVANCED MSCI EAFE ETF	840.149	0	840.149
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	43.798	0	43.798
**D ISHARES COME MSCI EUROPE ETF	3.536	0	3.536
**D ISHARES COME MSCI EUROPE ETF	220.744	0	220.744



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Azionisti: 1.965 Testi: 0 Azionisti in delega: 1.965

DIP delega alla persona fisica sopra indicata con il numero della scheda magnetica
DIP delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione gestita)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Coordinatore	Tot. Voti	Proprio	Delega
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	440	0	440
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES CORE MSCI EAFE ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	11.177	0	11.177
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11.431	0	11.431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418	0	1.418
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646	0	6.646
**D NATS MSCI KOGAKU INDEX MOTHER FUND	7.803	0	7.803
**D AXA IM ETF ICAY	2.877	0	2.877
**D MTJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4.698	0	4.698
**D INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092	0	145.092
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PINXSON SGKB CARBON FOCUS	6.462	0	6.462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	20.208	0	20.208
**D AXA IN EQUITY TRUST	245.000	0	245.000
**D AMERICAN BUREAU OF SHIPPING	33.393	0	33.393
**D FISHER GLOBAL SMALL CAP EQUITY FUND	186.560	0	186.560
**D REX SAVINGS PLAN MASTER TRUST	9.577	0	9.577
**D BEAR CREEK INC	18.172	0	18.172
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	1.713	0	1.713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO USD ETF	71.501	0	71.501
**D BMO MSCI EAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI ACWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	16
**D BMO MSCI EAFE ESG LEADERS INDEXETF	4.537	0	4.537
**D THE CAPTIVE INVESTORS FUND	289.530	0	289.530
**D CAPULA TAIL RISK MASTER FUND LIMITED	3.886	0	3.886
**D THE CAPTIVE INVESTORS FUND	66.800	0	66.800
**D CARDANO COMMON CONTRACTUAL FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	558.489	0	558.489
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	23.779	0	23.779
**D CENTRAL PROVIDENT FUND BOARD	1.685	0	1.685
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	24.095	0	24.095
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	698.853	0	698.853
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	97.117	0	97.117
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	1.957	0	1.957
**D CAISSE DE DEPOT ET PLACEMENT DQUEBEC	491	0	491
**D DESJARDINS SECURITE FINANCIERE COMAGNIE D ASSURANCE VIE	1.379	0	1.379
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.535	0	1.535
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	25.236	0	25.236
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	254.668	0	254.668
**D CALVERT VE EAFE INTERNATIONAL INDEX PORTFOLIO	15.458	0	15.458
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	673.250	0	673.250
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0	240.916
**D CUSTODI BANK OF JAPAN LTD. AXA THURIES FOR SMIB	2.604	0	2.604
**D FISHER INVESTMENT INSTITUTIONAL FUNDS ETC	20.886	0	20.886
**D FISHER MANAGEMENT AND RESEARCH COMPANY LLC	1.804	0	1.804
**D PARKER FOUNDATION INC	43.481	0	43.481

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Codice	Tot.	Voti	Delega
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	27.816	0	Proprio
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	3.768	0	
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	52.216	0	
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490	0	
**D FRANKLIN TEMPLETON ICAP	324	0	
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	2.156	0	
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	21.030	0	
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.264	0	
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	57.650	0	
**D FIDELITY EUROPE FUND	70.372	0	
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	23.810	0	
**D FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.598	0	
**D FIDELITY LONGTERM LEADERS FUND	3.167	0	
**D FIDELITY DISRUPTORS CLASS	7.338	0	
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	609	0	
**D FIDELITY INTERNATIONAL EQUITY MULTI-ASSET BASE FUND	438.200	0	
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	201.480	0	
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	583	0	
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079	0	
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280	0	
**D GAM STAR FUND PLC	3.141.800	0	
**D RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	686.119	0	
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258	0	
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439	0	
**D GOVERNMENT PENSION INVESTMENT FUND	3.313.141	0	
**D AMERICAN FUNDS INSURANCE SERIES/INTERNATIONAL FUND	1.271.778	0	
**D AMERICAN FUNDS INSURANCE SERIES/GLOBAL GROWTH FUND	635.542	0	
**D AMERICAN FUNDS INSURANCE SERIES/GLOBAL GROWTH AND INCOME FUND	141.544	0	
**D AMERICAN FUNDS INSURANCE SERIES/GLOBAL BALANCED FUND	29.029	0	
**D SCOTIA INTERNATIONAL INVESTING INDEX TRACKER ETF	7.729	0	
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.805	0	
**D TANGERINE BALANCED INCOME PORTFOLIO	1.053	0	
**D TANGERINE BALANCED PORTFOLIO	7.344	0	
**D TANGERINE BALANCED GROWTH PORTFOLIO	9.662	0	
**D TANGERINE EQUITY GROWTH PORTFOLIO	12.584	0	
**D TANGERINE SCIENTIFIC INVESTMENT PORTFOLIO	24.138	0	
**D FRANKLIN TEMPLETON INTERNATIONAL EQUITY INDEX ALLOCATION VP	3.101	0	
**D FRANKLIN TEMPLETON INTERNATIONAL EQUITY INDEX VP	83	0	
**D JPMORGAN MSCI WORLD INDEX FUND	15	0	
**D JPMORGAN GLOBAL ALLOCATION FUND	15	0	
**D JPMORGAN INTERNATIONAL CORE EQUITY FUND	18.298	0	
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	3.099	0	
**D SUNAMERICA SERIES TRUST - SA SCHROEDER VCP GLOBAL ALLOCATION PORT	55.799	0	
**D SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	26.372	0	
**D OPENWORLD PUBLIC LIMITED COMPANY	8.674	0	
**D RUSSELL INVESTMENT COMPANY V PLC	4.616	0	
**D MULTI STYLE MULTI MANAGER FUNDSPLC	107.258	0	
**D INVESCO MSCI WORLD SRI INDEX FUND	393	0	
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	3.507.758	0	

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1.965 Teste:

Azionisti:

Teste:

Teste:

2

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

*D delega alla persona fisica sopra indicata con il numero della scheda magnetica (colazione) consegnata alla postazione assistita.

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di Incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D INVESCO EOY EUROPEAN EQUITY FUND	751.371	0	751.371
**D INSTITUTIONAL RETIREMENT TRUST	1.104.169	0	1.104.169
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	3.352	0	3.352
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	137.892	0	137.892
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OPEB TRUST	12.437	0	12.437
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D INTE KAPITALANLAGESELFSCHAFT MEH FOR DC EUROLAND EQUITIES	90.351	0	90.351
**D LVIP BLACKROCK GLOBAL ALLOCATION FUND	7.734	0	7.734
**D LVIP SSGA INTERNATIONAL INDEX FUND	94.627	0	94.627
**D LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	19.139	0	19.139
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	15.234	0	15.234
**D SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	10.619	0	10.619
**D SPDR MSCI EAFE STRATEGICFACTORSETF	41.494	0	41.494
**D SPDR MSCI WORLD STRATEGICFACTORSETF	924	0	924
**D SPDR MSCI AOWI LOW CARBON TARGET ETF	1.268	0	1.268
**D RHODELINE INTERNATIONAL POOLED INDEX TRUST	15.679	0	15.679
**D MPOWER COLLECTIVE INVESTMENT TRUST	1.163.216	0	1.163.216
**D MDTM INTERNATIONAL EQUITY POOL	722.947	0	722.947
**D MDTM INTERNATIONAL GROWTH FUND	96.843	0	96.843
**D MDTM INTERNATIONAL INSURANCE COMPANY OF AMERICA	28.014	0	28.014
**D THE PRUDENTIAL INVESTMENT COMPANY OF AMERICA	21.704	0	21.704
**D MERGER QIF COMMON CONTRACTUAL FUND	681.866	0	681.866
**D MERGER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.333	0	92.333
**D MERCER GLOBAL EQUITY FUND	207.465	0	207.465
**D MGI FUNDS PLC	36.284	0	36.284
**D M&I GOLD TACTICAL STRATEGIES LTD	3.044	0	3.044
**D NAMEX TAX EFFECTIVE BALANCED FUND	270.423	0	270.423
**D NAMEX INTERNATIONAL EQUITY FUND	7.068.520	0	7.068.520
**D MERCER UCITS COMMON CONTRACTUALFUND	25.326	0	25.326
**D MONTANA BOARD OF INVESTMENTS	317.899	0	317.899
**D MARYLAND STATE RETIREMENT PENSION SYSTEM	165.453	0	165.453
**D COMPASS CONSERVATIVE PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED PORTFOLIO	267.484	0	267.484
**D COMPASS BALANCED GROWTH PORTFOLIO	363.119	0	363.119
**D COMPASS GROWTH PORTFOLIO	295.231	0	295.231
**D COMPASS MAXIMUM GROWTH PORTFOLIO	205.977	0	205.977
**D RUSSELL INVESTMENT COMPANY PLC	78.724	0	78.724
**D ATELIS INTERNATIONAL EQUITY POOL	37.606	0	37.606
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	80.295	0	80.295
**D STATE OF NEW JERSEY COMMON PENSION FUND D	5.612	0	5.612
**D JANE TAFT INGALLS TR LTD 12 6 51 FDC AYN GARY LOMBARDO	206.455	0	206.455
**D CITY OF NEW YORK GROUP TRUST	1.012	0	1.012
**D FIRST INTERNATIONAL HIGH QUALITY INDEX ETF	113.052	0	113.052
**D PROCTER AND GAMBLE PENSION FUND	170.983	0	170.983
**D STICHTING BESNOENFONDS WERKEN (RS) INTEGRATIE	1.553	0	1.553
**D PES-FIMCO EAST DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	80.151	0	80.151
**D THE LICURATION FUND LTD	7.265	0	7.265
**D DRS INVESTMENT GMBH FOR DEAMFONDS KGPENSTONEN	2.762	0	2.762
**D DEAM-FONDS CPT	5.306	0	5.306
**D THREIVENT INTERNATIONAL INDEX PORTFOLIO	7.193	0	7.193

LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	3.170	0	3.170
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	11.457	0	11.457
**D RUSSELL OVERSEAS EQUITY POOL	82.519	0	82.519
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310	0	1.310
**D RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	1.086	0	1.086
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	194.428	0	194.428
**D THE BANK OF KOREA	1.794	0	1.794
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	65.700	0	65.700
**D DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	983	0	983
**D SCOTIA DIVERSIFIED BALANCED FUND	6.064	0	6.064
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.075	0	1.075
**D SSGA MSCI AOMI EA-USA INDEX NON-LENDING DAILY TRUST	3.626	0	3.626
**D BELFUNDING POSTSECONDARY EDUCATION FUND	370	0	370
**D HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	6.294.056	0	6.294.056
**D HARTFORD SCHROEDERS INTERNATIONAL GROWTH FUND	1.746	0	1.746
**D STATE STREET IRELAND UNIT TRUST	22.358	0	22.358
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	2.466.908	0	2.466.908
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	127.119	0	127.119
**D SSGA SPDR ETS EUROPE II PUBLICLIMITED COMPANY	176.553	0	176.553
**D STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN	1.872	0	1.872
**D SSGA SPDR ETS EUROPE I PUBLIC LIMITED COMPANY	112.340	0	112.340
**D SIR DAVID TRENCH FUND FOR RECREATION	5.580	0	5.580
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	859	0	859
**D STATE STREET CCF	8.874	0	8.874
**D TEACHER RETIREMENT SYSTEM OF TEXAS	74.405	0	74.405
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TJ-MONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D TJ-QUALIFIED LLC	41.581	0	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D DBS (IRL) ETF PLC	239.086	0	239.086
**D DBS INVESTMENT GMBH FOR DEAMFONDS PG EQ	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	118.000	0	118.000
**D DBS INVESTMENT GMBH FOR DEAMFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624	0	7.624
**D WELLINGTON DURABLE ENTERPRISES, L.P.	244.163	0	244.163
**D WELLINGTON-CIS GLOBAL EQUITY FUND	151.200	0	151.200
**D WASHINGTON STATE INVESTMENT BOARD	207.428	0	207.428
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	288.600	0	288.600
**D WISDOMTREE INTERNATIONAL EQUITY FUND	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL NICOPAYDIVID	995	0	995
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	186	0	186
**D WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	1.240	0	1.240
**D THE WELLINGTON TR CO NATL ASSOCIUMTIPLE COLLECTIVE INVEST FENSTR II	9.582	0	9.582
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	470.504	0	470.504
**D WTCN DURABLE COMPANIES PORTFOLIO	903.450	0	903.450
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	1.794.645	0	1.794.645
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	668.618	0	668.618



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Azionisti: 1.965 Teste:

Azionisti in proprio: 0 Azionisti in delega:

2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnética IV 9153
1.965 **D* delega alla persona fisica sopra indicata con il numero della scheda magnética (votazione elettronica alla sezione assemblea)
RL* rappresentanza legale da persona fisica sopra indicata con il numero della scheda magnética

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ERMOWER ANNUITY INSURANCE COMPANY	22.131	0	22.131
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431	0	1.694.431
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	25.370	0	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	300	0	300
**D ZURICH INVEST ICAV	56.109	0	56.109
**D SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	2.592.899	0	2.592.899
**D SSE MSCI EUROPE SCREENED INDEX NOMLENDING COMMON TRUST FUND	8.085	0	8.085
**D SSE MSCI ACWI EX USA INTI SCREENED NOMLENDING COMMON TRUST FUND	11.039	0	11.039
**D STATE STREET TOTAL RETURN VIS FUND	5.510	0	5.510
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	376.852	0	376.852
**D VANGUARD DEVELOPED MARKETS INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D INVESCO EQV INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KAISER FOUNDATION HOSPITALS	2.376	0	2.376
**D KAISER FERRANTE GROUP TRUST	7.116	0	7.116
**D HENRI LUNZ INTERNATIONAL INTERNATIONAL EQUITY PORTFOL	12.251	0	12.251
**D HC CAPITAL TRUST - THE ESG GLOBAL PORTFOLIO	1.931	0	1.931
**D HC CAPITAL TRUST - THE ESG GLOBAL PORTFOLIO	1.931	0	1.931
**D SCHWAB INTERNATIONAL EQUITY ETF	1.083.931	0	1.083.931
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTI FACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D FEDERATED KAUFMANN SMALL CAP FUND	1.132.500	0	1.132.500
**D UNIVERSAL INVESTMENTSGESSELLSCHAFTEN FÜR PROFIUFONDS SGA	55.930	0	55.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	351.102	0	351.102
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	929.491	0	929.491
**D PENSION BENEFIT GUARANTY CORPORATION	27.313	0	27.313
**D IMTE KAPITALANLAGEGESELLSCHAFT MBH FÜR LHPRIVATREACTIEN	18.000	0	18.000
**D UNIVERSAL INVESTMENT GESELLSCHAFT MBH FÜR KFT UNIVERSAL FONDS	23.087	0	23.087
**D IMTE KAPITALANLAGEGESELLSCHAFT MBH FÜR ENTSCORGUNGSFONDS	62.483	0	62.483
**D MES HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579	0	23.579
**D IEM 401(K) PLUS PLAN TRUST	131.566	0	131.566
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.069	0	24.069
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628	0	3.628
**D GOLDMAN SACHS TRUST GOLDMAN SACHS RETIREMENT SYSTEM	66.772	0	66.772
**D RUSSELL INVESTMENT SERVICES L.P. RUSSELL 2000 INDEX FUND	474.755	0	474.755
**D SSE RUSTONAL SERVICES L.P. RUSSELL 2000 INDEX FUND	18.375	0	18.375
**D AB VARIABLE PROGRESS SERIES FUND INC. AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AB VESF AB GLOBAL RISK ALLOCATION MOOREANES PORTFOLIO	133	0	133
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554

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DE* delega alla presente fascia sopra indicata con il numero della scheda magnetica

2

1.965

Azionisti:

Teste:

1.965

Azionisti in proprio:

Teste:

0

Azionisti in delega.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione esistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D IBM RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTSELISCHAFTMBH FOR UIFONDS ACTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	782.803	0	782.803
**D TIAACREF INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II BAILLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.137.013	0	1.137.013
**D BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.769	0	65.769
**D STATE OF MINNESOTA	257.790	0	257.790
**D MERCER BONUS CORE EQUITY FUND	37.346	0	37.346
**D FRANK RUSSELL INVESTMENT CO II PLC	26.037	0	26.037
**D SPDR MSCI ACWI EXUS ETF	1.283	0	1.283
**D SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377	0	323.377
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D MORGAN STANLEY INVESTMENT MANAGEMENT INC. GLOBAL STRATEGI ST PORTFOLIO	1.674	0	1.674
**D MORGAN STANLEY INVESTMENT MANAGEMENT INC. GLOBAL STRATEGI ST PORTFOLIO	225.746	0	225.746
**D SPDR COMMON TRUST FUNDS TRAISSINT RESEARCH EQUITY PORTFO	52.949	0	52.949
**D SPDR PORTFOLIO EUROPE ETF	13.632	0	13.632
**D SPDR MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	452.556	0	452.556
**D M INTERNATIONAL EQUITY FUND	4.430	0	4.430
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	64.769	0	64.769
**D COLUMBIA TREASURERDLE (UK) ICVCT - CT SELECT EUROPEAN EQUITY FUND	341.847	0	341.847
**D M&G INVESTMENT FUNDS (I)- M&G EUROPEAN SUSTAIN PARIS ALLIENED FUND	1.331.135	0	1.331.135
**D STITCHING PHILIPS PENSIOENFONDS	10.867	0	10.867
**D NOW PENSIONS TRUST	5.449	0	5.449
**D NATIONAL EMPLOYMENT SAVINGS TRUST	54.480	0	54.480
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	396.016	0	396.016
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	15.446	0	15.446
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	39.284	0	39.284
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802	0	5.802
**D HSEC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	495.479	0	495.479
**D NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	12.817	0	12.817
**D NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST	54.857	0	54.857
**D FAMILY INVESTMENTS CHILD TRUST FUND	12.696	0	12.696
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND.	9.670	0	9.670
**D FP RUSSELL INVS ICVC FP RUSSELLINVS INT GROWTH ASSETS FUND	610.350	0	610.350
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	2.561.411	0	2.561.411
**D MAWER INTERNATIONAL EQUITY POOLED FUND	272.161	0	272.161
**D MOUNT HATTON INVESTMENTS LIMITED	103.465	0	103.465
**D FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	465.748	0	465.748
**D PRINCIPAL LIFE INSURANCE COMPANY	39.003	0	39.003
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	10.573	0	10.573
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	36.522	0	36.522
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	90.012	0	40.012
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	109.530	0	109.530
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	236.503	0	236.503
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	225.852	0	225.852
**D EURIZON AM FLEXIBLE TRILLOGY	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASSET 30	9.233	0	9.233



LISTA ESITO DELLE VOTAZIONE

Oggetto: 6. Piano di incentivazione di Lungo Termine 2024-2026 per Dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EURIZON AM GLOBAL MULTIASSET II	3.664	0	3.664
**D EURIZON AM OBIETTIVO CONTROLLO	4.112	0	4.112
**D EURIZON AM OBIETTIVO STABILITA'	2.103	0	2.103
**D EURIZON AM RILANCIO ITALIA TR	19.833	0	19.833
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.649	0	178.649
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	163.903	0	163.903
**D EURIZON INVESTI GRADUATE ESG 30- GENNAIO 2027	54.176	0	54.176
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	21.003	0	21.003
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	10.490	0	10.490
**D EURIZON AM TR MEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON FIE ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROGETTO ITALIA 70	150.509	0	150.509
**D ESG MULTI ASSET FIE FOND	57.000	0	57.000
**D XTRACKERS	674.989	0	674.989
**D EURIZON AM SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	74.019	0	74.019
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	73.714	0	73.714
**D BLACKROCK GLOBAL INDEX FUNDS	2.064	0	2.064
**D BERENBERG EUROZONE FOCUS FUND	35.348	0	35.348
**D UBS LUX FUND SOLUTIONS	67.866	0	67.866
**D ABERC - DER WELTFONDS - ESG	1.459.299	0	1.459.299
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	15.670	0	15.670
**D AXA WORLD FUNDS SICAV	163.069	0	163.069
**D EURIZON FUND	5.361.915	0	5.361.915
**D EURIZON NEXT 2.0	415.045	0	415.045
**D MULTIBRAND SICAVSIF	29.253	0	29.253
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	15.470	0	15.470
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	33.477	0	33.477
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	23.417	0	23.417
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	221.005	0	221.005
**D EBSILON ASSOCIATI SSR - EBSILONSSR QVALUE	107.204	0	107.204
**D MULTIFLEX SICAV	1.807	0	1.807
**D GOLDMAN SACHS FUNDS	73.908	0	73.908
**D EURIZON INVESTMENT SICAV	6.188	0	6.188
**D OBIKAM LUX	131.309	0	131.309
**D ALLIANZ GLOBAL INVESTORS FUND	18.563	0	18.563
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	730.075	0	730.075
Totale voti	479.679.849		624.730
Percentuale votanti %	99,407584		
Percentuale Capitale %	78,507414		

Azionisti:

1.965

0

Azionisti in proprio: 0 Azionisti in delega:

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2 Dfr delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.965 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla poltroncina assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Ordinaria del 24 aprile 2024

ESITO VOTAZIONE

Oggetto : 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° 482.538.485 azioni ordinarie pari al 78,975276 % del capitale sociale riferibili a 1.998 soggetti aventi diritto al voto.



Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	481.416.361	99,767454	99,767454	78,791622
Contrari	1.079.144	0,223639	0,223639	0,176619
SubTotale	482.495.505	99,991093	99,991093	78,968242
Astenuti	42.980	0,008907	0,008907	0,007034
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	42.980	0,008907	0,008907	0,007034
Totale	482.538.485	100,000000	100,000000	78,975276

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.

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
CONTRARI

Cognome	Tot. Voti	Proprio	Delega
2. COMPUTERSHARE SEA RAPER. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D ERAPE ACTIONS BURO IV	334.515	0	334.515
**D IHCANTEC PAB AMUNDI	2.418	0	2.418
**D FCP VILLIERS ACTIONS EUROPE CFP AM	460.945	0	460.945
**D MERSEYDE PENSION FUND	281.266	0	281.266
Totale voti	1.079.144		
Percentuale votanti %	0,223639		
Percentuale Capitale %	0,176619		



LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

ASTENUTI

Cognome	Tot. Voti	Proprio	Delega
2 COMPITERSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D GREEN CENTURY NSCI INTERNATIONAL	27.722	0	27.722
**D TOLLESON INTERNATIONAL EQUITY LP	15.258	0	15.258
Totale voti	42.980		
Percentuale votanti %	0,008907		
Percentuale Capitale %	0,007034		

Azionisti:	2	Teste:	2	Pagina 2
Azionisti in proprio:	0	Azionisti in delega:	2	DIP* delega alla persona fisica sopra indicata con il numero della scheda magnetica **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita) RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMTEUSHARE SEA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ABATEMATTEI AUGUSTO	4.533	0	50
D** ARCO FONDO NAZIONALE FENSTONE COMPLEMENTARE	47.348	0	47.348
D** FONDO GOMMA ELASTICA	6.000	0	6.000
D** FONDO PEGASO	34.353	0	34.353
D** PREVEDI	6.477	0	6.477
D** PREVIDENZA COOPERATIVA	0	0	0
2. COMTEUSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	1.130.000	0	1.130.000
*D STOCK SMALL CAPS OPE	12.100	0	12.100
*D HELMIA INV KAG MEH HI KAPPA 10 SFONDS	15.550	0	15.550
*D HELMIA INV KAPITALAND GES MEH HI SZAVA 2	15.550	0	15.550
*D DEKA INVESTMENT GMBH GLOBAL AKTIEN	12.760	0	12.760
*D DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536	0	24.536
*D MASTERSWINT KAPITALAND INVESTMENT GMBH	2.273	0	2.273
*D BELFIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
*D CANDLEM BUSINESS EQUITIES SA	71.608	0	71.608
*D BELFIUS EQUITIES NV	964.033	0	964.033
*D BELFIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
*D VR BANK KT EUROPROTECT UI	17.716	0	17.716
*D TIMM INVEST EUROPA PLUS	746	0	746
*D BELFIUS PENSION FUND LOW EQUITIES	64.038	0	64.038
*D LF AI IMPACT EQUITY EU	17.372	0	17.372
*D LIL FUND SERV. AG AND LIL INEACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	16.022	0	16.022
*D UNIVERSITAT BASEL	236.209	0	236.209
*D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	65.247	0	65.247
*D PROPARIS SMALL MID CAP WELT CREDIT SUISSE FUNDS AG MANDAT THREANNEEDLE AM	21.480	0	21.480
*D AVA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	24.640	0	24.640
*D CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	18.080	0	18.080
*D WIF-DMS GI EURO SHT EXT	15.382	0	15.382
*D PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	370	0	370
*D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	16.391	0	16.391
*D AVA VORSORGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	1.421	0	1.421
*D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	4.582	0	4.582
*D WORLD TRADE ORGANIZATION PENSION PLAN	25.252	0	25.252
*D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	538.519	0	538.519
*D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	19.684	0	19.684
*D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	4.812	0	4.812
*D PICTET - DIGITAL	1.938.081	0	1.938.081
*D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	13.168	0	13.168
*D PICTET CH - GLOBAL EQUITIES	4.615	0	4.615
*D DECAALIA SLNAV - SUSTAINABLE SOCIETY	105.000	0	105.000
*D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	7.641	0	7.641
*D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER	66.911	0	66.911
*D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	16.813	0	16.813
*D PICTET - EUROPE INDEX	59.265	0	59.265
*D PICTET-EUROLAND INDEX	37.201	0	37.201
*D PROTEA FUND - ORCOTEA EQUITIES EMU SEI EX-FOSSIL	29.503	0	29.503
*D PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	5.655	0	5.655
*D ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZ-FONDS KORNW-AR SEGMENT ORWILCO-AKTIEIN	6.140	0	6.140
*D DEKA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-PH 1 U05 CS	29.449	0	29.449
*D AGIPI AMBITION	18.464	0	18.464



Pagina 3

Azionisti: 1.992 Teste: 1.992

Azionisti in proprio: 0 Azionisti in delega: 1.992

DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica.
*D delega alla persona fisica sopra indicata con il numero delle schede magnetiche (valore effettuate alla votazione persiste)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HELIOS	85.061	0	85.061
**D STICHTING AOLD DELHAIZE PENSION	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UL-NSMT-BAP-FORDS	1.366	0	1.366
**D ALMUT CAPITAL MANAGEMENT SGR S.P.A	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D LBPM ISR AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENACTIS ISR	40.189	0	40.189
**D BNP PARIBAS RENACTIS ISR	17.520	0	17.520
**D ERI BAVERNINVEST FONDS AKTIEN EUROPA	475.000	0	475.000
**D EGEPARGNE CROISSANCE	14.250	0	14.250
**D BROGLIE	485.558	0	485.558
**D AGIFI ACTIONS EUROPE	486.000	0	486.000
**D AXA VALEURS: EURO	6.512	0	6.512
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	453.568	0	453.568
**D BNP PARIBAS ACTIONS PME ETI ISR	255.000	0	255.000
**D AXA EURO VALEURS RESPONSABLES	1.634.530	0	1.634.530
**D VILLIERS ACTIONS EUROPE CANORIAM	213.842	0	213.842
**D ALLIANZGI-FONDS SUREISE SEGMENT EUROPA SMALL & MID CAP	185.000	0	185.000
**D SCANDIUM	351.331	0	351.331
**D TOTALENERGIES ACTIONS EUROPEENNES	6.200	0	6.200
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	41.942	0	41.942
**D PHOSPHORE	66.113	0	66.113
**D BNP PARIBAS ACTIONS RENDEMENT ISR	11.531	0	11.531
**D DIVERSIS DINAMIQUE	25.467	0	25.467
**D INVESTISSEMENT FLEXIBLE	42.191	0	42.191
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	52.700	0	52.700
**D IRCANTEC ACTIONS EUROPE CANORIAM 2	100.264	0	100.264
**D FRANKIE D ACTIONS 2	685.033	0	685.033
**D NH AMUNDI ACTIONS EURO	74.682	0	74.682
**D ADASINA SOCIAL JUSTICE ALL CAP GLOBAL ETF	49.671	0	49.671
**D ABELLE ROTHSCHILD	5.250	0	5.250
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX AANDELENFONDS EUROPA	2.268	0	2.268
**D ATCF-UI-FONDS	2.398	0	2.398
**D ACTIAM DUURZAAM INDEX AANDELENFONDS WERELD	14.453	0	14.453
**D AZ FUND 1 AZ EQUITY EUROPE	175.000	0	175.000
**D IRCANTEC ACTIONS EUROPE AXA IM	500.000	0	500.000
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	51.684	0	51.684
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	36.544	0	36.544
**D COMET - EUROPE	26.971	0	26.971
**D ERAEP ACTIONS EUROPE I	2.875.416	0	2.875.416
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	4.475	0	4.475
**D CEP GROWTH SMC	42.656	0	42.656
**D BESTSELECT - UBS SRI GLOBAL EQUITY	5.000	0	5.000
**D AMP INTERNATIONAL EQUITY INDEX FUND	49.167	0	49.167
**D BANSADELL 2000 FUND	1.162	0	1.162
**D RILIANPRAI GAS WORKS PENSION PLAN	1.162	0	1.162
**D RILIANPRAI INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF PROTIE MASTERFONDS	24.933	0	24.933
**D BNP PARIBAS EASY WORLD ESG FILTERED MIN TE UCITS ETF	1.942	0	1.942
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	14.142	0	14.142
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	3.398	0	3.398

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Azionisti: 1.992 Teste: 1.992
 Azionisti in proprio: 0 Azionisti in delega: 1.992

DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione associata)
 RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Dalega
**D AMUNDI STOKX EUROPE 600 ESG II UCITS ETF	3.811	0	3.811
**D THEM QUANT - EQUITY EUROZONE DEF1	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D THEM QUANT - EQUITY WORLD DEF1	9.097	0	9.097
**D MERCER UNREDGED OVERSEAS SHARES TRUST	393.618	0	393.618
**D ACTIAN DUURZAAM INDEX AANDELENFONDS EUROFA	44.189	0	44.189
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS PRE ISR	214.284	0	214.284
**D AXA OPTIMAL INCOME	374.990	0	374.990
**D ALLENZA OBLIGAZIONARIO	139.650	0	139.650
**D ES PREVISION EMPRESAS EPSV DE EMPLEO	1.020	0	1.020
**D BNP MSCI WORLD	2.351	0	2.351
**D ERM MSCI-NASDAQ INTERNATIONAL EQUITY FUND	87.329	0	87.329
**D JANUS HENDERSON HOLIFIN FUND	253.701	0	253.701
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF BAYK A1-FONDS	432.688	0	432.688
**D GUIDEMARK WORLD EX-US FUND	6.120	0	6.120
**D AZTE - AZ EQUITY -NEW GENERATIONS	16.432	0	16.432
**D BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED	372.731	0	372.731
**D TWO SUPERANNUATION FUND	6.066	0	6.066
**D GENERALI ITALIA SPA	143.030	0	143.030
**D ALLIANZGI-SUBFONDS BAT-LS 2	55.940	0	55.940
**D ALLIANZGI FONDS LUNA A	575.954	0	575.954
**D RETURN	38.382	0	38.382
**D KAYNE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	4.306	0	4.306
**D AXA GENERATION EQUILIBRE	137.234	0	137.234
**D SABADELL PLANIFICACION 25, FI	2.754	0	2.754
**D INVESTITORI LONGEVITY	22.800	0	22.800
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	249.000	0	249.000
**D BNZ WHOLESAL INTERNATIONAL EQUITIES (INDEX) FUND	13.898	0	13.898
**D BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	30.000	0	30.000
**D DUNHAM INTERNATIONAL STOCK FUND	6.555	0	6.555
**D JANUS HENDERSON SMALLER COMPANIES FUND	193.090	0	193.090
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF BAYK A3-FONDS	671.000	0	671.000
**D AZTE - AZ ALLOCATION -GLOBAL GOALS	5.569	0	5.569
**D MANDARINE FUNDS - MANDARINE UNIQOE SMALL AND MID CAPS EUROPE	507.000	0	507.000
**D FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	4.020	0	4.020
**D ZEPHIR - OPTIMISED PLUS 2	9.379	0	9.379
**D ZEPHIR - EUROPE EQUITY ESG OPTIMIZED	2.463	0	2.463
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939	0	939
**D DEKA-HASTER-HAEK I	28.019	0	28.019
**D DIVERSIS	30.669	0	30.669
**D ROMANUS INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF WBE-UNIVERSAL-FONDS	224.761	0	224.761
**D OVERSARDO EQUITY FI	720	0	720
**D ALLIANZGI S INTEN	2.284	0	2.284
**D AXA GENERATION EUROPE ACTIONS	19.011	0	19.011
**D DNCA INVEST-EURO DIVIDEND GROWER	201.400	0	201.400
**D MERCER WHOLESAL FUNDS	645.516	0	645.516
**D TTC WORLD EQUITY FUND OP, LP	2.175	0	2.175
**D BNPF DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	548.034	0	548.034
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	48.943	0	48.943
	46.370	0	46.370



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2

1.992

Azionisti:

Azionisti in proprio: 1.992

Teste:

0

Azionisti in delega:

1.992

De* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione esistente)
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LISTA ESITO DELLE VOTAZIONE

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FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D FERROGLIANTICA 92 FP	167	0	167
**D BAYERNINVEST WPK FONDS	49.000	0	49.000
**D FIR EQUITY AVA ASSICURAZIONI	175.000	0	175.000
**D ERAFP ACTIONS EURO I	524.700	0	524.700
**D BANSADELL 36, F.P.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D THEM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNISUPER	8.633	0	8.633
**D INVERSADELL 25, FI	11.997	0	11.997
**D FONECONOMISTES, FONS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D AMP WHOLESALÉ GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D THEM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FUNDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D ZEPHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.867	0	371.867
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EASY - MSCI EMO SRI S-SERIES PAB 5% CAPPED	171.791	0	171.791
**D INFO-AMERICANS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSADELL 50, FI	8.123	0	8.123
**D INVESTORS WHOLESALÉ GLOBAL EQUITY (INDEX) TRUST	78.028	0	78.028
**D THEM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	80.259	0	80.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600	0	17.600
**D SIMPLICITY HEADED GLOBAL SHARE FUND	15.037	0	15.037
**D SIMPLICITY UNHEADED GLOBAL SHARE FUND	8.992	0	8.992
**D BNP PARIBAS EASY - MSCI EUROPE EX ON	67.480	0	67.480
**D AZ FUND 1-AZ ALLOCATION-STRATEGICBALANCED CATHOLIC VALUES	5.320	0	5.320
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	79.827	0	79.827
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	140.000	0	140.000
**D AZ FUND 1 AZ ALLOCATION GLOBAL	4.042	0	4.042
**D G.A.-FUND-B - EQUITY BROAD EURO P	18.124	0	18.124
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	12.100	0	12.100
**D AKTIEN EUROPA - UI	9.291	0	9.291
**D INVESTITORI EUROPA	12.160	0	12.160
**D BNP PARIBAS NEXT TECH	71.736	0	71.736
**D BNP PARIBAS APOLLO MEDICAL TECH	69.980	0	69.980
**D FOREIGN STOCK INDEX MOTHER FUND	31.840	0	31.840
**D SHINKO GLOBAL EQUITY INDEX MOTHER FUND	76	0	76
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	94.191	0	94.191
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	90.196	0	90.196
**D NATIXIS AM FUNDS	32.601	0	32.601
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	12.451	0	12.451
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FISE DEVELOPED WORLD II CCF	11.916	0	11.916
**D FIRM GROUP TRUST FOR EMPLOYEES BENEFIT PLANS	2.427.012	0	2.427.012
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945	0	676.945

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Azionisti: 1.992 Teste: 1.992
Azionisti in proprio: 0 Azionisti in delega: 1.992
DIP* delega alle persona fisica sopra indicata con il numero della scheda magnetica
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Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY SANCOR STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (LUX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY SALON STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	245.618	0	245.618
**D FIDELITY ITALY ASSET TRUST: FIDELITY SAL INTERNATIONAL QUALITY INDEX FUND	186.245	0	186.245
**D NUVERN ITALY INTERNATIONAL EQUITY INDEX FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D ING DIRECT SICAV	28.532	0	28.532
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.750.366	0	2.750.366
**D SCHRODER GALA	117.938	0	117.938
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962	0	962
**D FIDELITY INVESTMENT TRUST: FIDELITY SAL INTERNATIONAL S&P COMPLETION FUND	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DIVLD WRLD EX UK CRK CNT FD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CRKN CNT FD	10.648	0	10.648
**D FIDELITY FUNDS - ITALY POOL	820.383	0	820.383
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	70.353	0	70.353
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.836	0	2.506.836
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS EFF	14.606	0	14.606
**D VANGUARD INVESTMENTS COMMON CONTR FD - VANGUARD FTSE DEV EUR EX UK CCF	14.010	0	14.010
**D SEL INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	4.628	0	4.628
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	22.145	0	22.145
**D SCHRODER INTERNATIONAL ALPHA TRUST	1.158.334	0	1.158.334
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	76.000	0	76.000
**D FIDELITY FUNDS - EUROPE POOL	241.972	0	241.972
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTEB400025521	120.963	0	120.963
**D FIAW SELECT INTERNATIONAL EQUITY FUND, LLC	2.145	0	2.145
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TNA GLOBAL EQUITY INDEX MOTHER FUND	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MGTB400021492	19.939	0	19.939
**D SCHRODER INTERNATIONAL EQUITY TRUST	11.161	0	11.161
**D FIDELITY UCITS II ICNAV/FIDELITY MSCI WORLD INDEX FUND	266.304	0	266.304
**D FIDELITY UCITS II ICNAV/FIDELITY MSCI EUROPE INDEX FUND	8.670	0	8.670
**D CUSTODY BANK OF JAPAN, LTD. RE: SMIB DRAWA/WELLINGTON DURABLE COMP AUTES FUND (QFI ONLY)	3.295	0	3.295
**D CHANE AMERSON	328.013	0	328.013
**D EUROPEAN STOCK INTERNATIONAL SMALL CAP CIT	16.600	0	16.600
**D CUSTODY BANK OF JAPAN, LTD. RE: TNA GLOBAL EQUITY INDEX MOTHER FUND(CURRENCY HEDGED)	49.215	0	49.215
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	7.048	0	7.048
**D CREDIT SUISSE INDEX FUND (IF) ETP ICNV	665.010	0	665.010
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	14.523	0	14.523
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NSCI-KOKUSAI INDEX MOTHER FUND	128.375	0	128.375
**D SCHRODER GALA	295	0	295
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	42.780	0	42.780
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JFY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	42.188	0	42.188
**D SCHRODER DIVERSIFIED GROWTH TRUST	58.082	0	58.082
**D CM-AM SMALL & MIDCAP EURO	20.038	0	20.038
	146.000	0	146.000



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FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D TRUSTEAM ROC	100.000	0	100.000
**D TRUSTEAM SELECTIVE RECOVERY	6.000	0	6.000
**D TRUSTEAM ROC EUROPE	113.776	0	113.776
**D OMAN MARKAD GLOBAL	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D TELSTRA SUPERANNUATION SCHEME	12.788	0	12.788
**D MSCJ EQUITY INDEX FUND B - ITALY (MSITB)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D KAPITALFORRENINGEN HENSAM INVEST, PSI 3 GLOBALE ANTIER 3	32.053	0	32.053
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D TCMOTIF DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653	0	6.653
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	147.015	0	147.015
**D NORDEA WORLD PASSIVE FUND	47.808	0	47.808
**D T. ROWE PRICE FUNDS SICAV	8.220	0	8.220
**D STITCHING PENSIONFONDS PROVIDUM	1.952	0	1.952
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FUEVAFX)	62.207	0	62.207
**D BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	51.260	0	51.260
**D CUSTODI BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	9.872.653	0	9.872.653
**D SCHRODER INTERNATIONAL SELECTION FUND	271.910	0	271.910
**D HINSHIYU ASSET MANAGEMENT	775	0	775
**D BLACKROCK GLOBAL INNOVATION FUND (AUST)	129.721	0	129.721
**D SEC MASTER PENSION TRUST	63.827	0	63.827
**D T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	7.920	0	7.920
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	700.159	0	700.159
**D ROBECO CAPITAL GROWTH FUNDS	84.841	0	84.841
**D NATIONAL PENSION INSURANCE FUND	11.403	0	11.403
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	8.199	0	8.199
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	4.077	0	4.077
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	59.254	0	59.254
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	6.981	0	6.981
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	84.598	0	84.598
**D JNL INTERNATIONAL INDEX FUND	43.162	0	43.162
**D STITCHING PENSIONFONDS VOOR HUISARTSEN	552.098	0	552.098
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	3.221	0	3.221
**D HC RENTE	23.112	0	23.112
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	65.086	0	65.086
**D DANKE INVEST SICAV	50.030	0	50.030
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	43.797	0	43.797
**D MSCJ EUROPE EQUITY INDEX FUND B (EUROSECB	40.480	0	40.480
**D MAIN I - UNIVERSAL - FONDS	630	0	630
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	15.141	0	15.141
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	16.459	0	16.459
**D NEW FOLIOFUND PAI	1.639	0	1.639
**D GENERAL FACTORS PENSIONFONDS OFP	5.333	0	5.333
**D VANGUARD PENSIONFONDS OFP	4.089.008	0	4.089.008
**D VANGUARD FINANCIAL TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	130.054	0	130.054
**D SAS TRUSTEE CORPORATION POOLED FUND	66.546	0	66.546
**D SIEMENS-FONDS SIEMENS-RENTE		0	

Pagina 8

Azionisti: 1.992 Teste: 0
Azionisti in proprio: 1.992
0 Azionisti in delega:

DR* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RC* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UBS ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D WHOLESALÉ SRI INTERNATIONAL CORE EQUITIES	883	0	883
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDSLITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NES LIMITED	4.366	0	4.366
**D NBS SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK CON MSCI ACWI EX-CANADA INDEX FUND	14.606	0	14.606
**D BLACKROCK GLOBAL ALLOCATION FUND	2.425	0	2.425
**D BLACKROCK ACTORS' UNION PENSION FUND	16.573	0	16.573
**D BLACKROCK GLOBAL ALLOCATION FUND	322.543	0	322.543
**D AVIVA LIFE PENSIONS INTERNATIONAL	34.668	0	34.668
**D MSCI ACWI EX-JAPAN INDEX FUND B2	98.661	0	98.661
**D BLACKROCK CON MSCI EAFE EQUITY INDEX FUND	1.031	0	1.031
**D EUROPE EQUITY INDEX ESG SCREENED FUND E(EURXCM6)	29.275	0	29.275
**D AUSTRALIANSUPER	669.130	0	669.130
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	3.281	0	3.281
**D IISHARES WHOLESALÉ SCREENED INTERNATIONAL EQUITY INDEX FUND	285.000	0	285.000
**D VGV FUNDONDS METZLER	60.478	0	60.478
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	219.430	0	219.430
**D NORDEA 1 SICAV	18.435	0	18.435
**D POVERUKA PENSION UNIVERSAL	26.000	0	26.000
**D VERDIPAPIRFONDET EQUINOR AKSJER EUROPA	101.901	0	101.901
**D PSF	488.617	0	488.617
**D BLACKROCK INDEX SELECTION FUND	1.210	0	1.210
**D MAIN VI-UNIVERSAL-FONDS	193.334	0	193.334
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	5.173	0	5.173
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	372.767	0	372.767
**D SCHRODER PENSION MANAGEMENT LIMITED	2.049	0	2.049
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	61.639	0	61.639
**D HESTA	177	0	177
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	766.239	0	766.239
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	2.032.690	0	2.032.690
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	9.424	0	9.424
**D T. ROWE PRICE GLOBAL ALLOCATION FUND	3.648	0	3.648
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	2.218.389	0	2.218.389
**D NEW YORK STATE COMMON RETIREMENT FUND	10.008	0	10.008
**D FORD PENSION UNIVERSAL	42.499	0	42.499
**D TCOORTH DEVELOPED MARKETS EQUITIES (HEDGED) FUND	105.010	0	105.010
**D VANGUARD ESG INTERNATIONAL STOCK ETF	17.595	0	17.595
**D VANGUARD INTERNATIONAL EQUITIES FUND	7.760	0	7.760
**D STANSTEC INTERNATIONAL EQUITY FUND	22.636	0	22.636
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	547	0	547
**D TF-EQUITY	55.584	0	55.584
**D SCHRODER MANAGED BALANCED FUND	17.739	0	17.739
**D BLACKROCK CON WORLD INDEX FUND	56.683	0	56.683
**D VANTAGEFUND III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	30.903	0	30.903
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	125.246	0	125.246
**D STELLAR INSURANCE, LTD.	2.652	0	2.652
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.163	0	1.163



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2

Teste:

1.992

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.992

DF

delega alla persona fisica sopra indicata con il numero della scheda magnetica (Votazione assistita)

RL

representanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	66.113	0	66.113
**D THE SAUDI SECOND INVESTMENT COMPANY	133.453	0	133.453
**D LVM LANDMINTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G.	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	848	0	848
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.359	0	11.359
**D BOLLERMAKERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D BIRELEYS ORANGE JAPAN, S.A.	36.400	0	36.400
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL CORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F44	35.975	0	35.975
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTINGSFÖRENINGEN DANSKE INVEST EUROPA INDEXES KL	13.466	0	13.466
**D CHURCH COMMISSIONERS FOR ENGLAND	6.243	0	6.243
**D MI-KOV-AL-FONDS	315.473	0	315.473
**D APEX FUND SERVICES PTY LTD	27.461	0	27.461
**D ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDED) INDEXFOOL	54.125	0	54.125
**D DELTA INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	93.744	0	93.744
**D ENILKORACIO CALOUSTE GULEBKIANY	16.381	0	16.381
**D ISHARES CORE MSCI EUROPE EX AUSTRALIA ESG (AUD HEDGED) ETF	6.305	0	6.305
**D EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	40.584	0	40.584
**D AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.994	0	8.994
**D ALLIANZFI-FONDS DSPT	59.831	0	59.831
**D T. ROWE PRICE INTERNATIONAL DISCOVERY FUND	2.257.202	0	2.257.202
**D ESG INSIGHTS WORLD EX USA FUND B	22.211	0	22.211
**D INVESTINGSFÖRENINGEN NORDEN INVEST GLOBALE AKTIER INDEXES KL	3.296	0	3.296
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	479	0	479
**D FUNDACAO CALOUSTE GULEBKIANY	9.581	0	9.581
**D VANGUARD GLOBAL WELLESLEY INCOME FUND	318.613	0	318.613
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	16.009	0	16.009
**D BUNA-UNIVERSAL-FONDS I	3.163	0	3.163
**D INVESTINGSFÖRENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	5.291	0	5.291
**D NORDEN EUROPEAN PASSIVE FUND	10.408	0	10.408
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	53.626	0	53.626
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	96.393	0	96.393
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	5.807	0	5.807
**D AVORA AP-FONDEN	1.015	0	1.015
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	31.647	0	31.647
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	225.326	0	225.326
**D STICHTING SHELL PENSIONFONDS	64.709	0	64.709
**D SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	5.056	0	5.056
**D MFS INTERNATIONAL NEW DISCOVERY FUND	1.128.619	0	1.128.619
**D ROBIN I-FONDS	218.087	0	218.087
**D SCHROEDER INTERNATIONAL ALPHA PORTFOLIO, L.P.	113.273	0	113.273
**D SCHROEDER INTERNATIONAL DANAGERFEST INDEX	40.404	0	40.404
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	42.093	0	42.093
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	8.410.207	0	8.410.207
**D 1934 GLOBAL INVESTMENT FUND LP	63.114	0	63.114

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UT-FONDS BAV RBI AKTIEN	253.531	0	253.531
**D BOM	141.879	0	141.879
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	32.438	0	32.438
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	302.760	0	302.760
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	2.723	0	2.723
**D MAINSTAY WMC INTERNATIONAL RESEARCH EQUITY FUND	77.832	0	77.832
**D INVESTINGFORENIGEN DANSE INVEST GLOBAL INDERS KL	25.086	0	25.086
**D KAPITALFORENIGEN DANSE INVEST INSTITUTIONAL APELING DANICA PENSION - AKTIER 4	7.302	0	7.302
**D ROBECO UNREKELLA FUND I N.V.	1.773	0	1.773
**D EMBO-FONDS	15.230	0	15.230
**D KAPITALFORENIGEN DANSE INVEST INSTITUTIONAL APELING DANICA LINK - INDERS GLOBALE AKTIER	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D INVESTINGFORENIGEN DANSE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	18.953	0	18.953
**D FORSTA AP FONDEN	11.712	0	11.712
**D EQUINOX PENSION	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745	0	61.745
**D NVIT INTERNATIONAL INEX FUND	20.000	0	20.000
**D SHELL FOUNDATION	51.063	0	51.063
**D ERK-AKTIEIN-UNIVERSAL-FONDS	28.257	0	28.257
**D EPS	60.000	0	60.000
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	9.628	0	9.628
**D LB HOLDINGS I LLC	3.742	0	3.742
**D NORDEA GLOBAL PASSIVE FUND	2.547	0	2.547
**D MI-FONDS 392	21.771	0	21.771
**D STATE OF WYOMING	262.105	0	262.105
**D ARROWSTREET GLOBAL EQUITY FUND	40.337	0	40.337
**D TRPH CORPORATION	84.246	0	84.246
**D AZIMUT STRATEGIC TREND	387	0	387
**D AZIMUT TREND	440	0	440
**D BUREAU OF PUBLIC SERVICE PENSION FUND	13.400	0	13.400
**D INVESTINGFORENIGEN DANSE INVEST EUROPA INDERS BNF KL	185.593	0	185.593
**D FISCHER FAMILY TRUST	6.896	0	6.896
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.040	0	1.040
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	1.866	0	1.866
**D NATIONWIDE INTERNATIONAL INDEX FUND	11.046	0	11.046
**D OB 2	34.326	0	34.326
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI	4.041	0	4.041
**D AZIMUT TRADING	1.058	0	1.058
**D CC AND L Q 140/40 FUND	440	0	440
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	5.237	0	5.237
**D CONVICTION FAIRHOMING	3.796	0	3.796
**D BEST OF FUNDS	10.900	0	10.900
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - BMEA TRADING	66.010	0	66.010
**D MW INV STREET EUROKA FUND AC	155.000	0	155.000
**D ARROWSTREET EURO ALPHA-EXTENSION TRUST FUND	15.900	0	15.900
**D ARROWSTREET INTERNATIONAL-EQUITY - EASE EXTENSION FUND	49.879	0	49.879
**D DEKA INVESTMENT GMBH W/DK MSCI EURO.CL CH ESG UCITS ETF	3.353	0	3.353
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/ARIDEKA	25.230	0	25.230
	27.611	0	27.611
	800.000	0	800.000



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2

1.992

1.992

Teste:

Azionisti:

Azionisti in proprio: 0 Azionisti in delega.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata all'ipotesi assistita)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF	24.985	0	24.985
**D DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/NASPA-FONDS AUSSCHÜTTUNG PLUS	809	0	809
**D DEKA INVESTMENT GMBH W/MASTER 172 W/AKTION NEBENMERKTE	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	5.658	0	5.658
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.	32.000	0	32.000
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.	18.000	0	18.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	487.700	0	487.700
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.	89.226	0	89.226
**D ARVESTAS ASSET MANAGEMENT SA REPRESENTING ARGENTIA FENSIENSPAREFONDS	439.080	0	439.080
**D UNIVERSITIES SUPERANNUATION SCHEME	29.888.102	0	29.888.102
**D PEOPLE'S BANK OF CHINA	147.416	0	147.416
**D EUROFACIFIC GROWTH FUND	32.629	0	32.629
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	1.830.884	0	1.830.884
**D JPMORGAN FUND ICVC - JEM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	266.271	0	266.271
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	55.818	0	55.818
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	2.079.356	0	2.079.356
**D AMERICA FUND	78.230	0	78.230
**D JPMORGAN FUND ICVC - JEM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	36.727	0	36.727
**D JPMORGAN FUND ICVC - JEM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	113.218	0	113.218
**D ARGENTA DP	1.599.856	0	1.599.856
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	9.145.763	0	9.145.763
**D CAPITAL WORLD GROWTH AND INCOME FUND	5.355	0	5.355
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	108.689	0	108.689
**D JEFFREY LLC	437.795	0	437.795
**D JPMORGAN BETABUILDERS EUROPE ETF	142.000	0	142.000
**D MASTERFONDS BANTHUS	16.643	0	16.643
**D LORENTZ POCKET CROISSANC	6.500	0	6.500
**D DEGROOF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	15.125	0	15.125
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	2.734.981	0	2.734.981
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	776	0	776
**D CSHFV, LLC	311.385	0	311.385
**D COMINGLED PENSION TRUST FUND (SAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	38.894	0	38.894
**D COMINGLED PENSION TRUST FUND (SAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	173.838	0	173.838
**D DEKA VALDE PLUS	36.118	0	36.118
**D DEKAMA GLOBAL EQUITY	17.762	0	17.762
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LDN)	538.229	0	538.229
**D JPMORGAN ETFs (IRELAND) ICAY-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN ETFs (IRELAND) ICAY-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	111.886	0	111.886
**D JPMORGAN ETFs (IRELAND) ICAY - EUROZONE RESEARCH ENHAN INDEX EQ (ESG) UCITS ETF	23.059	0	23.059
**D AMIST INVESTMENT SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	76.937	0	76.937
**D AMIST INVESTMENT SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	55.500	0	55.500
**D REALIMAT HK PORTFOLIOS	22.607	0	22.607
**D VITASOY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	22.607	0	22.607
**D PRICOS DEFENSIVE	1.811	0	1.811
**D HELSINA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	24.722	0	24.722
**D BEST INVESTMENT CORPORATION	3.459	0	3.459
**D THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	34.114	0	34.114
**D PLATO INST I FUND EUROPEAN EQUITY			

Azionisti:

1.992 Toste:

Azionisti in proprio: 0 Azionisti in delega:

Pagina 1/2

2

1.992

DE+delega alla persona fisica sopra indicata con il numero della scheda magnetica
DE+delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
RL+ rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

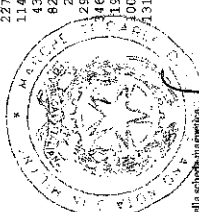
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	2.389	0	2.389
**D BEST INVESTMENT CORPORATION	49.537	0	49.537
**D HSBC LIFE (INTERNATIONAL) LIMITED	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D PLATO INST 1 FUND EURO EQUITY	15.512	0	15.512
**D HANG SENG INSURANCE COMPANY LIMITED	63.163	0	63.163
**D SCHRÖDER INSTITUTIONAL POOLED FUNDS	4.372	0	4.372
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D SCHRÖDER INSTITUTIONAL FOND SRI EURO	75.378	0	75.378
**D HSBC LIFE (INTERNATIONAL) LIMITED	41.225	0	41.225
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYERS PENSION FUND	9.908	0	9.908
**D HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D PRICOS	866.067	0	866.067
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239	0	8.239
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D REASUREE LIMITED	289.226	0	289.226
**D HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	1	0	1
**D PRICOS SRI	33.220	0	33.220
**D HSBC POOLED INVESTMENT FUND	15.715	0	15.715
**D ELATO INSTITUTIONAL INDEX FUND	8.940	0	8.940
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	531.122	0	531.122
**D ELATO RI WORLD	591	0	591
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	2.947	0	2.947
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	977	0	977
**D PLATO INST11 INDEX FND WORLD DBI-RCT	3.711	0	3.711
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	68.741	0	68.741
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI BALANCED PENSION FUND	52.795	0	52.795
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	87.974	0	87.974
**D HSBC GLOBAL FUNDS ICADV	513	0	513
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738	0	83.738
**D PHOENIX UNIT TRUST MANAGERS LIMITED	2.485.968	0	2.485.968
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	1.735	0	1.735
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	699.208	0	699.208
**D ARUNDI ETF ICADV - ARUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	7.178	0	7.178
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	48.013	0	48.013
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	92.350	0	92.350
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	93.072	0	93.072
**D HSBC GLOBAL INVESTMENT FUNDS	5.754	0	5.754
**D HSBC GLOBAL INVESTMENT FUNDS	186.000	0	186.000
**D ARUNDI ETF ICADV - ARUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	227.555	0	227.555
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	114.880	0	114.880
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	43.910	0	43.910
**D ARUNDI MSCI ACWI SRI ESG UCITS ETF	82.580	0	82.580
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	2.125	0	2.125
**D HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	29.319	0	29.319
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	13.777	0	13.777
**D ROYAL LONDON EQUITY FUNDS LICNC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	100.225	0	100.225
**D AXA INVESTMENT MANAGERS UK LIMITED	131.522	0	131.522



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2

1.992

Teste:

Azionisti in proprio:

0

Azionisti in delega:

1.992

DG* delega alla persona fisica sopra indicata con il numero della scheda magnifica.

**D delega alla persona fisica sopra indicata con il numero della scheda magnifica (votatore efficace alla posizione assistita)

RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnifica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HSBC ETFs PLC	35.442	0	35.442
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	85.260	0	85.260
**D AMUNDI ETF ICAY	22.906	0	22.906
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	10.647	0	10.647
**D INTERNATIONALE KAPITALANLAGEGESELLSCHAFT NEH	514.243	0	514.243
**D ALLIANZ PV-WS RCM SVSPRO INDEXING EUROLAND	95.417	0	95.417
**D AMUNDI DEUTSCHLAND GMBH	42.117	0	42.117
**D KAIROS INTERNATIONAL SICAV-ITALIA	245.640	0	245.640
**D KAIROS INTERNATIONAL SICAV - MADE IN ITALY	134.509	0	134.509
**D THE E. M. FOUNDATION	13.000	0	13.000
**D ANTHEM MASTER TRUST	66.340	0	66.340
**D II	7.360	0	7.360
**D PREVINDAI FONDO PENSIONE	14.278	0	14.278
**D IF 1ST - EUROPE INDEX SRI	12.363	0	12.363
**D DPM B	2.797.703	0	2.797.703
**D DPM DBI	114.100	0	114.100
**D IF 1ST - GLOBE INDEX	22.562	0	22.562
**D AVADIS FUND - ARTIEN SMALL CAPS	54.172	0	54.172
**D IF 1ST - GLOBE INDEX SRI	1.937	0	1.937
**D AVADIS FUND-ARTIEN WELT CO2 SELECT AST 2	4.844	0	4.844
**D AVADIS FUND-ARTIEN WELT AST 2	12.232	0	12.232
**D KUTxabank PENSIONES, S.A. - SGPP	351.222	0	351.222
**D KUTxabank EUSTON SICAV S	141.753	0	141.753
**D LUMINY-MARSHALL WAGE UCITS SICAV-LUMINY-NW SYSTEMATIC ALPHA	417.983	0	417.983
**D CHURCH OF THE HOLYCOMETER	114.478	0	114.478
**D LUMINY MARSHALLWAGE UCITS SICAV LUMINY NW TOPSMARKET NEUT	463	0	463
**D KETTER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSFOR EMPLOYE	117.205	0	117.205
**D OVERSEAS SERIES	457.557	0	457.557
**D PRO BLEND MODERATE TERM SERIES	6.961	0	6.961
**D PRO BLEND MAXIMUM TERM SERIES	12.789	0	12.789
**D PRO BLEND EXTENDEDTERM SERIES	15.565	0	15.565
**D BAKERY ANDCONFECTIONERY UNION AND INDUSTRYINTERNATIONAL PE	27.396	0	27.396
**D PRO BLENDCONSERVATIVE TERM SERIES	2.957	0	2.957
**D MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	2.075	0	2.075
**D BRUCE POWERPENSION PLAN	99.904	0	99.904
**D CCANDL U S QUARKET NEUTRAL ONSHORE FUNDII	18	0	18
**D PNC BANK NACUSTODIAN FOR IBEW LOCAL	19.940	0	19.940
**D VIRTUS GLOBAL FUNDS PUBLIC LTD CO	7.822	0	7.822
**D IMPERIAL INTERNATIONAL EQUITY POOL	21.962	0	21.962
**D CIBC INTERNATIONAL EQUITY INDEX ETF	1.140	0	1.140
**D CIBC INTERNATIONAL INDEX FUND	29.498	0	29.498
**D CIBC EUROPEAN INDEX FUND	2.938	0	2.938
**D CIBC EUROPEAN EQUITY FUND	314.136	0	314.136
**D CIBC INTERNATIONAL EQUITY INDEX POOL	921	0	921
**D STATE OF WISCONSIN INVESTMENT BOARD	146.145	0	146.145
**D STODOLSKY INVESTMENT MANAGEMENT FUND ALPHA FUND	10.803	0	10.803
**D BALIUS CLIFFORD INVESTMENT MANAGEMENT FUND	1.966.494	0	1.966.494
**D SUBSTELIA SCHOOLS PROVIDENT FUND	22.515	0	22.515
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	16.535	0	16.535
**D AMERICAN ELECTRIC POWER SYSTEM RETIREE MEDICAL TRUST FOR CE S	11.246	0	11.246
**D INVESTINGSTFORENIGEN NYKREDIT INVEST ENGROS GLOBALE AKTI	23.527	0	23.527

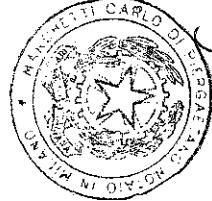
Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 7. Sistema Incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D KAPITALFORENTINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	5.412	0	5.412
**D VONTOBEL NON US EQUITY OFFSHORE MASTER LP	454.836	0	454.836
**D NAYWEST TDS DEP BNVM RM GLQ EQ FUND	133.118	0	133.118
**D SHANDS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	70.374	0	70.374
**D MIRA PENSION TRUST DEFINED BENEFIT PLAN	29.509	0	29.509
**D BNH MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	25.986	0	25.986
**D ADVANCED SERIES TRUST AST T ROME PRICE GROWTH OPPORTUNIT	41.839	0	41.839
**D LUMINOSCORE CAPITAL MANAGEMENT	143.877	0	143.877
**D THE ASSOCIATE INVESTMENT LLC	25.498	0	25.498
**D GEORGIA TRUST COMPANY INC.	566.260	0	566.260
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	81.053	0	81.053
**D LEGAL AND GENERAL UCITS ETF PLC	74.102	0	74.102
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPATH FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	5.304	0	5.304
**D OSSIAM IRL ICAV	5.248	0	5.248
**D MCCILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D VOYA VACS INDEX SERIES I PORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D DANMARKS GRUNDFORSKINGFOND	1.801	0	1.801
**D IMPERIAL GLOBAL EQUITY INCOME POOL	15.151	0	15.151
**D CONSOLIDATED EDISON RETIREMENT PLAN	13.157	0	13.157
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D BRONSTICK UNIT 2 QUALIFIED NUCLEAR	10.092	0	10.092
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	200	0	200
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.932	0	93.932
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	5.501	0	5.501
**D SUPERVALO INC MASTER INVESTMENT TRUST	18.161	0	18.161
**D SERVITUTE INTERNATIONAL LLC	24.851	0	24.851
**D CANTON PAPER MEMORIAL FOUNDATION	108.193	0	108.193
**D ACQUA VITA LIFE SECURITIES HEALTH FUND	27.213	0	27.213
**D STICHTING TENSIONFONDUS NOTARIJAI	2.721	0	2.721
**D NV HAGELONIE	2.956	0	2.956
**D DEUTSCHE DGS EQ	2.323	0	2.323
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	909.266	0	909.266
**D GOLDMAN SACHS ASSET MANAGEMENT LP	135.581	0	135.581
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	32.139	0	32.139
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	337.365	0	337.365
**D LPE I GLOBAL EQUITIES FUND	8.266	0	8.266
**D FLORIDA GLOBAL EQUITY FUND LLC	218.838	0	218.838
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	87.193	0	87.193
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGING TRUST	99.406	0	99.406
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND		0	



Pagina 15

Delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.992

Teste:

1.992

Azionisti in proprio:

0

Azionisti in delega:

0

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (validazione effettuata alla presidenza assistita)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema Incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome*	Tot. Voti	Proprio	Delega
**D TEXAS UTILITIES QUAL INT PARTNERSHIP	1.611	0	1.611
**D IMS INVESTMENT GMBH ON BEHALF OF IMS FONDS 2DV EVO	2.660	0	2.660
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	0	27.516
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	1	0	1
**D TO INTERNATIONAL EQUITY INDEX ETF	38.890	0	38.890
**D TO EUROPEAN INDEX FUND	3.667	0	3.667
**D ELIZABETH E RIORDAN	2.961	0	2.961
**D BRUCE P BICKNER TRUST MAWER INTL	1.142	0	1.142
**D EBP INVESTMENT LP	1.195	0	1.195
**D CHARLES A FEAGIN 2012 TRUST FEO MOR	5.105	0	5.105
**D ELISABETH ROGSMAN	1.171	0	1.171
**D BUNRATTY HOLDINGS LLC	1.695	0	1.695
**D CAROL L BARNETT CHARITABLE REMAIND 10571060350	7.126	0	7.126
**D CAROL J BARNETT CRUT II	3.787	0	3.787
**D RED BLAZER INVESTMENT'S VENTURE LLC	5.825	0	5.825
**D OPUS FINANCIAL LLC	11.110	0	11.110
**D L BUONNINO TRUST T SMITH SR	9.323	0	9.323
**D DORIS CHRISTOPHER	41.936	0	41.936
**D WS DEFENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CATHERINE KING	1.229	0	1.229
**D JOHN MCCARTNEY	1.694	0	1.694
**D GAIL MCLACHLAN	3.753	0	3.753
**D L STEPHEN REYNOLDS 11 18 04 MAWER ADR	2.271	0	2.271
**D MORRIS 1999 GIFI TRUST	3.580	0	3.580
**D JOHN NEVINS	2.203	0	2.203
**D THOMAS P PRCHAL TR DTD 3 31 94 MAWER	2.770	0	2.770
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	2.538	0	2.538
**D SUSAN ZUCKER	1.505	0	1.505
**D TO EMERALD INTERNATIONAL EQUITY INDEX FUND	118.913	0	118.913
**D STITCHING DEPOSITORY APG DEVELOPED MARKETS EQUITY POOL	919.623	0	919.623
**D WINDMISE MSCI EAFE INDEX NON LENDING	16.657	0	16.657
**D CHARLES FEAGIN	1.593	0	1.593
**D EXEC FAMILY TRUST M POND 11 FAMILY TRUST	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811	0	48.811
**D BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD	540.704	0	540.704
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MOST	87.362	0	87.362
**D 1895 FONDS STITCHING 1	36.229	0	36.229
**D COUNTY OF SANTA CLARA	11.547	0	11.547
**D VARIOUSINVESTORS SPARINVEST INDEX BREDEDYGTIGE GLOBALE ANTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA	6.405	0	6.405
**D VARIOUSINVESTORS SPARINVEST INDEX BREDEDYGTIGE EUROPA NL	14.511	0	14.511
**D VIRTUS NEW INTERNATIONAL VALUE FUND	497.062	0	497.062
**D PIONEER GLOBAL EQUITY FUND	486.584	0	486.584
**D PIONEER INTERNATIONAL EQUITY FUND	1.076.382	0	1.076.382
**D PIONEER INTERNATIONAL EQUITY FUND	1.142.789	0	1.142.789
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.908	0	3.908
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.437.241	0	3.437.241

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BOT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4.128	0	4.128
**D SHELL NEDERLAND PENSIONFONDS STICHTING	2.179	0	2.179
**D ARIZONA STATE RETIREMENT SYSTEM	171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.659	0	3.659
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS.	3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D TRACKERS MSCI KOKUSAI EQUITY ETF	5.803	0	5.803
**D KNIGHTS OF COLUMBUS MASTER TRUST	18.558	0	18.558
**D IQ CANDRIAM ESG INTERNATIONAL EQUITY ETF	9.291	0	9.291
**D INVESTINGFORENMIN SPAINVEST INDEX EUROPA VALUE KL	8.501	0	8.501
**D CITI RETIREMENT SAVINGS PLAN	19.596	0	19.596
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	66.862
**D THE ESG PENSION FUND	13.523	0	13.523
**D XTRACKERS HSCI ALL WORLD EX US HEDGED EQUITY ETF	1.520	0	1.520
**D AIB GROUP IRISH PENSION SCHEME	21.268	0	21.268
**D BANK OF KOREA	11.272	0	11.272
**D ALASKA PERMANENT FUND CORPORATION	37.113	0	37.113
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	12.063	0	12.063
**D SIEMENS EMU EQUITIES	1.536	0	1.536
**D FLORIDA RETIREMENT SYSTEM	19.588	0	19.588
**D INVESCO EOV INTERNATIONAL EQUITY CLASS	42.090	0	42.090
**D INVESCO INTERNATIONAL GROWTH FUND	14.608	0	14.608
**D INVESCO EUROPLUS FUND	170.036	0	170.036
**D CAPITALFORENMIN EMD INVEST GLOBALE AKTIER III	25.731	0	25.731
**D INVESTINGFORENMIN NYKREDIT INVEST GLOBALE AKTIER BASIS	239.594	0	239.594
**D INVESTINGFORENMIN NYKREDIT INVEST TACTISK ALLOKERING	11.770	0	11.770
**D INVESCO MARKETS III PLC	6.403	0	6.403
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	5.891	0	5.891
**D INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF	29.877	0	29.877
**D ANG TIMESQUARE GLOBAL SMALL CAP FUND	22.590	0	22.590
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	900	0	900
**D STICHTING BEDUIJSTAPENSTOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF	11.912	0	11.912
**D 1895 FONDS FGR	13.505	0	13.505
**D BLACKROCK LIFE LIMITED	12.906	0	12.906
**D VIRTUS GLOBAL SMALL CAP FUND	12.182	0	12.182
**D EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	65.505	0	65.505
**D INVESCO FUNDS	3.362	0	3.362
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	1.256.236	0	1.256.236
**D INVESCO MARKETS II PUBLIC LTD CO	4.218	0	4.218
**D GREAT WEST INTERNATIONAL INDEX FUND	52.512	0	52.512
**D UNIVERSITY OF NOTRE DAME DO LAC	9.983	0	9.983
**D ISSARES VII PUBLIC LIMITED COMPANY	1.191.050	0	1.191.050
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	41.685	0	41.685
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	178.165	0	178.165
**D ENSIGN PEAK ASIAN PACIFIC INC	38.477	0	38.477
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	9.903	0	9.903
**D INTERNATIONAL SMALL FUNDS	237.735	0	237.735
**D DIVERSIFIED INTERNATIONAL FUND	56.016	0	56.016
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	50.395	0	50.395
**D PRINCIPAL FUNDS INC OVERSEAS FUND	20.255	0	20.255



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2 DFI delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.992

Teste:

1.992

Azionisti:

Azionisti in proprio: 0

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata da persona fisica)

RL rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

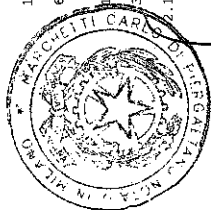
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	26.661	0	26.661
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	151.659	0	151.659
**D ABB PENSION FUND	1.403	0	1.403
**D INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.083	0	1.083
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	71.930	0	71.930
**D STICHTING PENSIONFONDS ABF	9.249.388	0	9.249.388
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	86.852	0	86.852
**D HAND COMPOSITE EMPLOYEE BENEFIT TRUST	81.666	0	81.666
**D IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	20.614	0	20.614
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	284.768	0	284.768
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	959	0	959
**D AXA WFS FINANCIAL DESIGNATED ACTIVITY CO	520.000	0	520.000
**D XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	3.652	0	3.652
**D FLUMBERS AND PIPEFITTERS NATIONAL PENSION FUND	175.060	0	175.060
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	789	0	789
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D VITA BALANCED FORTFOLIO	672	0	672
**D THE CARPENTER MARRIAGE, DEEDS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNANT MONASTIC CHARITABLE TRUST	32.226	0	32.226
**D CORSEAL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D ARIZONA PEPS TRUST	89.287	0	89.287
**D DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT	89.366	0	89.366
**D SEMPER ENERGY PENSION MASTER TRUST	5.470	0	5.470
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025	0	3.025
**D UPMC MASTER TRUST	17.509	0	17.509
**D UPMC BASIC RETIREMENT PLAN	43.505	0	43.505
**D COUNSEL INTERNATIONAL GROWTH	216.480	0	216.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.310	0	19.800
**D INVESTERINGSFORENINGEN LAEGERNES INVEST LI ANTIER GLOBALE	15.334	0	15.334
**D CAPITALFORENINGEN LAEGERNES INVEST KLI ANTIER GLOBALE INDENKREDIT	147.221	0	147.221
**D BLACKROCK LIFE LTD	1.529.604	0	1.529.604
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	30.800	0	30.800
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	57.333	0	57.333
**D STANDARD BANK OF SOUTH AFRICA LTD	142.503	0	142.503
**D AFRONSTREET US GROUP TRUST	197.002	0	197.002
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	32.238	0	32.238
**D WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	2.062	0	2.062
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	267	0	267
**D MACKENZIE MAX DIVERSIFICATION DEVELOPED EUROPE	614	0	614
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	22.029	0	22.029
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	1.432	0	1.432
**D XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	15.637	0	15.637
**D FIDELITY COGNATE TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.748	0	1.773.748
**D THE BOARD OF PENSIONERS OF THE PRESSBYTERIAN CHURCH USA	296.534	0	296.534
**D EUROPEAN CENTRAL BANK	155.817	0	155.817
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	12.040	0	12.040
**D MANVILLE PERSONAL INJURY SETTLEMENT TRUST	2.244	0	2.244
**D WS CAYMAN TRUST 1 US TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIRTUS KAR INTERNATIONAL SMALL CAP FUND	2.850.514	0	2.850.514
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986	0	7.986
**D GRAYHAWK GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STITCHING PENSIONFONDS UWV	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	2.702	0	2.702
**D NSP MINNESOTA RETAIL PRAIRIE II	3.389	0	3.389
**D VANGUARD INTL HIGH DIV YLD INDEX FD	366.310	0	366.310
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.281	0	24.281
**D STITCHING CZ FUND DEPOSITARY	7.214	0	7.214
**D STITCHING PENSIONFONDS HOOGOVENS	28.631	0	28.631
**D DEAM FONDS ZDV	5.101	0	5.101
**D FIDELITY SAI INTERNATIONAL INDEX FUND	242.826	0	242.826
**D VIRTUS TACTICAL ALLOCATION FUND	266.306	0	266.306
**D SHELL CANADA 2007 PENSION PLAN	2.512	0	2.512
**D AURION GLOBAL EQUITY FUND	488.002	0	488.002
**D BELFAST INVESTMENT FUND	15.751	0	15.751
**D AZL DEN INTERNATIONAL CORE EQUITY FUND	45.709	0	45.709
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	15.429	0	15.429
**D JOHN DEERE PENSION TRUST	44.491	0	44.491
**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	17.802	0	17.802
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	989	0	989
**D VANGUARD GLOBAL DIVIDEND FUND	15.085	0	15.085
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	136.382	0	136.382
**D ALABAMA TRUST FUND	66.114	0	66.114
**D COX ENTERPRISES INC MASTER TRUST	173.621	0	173.621
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	165.567	0	165.567
**D MAPERE MSV LIFE PLC	173.915	0	173.915
**D ISHARES PUBLIC LIMITED COMPANY	115.209	0	115.209
**D ACHMEA PENSION EN LEVENSVZERKERINGEN NV	519.821	0	519.821
**D EMT INKA FONDS	14.829	0	14.829
**D INKA PBEAKK	30.726	0	30.726
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	10.074	0	10.074
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	97.890	0	97.890
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	652.405	0	652.405
**D RETIREMENT BENEFITS INVESTMENT FUND	281.494	0	281.494
**D POOL REINSURANCE CO LTD	4.971	0	4.971
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	19.913	0	19.913
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	20.503	0	20.503
**D AMG TIMESQUARE INTERNATIONAL SMALL CAP FUND	3.098	0	3.098
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	102.933	0	102.933
**D BLACKROCK SOLUTIONS FUNDS ICAY	30.500	0	30.500
**D PENSION RESERVE INVESTMENT TRUST FUND	689.360	0	689.360
**D THE HSBC GOVERNMENT SCHOLARSHIP FUND	70.330	0	70.330
**D PUBLIC SERVICE EMPLOYEES INCORPORATED MASTER DEFINED TRUST	306.944	0	306.944
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL	25.722	0	25.722
**D QUALITY EDUCATION FUND	303.485	0	303.485
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	1.093	0	1.093
	2.144.103	0	2.144.103



Pagina 19

Dip* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.992

Azionisti:

Azionisti in proprio:

Teste:

0

Azionisti in delega:

1.992

**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazioni effettuate in presenza dell'assistente)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

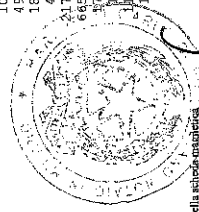
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ADVANCE PLANNING LIMITED	1.581	0	1.581
**D DIGNITY PRE ARRANGEMENT LIMITED	2.266	0	2.266
**D INDIANA PUBLIC RETIREMENT SYSTEM	675.639	0	675.639
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM	11.685	0	11.685
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24.923	0	24.923
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AWE	1	0	1
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414	0	414
**D HSBC INTERNATIONAL EQUITY INDEX FUND	8.234	0	8.234
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91.201	0	91.201
**D STICHTING BEDRIJFSSTAKENFONDEN VOOR DE ZOETWARENINDUSTR	5.035	0	5.035
**D STICHTING BEDRIJFSSTAKENFONDEN VOOR HET	4.163	0	4.163
**D GOLDMAN SACHS ETF ICAP	77	0	77
**D AUTE LEIPIGZER TRUST INVESTMENT GESELLSCHAFT MBH	6.868	0	6.868
**D ASIF ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484	0	2.484
**D FGM QM INTERNATIONAL DEVELOPED MARKETS INDEX FUND	2.034	0	2.034
**D ENERGY INSURANCE MUTUAL LIMITED	243	0	243
**D METROPCORP WORKS HOURLY AND SALARIED UNION	2.865	0	2.865
**D BOCI PRUDENTIAL TRUSTEES LIMITED BOCFLES EUJF	24.797	0	24.797
**D SOGECAP ACTIONS - MID CAP	11.740	0	11.740
**D SILVER INVESCO EURO EQUITY	29.736	0	29.736
**D SG ACTIONS MONDE SELECTION	180.704	0	180.704
**D LYXOR MSCI EUROPE ESG LEADERS	106.659	0	106.659
**D LYXOR MSCI EUROPE ESG LEADERS	164.839	0	164.839
**D LYXOR MSCI EUROPE ESG LEADERS	515.025	0	515.025
**D LYXOR MSCI EUROPE ESG LEADERS	12.115	0	12.115
**D LYXOR MSCI EUROPE ESG LEADERS	44.043	0	44.043
**D LYXOR MSCI EUROPE ESG LEADERS	43.464	0	43.464
**D LYXOR MSCI EUROPE ESG LEADERS	16.979	0	16.979
**D LYXOR MSCI EUROPE ESG LEADERS	34.711	0	34.711
**D LYXOR MSCI EUROPE ESG LEADERS	53.168	0	53.168
**D LYXOR MSCI EUROPE ESG LEADERS	36.188	0	36.188
**D LYXOR MSCI EUROPE ESG LEADERS	1.116.229	0	1.116.229
**D LYXOR MSCI EUROPE ESG LEADERS	16.241	0	16.241
**D LYXOR MSCI EUROPE ESG LEADERS	135.632	0	135.632
**D LYXOR MSCI EUROPE ESG LEADERS	9.014	0	9.014
**D LYXOR MSCI EUROPE ESG LEADERS	331.509	0	331.509
**D LYXOR MSCI EUROPE ESG LEADERS	598	0	598
**D LYXOR MSCI EUROPE ESG LEADERS	779	0	779
**D LYXOR MSCI EUROPE ESG LEADERS	34.683	0	34.683
**D LYXOR MSCI EUROPE ESG LEADERS	28.605	0	28.605
**D LYXOR MSCI EUROPE ESG LEADERS	13.884	0	13.884
**D LYXOR MSCI EUROPE ESG LEADERS	7.698	0	7.698
**D LYXOR MSCI EUROPE ESG LEADERS	7.564	0	7.564
**D LYXOR MSCI EUROPE ESG LEADERS	39.991	0	39.991
**D LYXOR MSCI EUROPE ESG LEADERS	54.822	0	54.822
**D LYXOR MSCI EUROPE ESG LEADERS	2.968	0	2.968
**D LYXOR MSCI EUROPE ESG LEADERS	292.722	0	292.722
**D LYXOR MSCI EUROPE ESG LEADERS	755.000	0	755.000
**D LYXOR MSCI EUROPE ESG LEADERS	207.101	0	207.101
**D LYXOR MSCI EUROPE ESG LEADERS	509.336	0	509.336

LISTA ESITO DELLE VOTAZIONI

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SEI GLOBAL MASTER FUND ELC THE	4.935	0	4.935
**D AB SICAV III - DYNAMIC ALL MAR	1.552	0	1.552
**D KOKUSAI EQUITY INDEX FUND, A S	15.212	0	15.212
**D MORGAN STANLEY PATHWAY FUNDS -	16.668	0	16.668
**D METZLER UNIVERSAL TRUST KIDMOR	16.200	0	16.200
**D BRIDGE BUILDER INTERNATIONAL E	34.442	0	34.442
**D CUSTODY BANK OF JAPAN, LTD.	3.777	0	3.777
**D BRIDGE BUILDERS TAX MANAGED	25.557	0	25.557
**D DESTINATIONS INTERNATIONAL EQU	13.861	0	13.861
**D NZAM EURO STOXX PARIS-ALIGNED	976	0	976
**D METZLER INTERNATIONAL INVESTME	334.000	0	334.000
**D MORGAN STANLEY INVESTMENT	64.547	0	64.547
**D MORGAN STANLEY INVESTMENT	140.033	0	140.033
**D MLC INVESTMENTS MLC LIMITED	27.881	0	27.881
**D VEV LOW CARBON WORLD EQUITIES	65.593	0	65.593
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	243.123	0	243.123
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	8.236	0	8.236
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	2.446	0	2.446
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	1.430	0	1.430
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	3.111	0	3.111
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	756	0	756
**D UBS FUND MANAGEMENT(LUXEMBOURG) SA	154.556	0	154.556
**D UBS (LUX) SICAV I	403	0	403
**D MIGROS BANK (LUX) FONDS INTERSTOCK	1.280	0	1.280
**D MIGROS BANK (LUX) FONDS 50	1.560	0	1.560
**D MIGROS BANK (LUX) FONDS 40 (EUR)	920	0	920
**D MIGROS BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D LGIASUPER	32.562	0	32.562
**D PRIME SUPER	2.308	0	2.308
**D NARRICK LIMITED	803	0	803
**D SYDBANK A/S	28.409	0	28.409
**D FONDATION BOTNAR..	31.151	0	31.151
**D UBS FUND MANAGEMENT (SWITZERLAND) AG.	359.314	0	359.314
**D CREDIT SUISSE FUNDS AG	10.820	0	10.820
**D UBS FUND MGT (CH) AG - CHI243B-TRIANGULUS - AKTIEN DEWMARK HEDGEO	28.489	0	28.489
**D UBS FUND MGT (CH) AG - CHI244B-TRIANGULUS - AKTIEN DEWMARK	27.571	0	27.571
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF FROFOND GAVIA FUND-AKTIEIN WEIT	10.582	0	10.582
**D GHAS	166.071	0	166.071
**D NORGES BANK	1.648.802	0	1.648.802
**D GOVERNMENT OF NORWAY	2.748.822	0	2.748.822
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	25.829	0	25.829
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	10.655	0	10.655
**D LEGAL MANAGEMENT (EUROPE) LIMITED	49.156	0	49.156
**D LEGAL MANAGEMENT (EUROPE) LIMITED	18.019	0	18.019
**D BANK OF BOTSWANA	4.993	0	4.993
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	217.081	0	217.081
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE	665.895	0	665.895
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	97.639	0	97.639
**D INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	11.237	0	11.237
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	11.104	0	11.104
**D WHEELS COMMON INVESTMENT FUND.	1.344	0	1.344



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DFV delega alla persona fisica sopra indicata con il numero della scheda delegataria

**D delega alla persona fisica sopra indicata con il numero della scheda delegataria (conoscenza dell'interessato e assenso)

RL: rappresentanza legale da persona fisica sopra indicata con il numero della scheda delegataria

2

1.992

1.992

Teste:

0

Azionisti:

Azionisti in proprio:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome

**D STICHTING BEERIJSTAKSTENFONDS VOOR DE DETAILHANDEL

**D HL MULTI-MANAGER SPECIAL SITUATIONS TRUST.

**D LEGAL & GENERAL GLOBAL EQUITY INDEX FUND

**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND

**D LEGAL & GENERAL NSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (

**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND

**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLD

**D JUPITER EUROPEAN SMALLER COMPANIES FUND

**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND.

**D LEGAL & GENERAL EUROPEAN INDEX TRST

**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST

**D TRUE POTENTIAL PICTET BALANCED

**D TRUE POTENTIAL PICTET GROWTH

**D TRUE POTENTIAL PICTET CAUTIOUS

**D TRUE POTENTIAL PICTET AGGRESSIVE

**D TRUE POTENTIAL PICTET DEFENSIVE

**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND

**D NORTHERN TRUST INVESTMENT OPPORTUNITIES FUND

**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY

**D STAIR STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST

**D VERDEPAPIRFONDET KLD AKSTEGLOBAL UNRELLIA FUND

**D LEGAL & GENERAL EQUITY INDEX FUND

**D VERDEPAPIRFONDET KLD AKSTEGEUROPA INDEX.

**D VERDEPAPIRFONDET KLD AKSTEGLOBAL INDEX.

**D SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND ECP-SIF.

**D MELCHIOR SELECTED TRUST

**D STICHTING BLUE SKY LIQUID ASSET FUNDS

**D PUBLIC SECTOR PENSION INVESTMENT BOARD.

**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.

**D BAKER HUGHES INCORPORATED MASTER TRUST

**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.

**D CSAA INSURANCE EXCHANGE

**D SUTTER HEALTH MASTER RETIREMENT TRUST

**D SUTTER HEALTH

**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F

**D SCHLUMBERGER GROUPE TRUST AGREEMENT

**D JGHARRIS PENSION MASTER TRUST.

**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST

**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING

**D CHEVRON MASTER PENSION TRUST

**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND

**D THE WINDEROO FOUNDATION TRUST

**D EQUIFUTUR FENESTONFONDS ESGITTRANS

**D STICHTING FMR PENSIONFONDS

**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO

**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.

**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F

**D HFS COMMON CONTRACTUAL FUND.

**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND

Tot. Voti	Proprio	Delega
49.583	0	49.583
47.430	0	47.430
7.338	0	7.338
38.024	0	38.024
20.777	0	20.777
11.939	0	11.939
9.403	0	9.403
18.462	0	18.462
417.330	0	417.330
8.200.572	0	8.200.572
329.160	0	329.160
62.597	0	62.597
8.318	0	8.318
9.499	0	9.499
1.456	0	1.456
2.943	0	2.943
147	0	147
10.386	0	10.386
2.383.828	0	2.383.828
14.447	0	14.447
3.920	0	3.920
62.740	0	62.740
98.358	0	98.358
29.362	0	29.362
98.343	0	98.343
2.553	0	2.553
417.360	0	417.360
9.809	0	9.809
575.189	0	575.189
648.423	0	648.423
192.596	0	192.596
40.237	0	40.237
1.654	0	1.654
95.900	0	95.900
71.800	0	71.800
34.186	0	34.186
14.749	0	14.749
95.180	0	95.180
22.369	0	22.369
30.043	0	30.043
9.924	0	9.924
6.020	0	6.020
5.417	0	5.417
11.610	0	11.610
14.005	0	14.005
85.423	0	85.423
472.169	0	472.169
22.871	0	22.871
85.429	0	85.429
3.257	0	3.257
563.201	0	563.201

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.992

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.992

**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	3.565	0	3.565
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	5.950	0	5.950
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	6.045	0	6.045
**D STEUART L. WALTON FAMILY TRUST UAD 03/19/13	1.543	0	1.543
**D ST. MARY'S HEALTHCARE	178	0	178
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	30.359	0	30.359
**D R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	1.200	0	1.200
**D RUTGERS THE STATE UNIVERSITY	7.934	0	7.934
**D NAME MILE PLAN NDT QUALIFIED PARTNERSHIP	3.600	0	3.600
**D METLIFE 401(K) PLAN TRUST	331.702	0	331.702
**D NORTHERN TRUST COMMON SAFE INDEX FUND NON-LENDING	92.352	0	92.352
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	0	3.940
**D ILM PERSONAL PENSION PLAN TRUST	1.578	0	1.578
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.331	0	1.331
**D CONSTELLATION PENSION MASTER TRUST	65.279	0	65.279
**D BOSTON TRUST MILLER TRUST QUALIFIED FUND	2.472	0	2.472
**D TRUST FOR THE PENSION PLAN OF THE CHOOB CORPORATION	64.000	0	64.000
**D CALVERT CLIFFS NUCLEAR POWER PLANT TQ QUALIFIED FUND	132.022	0	132.022
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND	1.400	0	1.400
**D CYSTIC FIBROSIS FOUNDATION	8.200	0	8.200
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	8.243	0	8.243
**D ALM 2010 FAMILY TRUST.	1.185	0	1.185
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	33.405	0	33.405
**D NATHANIEL TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	52.781	0	52.781
**D CONCOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST	1.240	0	1.240
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	13.996	0	13.996
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	10.836	0	10.836
**D HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	395.415	0	395.415
**D THE BOARD OF MANAGEMENT OF THE CHINESE PERMANENT CEMETERIES	19.087	0	19.087
**D BEAT DRUGS FUND ASSOCIATION	2.586	0	2.586
**D THE BUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	752	0	752
**D BSA COMMINGLED ENDOWMENT FUND LP	5.604	0	5.604
**D CARROLL AVENUE PARTNERS LLC.	18.540	0	18.540
**D BOWERS LLC	71	0	71
**D DFI LP EQUITY (PASSIVE	18.433	0	18.433
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	1.693	0	1.693
**D DYNASTY INVEST LTD	3.161	0	3.161
**D FUNDO DE PENSÕES	1.354	0	1.354
**D NETIS EQUITY TRUST- NETIS INTERNATIONAL CLIMATE ALIGNED INDE	6.241	0	6.241
**D LEGAL & GENERAL NSCI EAFE FUND LLC	11.885	0	11.885
**D BUILDERS ASSET MANAGEMENT LLC	44.169	0	44.169
**D LERMAN-STAMM FAMILY PARTNERS LLC	37.058	0	37.058
**D NEKEE PARTNERSHIP	62	0	62
**D INTERNATIONAL EQUITY FUND LLC	1.208	0	1.208
**D INTERNATIONAL EQUITY FUND LP	8.157	0	8.157
**D PELICAN FUND LP	217.416	0	217.416
**D EVERETT LLC	174	0	174
**D HAMILTON EQ LLC	3.169	0	3.169
**D HARTFORD EQ LLC	19.517	0	19.517
**D HASLAM FAMILY INVESTMENT PARTNERSHIP	2.202	0	2.202
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	2.860	0	2.860



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2

1.992

Azionisti:

Azionisti in proprio:

1.992

Teste:

0

Azionisti in delega:

1.992

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (variazione effettuata alla posta con assegno)

*D delega alla persona fisica sopra indicata con il numero della scheda magnetica (variazione effettuata alla posta con assegno)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

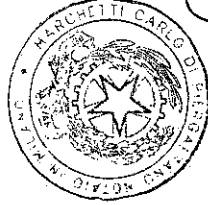
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FCM INTERNATIONAL LLC	2.451	0	2.451
**D RTPIF LP	4.180	0	4.180
**D GLOBAL BOND FUND WATCROSSE INC	21.276	0	21.276
**D THYSSEN GLOBAL INVESTMENTS CORP.	537	0	537
**D MEC INTERNATIONAL FUND LLC	7.196	0	7.196
**D INTERMED INTERNATIONAL EQUITY SERIES	15.475	0	15.475
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059	0	2.059
**D SLW PORTFOLIO LLC	2.405	0	2.405
**D SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D CINDY SPRINGS LLC	48.975	0	48.975
**D GOVERNMENT OF GUM RETIREMENT FUND	71.145	0	71.145
**D K INVESTMENTS SH LIMITED.	63.462	0	63.462
**D LEGAL & GENERAL MSCI EAFE SL FUND LLC	43.955	0	43.955
**D MBB PUBLIC MARKETS I LLC	25.154	0	25.154
**D ASCENSION ALPHA FUND LLC	7.309	0	7.309
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D UNITED NATIONS JOINT STAFF PENSION FUND.	595.043	0	595.043
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	178.379	0	178.379
**D THE ROBSON UK PENSION PLAN	3.659	0	3.659
**D THE ROBSON UK PENSION PLAN	95.055	0	95.055
**D FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198	0	19.198
**D FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL EQUITY FUND	1.569.419	0	1.569.419
**D FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	43.123	0	43.123
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR OVERSEAS FUND	219.563	0	219.563
**D FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874	0	1.616.874
**D FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	1.536	0	1.536
**D MITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WGM INVESTMENTS LIMITED	373	0	373
**D HAGFORS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.273	0	28.273
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER OSS TRUST.	672.227	0	672.227
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615	0	1.615
**D LORD MAYOR'S CHARITABLE FOUNDATION	803	0	803
**D NT WORLD GREEN TRANSITION INDEX FUND	494	0	494
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	17.553	0	17.553
**D WSPF INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D MERCER INDEXED INTERNATIONAL SHARES FUND	47.788	0	47.788
**D AUSTRALIAN CAPITAL TERRITORY	16.190	0	16.190
**D AUSTRALIAN MULTI-MANAGER INTERNATIONAL SHARES FUND	168.317	0	168.317
**D AUSTRALIAN RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.063	0	3.063
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	814	0	814
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	3.995	0	3.995
**D EQUITY TRUSTEES LIMITED	9.321	0	9.321
**D QIC INTERNATIONAL EQUITIES FUND.	4.326	0	4.326
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	248.356	0	248.356
**D JOHN T. WALTON FAMILY TRUST	231.749	0	231.749
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	2.187	0	2.187

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MOBIS LIFE LIMITED	8.673	0	8.673
**D NEW TESTAMENTARY TRUST NO. 1	2.768	0	2.768
**D NEW TESTAMENTARY TRUST NO. 3	4.659	0	4.659
**D NEW TESTAMENTARY TRUST NO. 10.	417	0	417
**D NEW TRUST NO. 2 UAD 01/17/03	4.319	0	4.319
**D NEW TRUST NO. 3 UAD 01/17/03	3.879	0	3.879
**D NEW TESTAMENTARY TRUST NO. 2	2.885	0	2.885
**D STEELWORKERS PENSION TRUST	98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST	2.620	0	2.620
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	1.340	0	1.340
**D THE LAURIE M. TISCH FOUNDATION INC	11.236	0	11.236
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	15.595	0	15.595
**D SEAN P ANDRADE 2016 TR UAD FEB 8 1991	1.693	0	1.693
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	41.080	0	41.080
**D NOTAL BOROGE OF KINGSTON PENSION FUND	13.054	0	13.054
**D NORTHERN GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	40.171	0	40.171
**D ROBERTSON GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	6.121	0	6.121
**D HENRIK S. ANDRADE 2016 TR UAD FEB 8 1991	27.960	0	27.960
**D JTM TRUST NO. 1 UAD 9/19/02.	3.079	0	3.079
**D JTM TRUST NO. 2 UAD 9/19/02.	2.351	0	2.351
**D JTM TRUST NO. 3 UAD 9/19/02.	3.508	0	3.508
**D JTM TRUST NO. 5 UAD 9/19/02.	1.846	0	1.846
**D THE MISSOURI FOUNDATION FOR HEALTH	2.541	0	2.541
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	1.670	0	1.670
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	176.146	0	176.146
**D THE NEMOURS FOUNDATION PENSION PLAN	562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	8.423	0	8.423
**D ARVEST FOUNDATION	394	0	394
**D BARINGS EUROPE SELECT TRUST	773.597	0	773.597
**D ESSENTIA HEALTH	1.687	0	1.687
**D DREW M ANDRADE 2016 TR UAD FEB 8 1991.	3.140	0	3.140
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	530	0	530
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	13.295	0	13.295
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	2.121	0	2.121
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	106.656	0	106.656
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	170.244	0	170.244
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	11.975	0	11.975
**D ALFRED I. DUPONT CHARITABLE TRUST	10.674	0	10.674
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST	90.309	0	90.309
**D CITY OF FRESNO RETIREMENT SYSTEMS.	222.573	0	222.573
**D ILLINOIS MUNICIPAL RETIREMENT FUND	198.931	0	198.931
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	41.900	0	41.900
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.213	0	71.213
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.652	0	947.652
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	11.715	0	11.715
**D GILDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	21.715	0	21.715
**D TEACHERS RETIREMENT SYSTEM OF OKLAHOMA	63.108	0	63.108
**D UNIVERSITY OF OKLAHOMA RETIREMENT SYSTEM	80.287	0	80.287
**D CARLSON PROPERTY AND CASUALTY INSURANCE COMPANY	2.632	0	2.632
**D USAA GENERAL INDEMNITY COMPANY	4.139	0	4.139
**D USAA CASUALTY INSURANCE COMPANY	7.607	0	7.607



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Dire delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.992

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.992

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica

RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D WYOMING RETIREMENT SYSTEM	6.161	0	6.161
**D ABD DHABI PENSION FUND	58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181	0	1.181
**D NAV CANADA PENSION PLAN	27.389	0	27.389
**D BLACKROCK AUTHORIZED CONTRACTUAL SCHEME I	772.076	0	772.076
**D ACS 30.70: GLOBAL EQUITY TRACKER FUND	8.491	0	8.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.664	0	1.664
**D LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.	14.585	0	14.585
**D STATE TEACHERS RETIREMENT SYSTEM OF OHIO	456.971	0	456.971
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA	5.299	0	5.299
**D LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME...	6.300	0	6.300
**D OBS COMMON CONTRACTUAL FUND	2.535	0	2.535
**D BLACKROCK COMMON CONTRACTUAL FUNDS	13.175	0	13.175
**D BLACKROCK UCITS CCF	72.306	0	72.306
**D FIDELITY INVESTMENT TRUST:FIDELITY INTERNATIONAL DISCOVERY K	126.560	0	126.560
**D FIDELITY ADVISOR: SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	484.967	0	484.967
**D BELLA NATURA - EN LEVENSGEREKENING N.V.	246.920	0	246.920
**D REGIONAL LANGENSOONSGASSE GEWENSIDIG FORSKINGSSELSKAP	63.171	0	63.171
**D STICHTING NATIONAAL RAIJE	5.055	0	5.055
**D STICHTING TRANSFORMEREN	2.444	0	2.444
**D STICHTING BRUGLESTAKENSFONDEN VOOR DE NEDERLANDSE KANK	84.009	0	84.009
**D STICHTING BRUGLESTAKENSFONDEN VOOR VLIERS VLEESWAREN S	13.590	0	13.590
**D STICHTING BRUGLESTAKENSFONDEN VOOR HET SCHOONMAK EN GL	28.176	0	28.176
**D STICHTING BRUGLESTAKENSFONDEN VOOR HET BEROEPSVEVOER OVER DE WEG	24.516	0	24.516
**D STICHTING BRUGLESTAKENSFONDEN VOOR HET LEVENSMIDDELENBEDRIJF	130.077	0	130.077
**D FUARDE AB-FONDEN	6.559	0	6.559
**D STICHTING PENSIONFONDEN OPENBARE BIBLIOTHEKEN	130.569	0	130.569
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	155.165	0	155.165
**D WELLINGTON PAGOSA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	276.448	0	276.448
**D WOLF CREEK INVESTORS (BERMUDA) LP	254	0	254
**D LMAF IRELAND ICAV - LMAF 910	237.690	0	237.690
**D POINT72 LONDON INVESTMENTS LTD.	76.148	0	76.148
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND	12.254	0	12.254
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.	1.790	0	1.790
**D ARROWSTREET ACMI ALPHA EXTENSION FUND III (CAYMAN) LIMITED	10.804	0	10.804
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT PD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	88	0	88
**D DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC	178	0	178
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	6.749	0	6.749
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED PORTFOLIO MARGIN ACT 200.	22.155	0	22.155
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	280	0	280
**D AQR INNOVATION FUND L.P.- SE RIES	148	0	148
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	23.054	0	23.054
**D ARROWSTREET (CHINA) INTERNATIONAL DEVELOPED MARKET EX US ALP	11.545	0	11.545
**D ARROWSTREET INTERNATIONAL EQUITY ACMI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACT	49.798	0	49.798
**D AQR GLOBAL MARKET AGGRESSIVE OTHER FIDUCIARY SERVICES	36.120	0	36.120
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACMI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACT	10.700	0	10.700
**D THE BUTTWOOD FAMILY FOUNDATION	7.000	0	7.000
**D ALEXANDER LLC	3.100	0	3.100
**D THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY UAD 06/27/11 A K MOORHEAD TTEE AMD 12/11/15	2.432	0	2.432
**D THE DAVID A DUFFIELD TRUST UAD 07/14/88	950	0	950
**D CM GREAT LLC			

Pagina 26

Azionisti: 1.992 Teste: 1.992 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti in proprio: 0 Azionisti in delega: 1.992 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

OGGETTO: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante. FAVOREVOLI

Compagnie	Tot. Voti	Proprio
**D ROSEBONE LLC	2.499	0
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0
**D MEDIOBANQUE BEST BRANDS - MEDIOBANQUE GLOBAL DEMOGRAPHIC OFFER	198.513	0
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0
**D LGT SELECT FUNDS	6.096	0
**D MEDIOBANQUE BEST BRANDS - COUPON STRATEGY COLLECTION	42.333	0
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIED EQUITIES EUROPE	18.486	0
**D UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	48.719	0
**D CMLA INDEXED GLOBAL SHARE FUND	2.203	0
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0
**D FIDELITY OVERSEAS FUND	4.669.000	0
**D FIDELITY VIP OVERSEAS PORTFOLIO	4.669.000	0
**D JOHN HANCOCK FUNDS III INTERNATIONAL GROWTH FUND.	1.045.599	0
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	4.651.614	0
**D JPM-MED CORE GLOBAL EQ TILT	22.882	0
**D THE JUPITER GLOBAL FUND SICAV	10.387	0
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	2.232.967	0
**D COLONIAL FIRST STATE INVESTMENT FUND 121	14.398	0
**D SCHWAB INTERNATIONAL INDEX FUND	29.948	0
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	338.015	0
**D ABERNUT SICAV II	41.408	0
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	1.457.043	0
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	10.546	0
**D ONMARKETS ITALY ICAP	26.442	0
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	17.768	0
**D ILLA-LA WORLD ESG SCREENED FUND	1.635.000	0
**D ILLA - RACINE	4.886	0
**D ILLA-M-ILSDH	3.056	0
**D ILLA-ILMCHRY	88.142	0
**D IRISH LIFE CLIMATE FOCUSED FUND	3.446	0
**D IRISH LIFE ASSURANCE	1.764	0
**D ILLA-LESEAR SUSTAINABLE EAFE EQUITY	77.290	0
**D ILLA - A-TIGLOFEG	32.869	0
**D ILLA - A-TIGLOFEG	5.240	0
**D ILLA - A-TIGLOFEG	13.982	0
**D ILLA - A-TIGLOFEG	14.134	0
**D ILLA - A-TIGLOFEG	2.662	0
**D ILLA - A-TIGLOFEG	52.129	0
**D AEGON CUSTODY B.V.	331.986	0
**D STITCHING MN SERVICES	191.885	0
**D LARGE CAP INTL PORTFOLIO OF DEA INV	56.502	0
**D STITCHING MN SERVICES ARNOLDENFO ND	244.712	0
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDS (MANAGEMENT) LIMITED	36.192	0
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	85.076	0
**D TSCX SOLACT ESG TEACO EX UNRG(3387)	4.189	0
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	3.801	0
**D L AND G ASSUR(PENS MGMT) LTD 1 LGIM PNC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	17.879	0
**D CITIBANK UK LIMITED AS TRUSTEE OF ABERON (LOTHIAN) EUROPEAN T	784.395	0
**D CITIBANK UK LIMITED AS TRUSTEE OF ABERON (LOTHIAN) INTERNATION	84.363	0

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1.992 Teste:

Azionisti:

2

DE* delega alla persona fisica sopra indicata con il numero della scheda migratoria

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D OETGEN COMMUNITY PROPERTY TRUST DTD 12/24/2008 AS AMENDED A	609	0	609
**D CESTIL RE CHEALTH GS FID 16	10.903	0	10.903
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	1.359.767	0	1.359.767
**D INVESCO POOLED INVESTMENT FUND - EUROPE FUND	164.597	0	164.597
**D TRANSAMERICA AIM INTERNATIONAL GROW	12.343	0	12.343
**D NMTB/NIK KOKUSAI-NH 935026	23.540	0	23.540
**D NMTB/NIK KOKUSAI-NH 935034	1.495	0	1.495
**D BERESFORD FUNDS ICAV	2.755	0	2.755
**D ABRDN OEC V-ABRDN EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D ABRDN OEC II-ABRDN EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STICHTING EGM DEPOSITARY	149.317	0	149.317
**D NATIONAL COUNCIL FOR SOCIAL SRC FUND	10.975	0	10.975
**D THREADNEEDLE (LUX)	6.457.209	0	6.457.209
**D THREADNEEDLE (LUX) COLDIMBIA THREADNEEDLE INVESTMENTS	1.113.297	0	1.113.297
**D TWO SIGMA INTERNATIONAL CORE	5.500	0	5.500
**D THREADNEEDLE INVESTMENT FUNDS ICVCA.	3.032.169	0	3.032.169
**D THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	8.282	0	8.282
**D TWO SIGMA WORLD CORE FUND LP	1.700	0	1.700
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	68.876	0	68.876
**D HUTCHISON GENERAL FUND.	5.581	0	5.581
**D ABRDN OEC II-ABRDN EUROPE EX UK SMALLER COMPANIES FUND	48.828	0	48.828
**D SMITHSON GLOBAL CORE EQUITY FUND	2.089	0	2.089
**D ABRDN OEC II-ABRDN EUROPE EX UK SMALLER COMPANIES FUND	2.761	0	2.761
**D VAN MANGROVE FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	106.761	0	106.761
**D CITITRUST LIMITED	15.638	0	15.638
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	15.638	0	15.638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	24.464	0	24.464
**D HOSTPLUS POOLED SUPERANNUATION TRUST	15.655	0	15.655
**D ABRDN OEC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	25.338	0	25.338
**D ABRDN OEC I-ABRDN EUROPEAN SMALLER COMPANIES FUND	56.937	0	56.937
**D ABRDN OEC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	156.033	0	156.033
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	35.345	0	35.345
**D OARF - BLACK ROCK PASSIVE EQUITY	2.607	0	2.607
**D UNIFTED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	2.568	0	2.568
**D OCAL MULTI-STRATEGY FUND	12.611	0	12.611
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	66	0	66
**D AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	1.706	0	1.706
**D POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	2.315	0	2.315
**D AQR TAX AWARE HELIX FUND L.P. C/O COGENCY GLOBAL INC.	58.889	0	58.889
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	480	0	480
**D MARSHALL WACE MASTER FUNDS SPC-SF ALPHA PLUS FUND	26.824	0	26.824
**D MAN INSIGHT LIMITED	83.866	0	83.866
**D MANU LIFE INVESTMENT FUND	8	0	8
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	651.558	0	651.558
**D MANULIFE TAX-MANAGED GROWTH FUND	1.492.556	0	1.492.556
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	6.559	0	6.559
**D MANULIFE DIVERSIFIED INVESTMENT FUND	760.610	0	760.610
**D OSA INTERNATIONAL FUND	124.586	0	124.586
**D OSA INTERNATIONAL FUND YIELD POOLED FUND	209.860	0	209.860
**D BLMCOR GLOBAL EQUITY POOLED FUND	14.308	0	14.308
**D BLMCOR GLOBAL EQUITY POOLED FUND	40.308	0	40.308
**D THE EMPIRE LIFE INSURANCE COMPANY.	310.847	0	310.847
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697

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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.992 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione statistica)

RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.992 Teste:

0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460	0	12.460
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE WINNIPEG FOUNDATION	1	0	1
**D STEADYHAND GLOBAL SMALL-CAP EQUITY FUND	52.600	0	52.600
**D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN.	72.206	0	72.206
**D DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	11.170	0	11.170
**D NIMIC SAFE EQUITY INDEX FUND.	1	0	1
**D MAJESTIC ASSET MANAGEMENT	75.563	0	75.563
**D ROBSTAR INVESTMENTS LTD C/O STEPHEN R. MENICH	6.862	0	6.862
**D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND.	8.685	0	8.685
**D ARROWSTREET CAPITAL GLOBAL INVESTMENT COMPANIES DEF WELLINGTON TRUST COMPANY N	27	0	27
**D WELLINGTON INSTITUTIONAL INVESTMENT MASTER FUND (CAYMAN)	619	0	619
**D ARROWSTREET CAPITAL COPELY FUND LIMITED	1.686	0	1.686
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED.	3.666	0	3.666
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.519	0	4.519
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988	0	11.988
**D CCIL Q MARKET NEUTRAL FUND	309	0	309
**D MWIS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370	0	28.370
**D MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	187.037	0	187.037
**D IMAF 909 SUB FUND OF IMAF IRELAND ICAY	258	0	258
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	119.380	0	119.380
**D MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	316	0	316
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	5.150	0	5.150
**D MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	153	0	153
**D IMA IRELAND-NAP 501.	10.148	0	10.148
**D MMS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	40.000	0	40.000
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGER GLOBAL (CAYMAN) LIMITED	279.117	0	279.117
**D AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	4.194	0	4.194
**D GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	1.306	0	1.306
**D AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	26.820	0	26.820
**D CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	128.986	0	128.986
**D MICHAEL AND NAIRA CAREN TRUST	445	0	445
**D A.A. CANDRIAM DIVERSITE	198.303	0	198.303
**D AA SSGA ACTIONS INDICE EURO	165.497	0	165.497
**D AGNF HANQAT ACTION	20.170	0	20.170
**D ALLOCATION INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EURO ISR	116.342	0	116.342
**D AMUNDI ACTIONS FRANCE ISR	25.176	0	25.176
**D AMUNDI ETF DR S&P 500 UCITS F	114.655	0	114.655
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	594.001	0	594.001
**D AMUNDI IESX ACTIONS	700.000	0	700.000
**D AMUNDI MSC1 EUROPE	43.685	0	43.685
**D AMUNDI MSC1 WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR	17.553	0	17.553
**D AMUNDI PULS ACTIONS	89.873	0	89.873
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	594	0	594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	323	0	323



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Azionisti: 1.992 Teste: 1.992

Azionisti in proprio: 0 Azionisti in delega: 1.992

Delega alla presente forma sopra indicata con il numero della scheda elettorale n. 1.992
Delega alla presente forma sopra indicata con il numero della scheda elettorale n. 1.992
Rappresentanza legale alla persona fisica sopra indicata con il numero della scheda elettorale n. 1.992

LISTA ESITO DELLE VOIAZIONE

Oggetto: 7. Sistema Incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMINDI TRANSMISSION ACTIONS	3.262	0	3.262
**D AMINDI TRANSMISSION PATRIMoine	10.346	0	10.346
**D AP ACTIONS 1 EURO	26.903	0	26.903
**D ARCO QUANT 2	52.751	0	52.751
**D ASSURDIX	51.965	0	51.965
**D BEL EQUITY EUROPE ESG	110.895	0	110.895
**D BFT EURO FUTUR ISR	16.500	0	16.500
**D CARBE DIVERSIFIE ACTION EURO	79.997	0	79.997
**D CNE ASSUR EUROPE CANORIAM	148.246	0	148.246
**D CONCORDE 96 (ACTION EURO)	34.962	0	34.962
**D CPE EUROLAND PREMIM ESG	7.527	0	7.527
**D CPE SILVER AGE POCHE COR	897.296	0	897.296
**D DIEZE	6.724	0	6.724
**D DNCA ACTIONS EURO PME	413.567	0	413.567
**D DNCA ACTIONS SMALL ET MID CAP EURO	254.750	0	254.750
**D DNCA SRI EURO QUALITY	1.872.723	0	1.872.723
**D ECOTI Avenir PLUS	36.000	0	36.000
**D ECOTI ENDURANCE EURO	10.000	0	10.000
**D Ecoreuil Profil 75 (ACTIONS)	139.564	0	139.564
**D Ecoreuil Profil 90 (ACTIONS EUR	558.396	0	558.396
**D Ecoreuil 2 DIVERSIFIE	12.613	0	12.613
**D EPARGNE ETHIOPIE ACTIONS	30.628	0	30.628
**D FCP CAREMKO (ACTIONS EURO)	93.300	0	93.300
**D FCP CAP INDO	181.436	0	181.436
**D FCP Ecoreuil RETRAITE EURO ACTIONS 4	250.000	0	250.000
**D FCP GROUFAMA PHARMA DIVERSIFIE	53.000	0	53.000
**D FURN AMINDI	68.557	0	68.557
**D FGV ACTIONS EUROPE LM A	9.929	0	9.929
**D GLOBAL MULTI-FACTOR EQUITY FUND	4.298	0	4.298
**D GROUFAMA Avenir EURO	2.081.936	0	2.081.936
**D GROUFAMA CR Avenir EUROPE	134.772	0	134.772
**D GROUFAMA CR TOTAL RETURN ALL CAP EUROPE	47.000	0	47.000
**D HSEC EUROPE SMALL & MID CAP	105.216	0	105.216
**D HYAKOS ISR	7.800	0	7.800
**D I2C ACTIONS	410.000	0	410.000
**D IP ACTIONS EURO	11.750	0	11.750
**D IEPAM 3 NOIS	712.676	0	712.676
**D IEPAM ISR ACTIONS EURO LARGE CAP	33.080	0	33.080
**D IEPAM ISR ACTIONS EURO MIN VOL	186.154	0	186.154
**D IEPAM ISR STRATEGIE FEA 1	1.224	0	1.224
**D IEPAM ISR STRATEGIE FEA 2	3.211	0	3.211
**D ICL ACTIONS EURO CORP+	5.401	0	5.401
**D ICL ACTIONS MONDE HORS EUROPE EURO	34.377	0	34.377
**D MONGELAS	94.922	0	94.922
**D MONTREAL VIE OPPORTUNITIES	27.096	0	27.096
**D OSTIAM COVENANCE FORTULMANT	58.959	0	58.959
**D OSTIAM SRI EUROPE EQUITY	27.562	0	27.562
**D PERP PROG (ACTIONS EUROPE)	94.688	0	94.688
**D PLURI-INVESTISSEMENTS	28.367	0	28.367
**D RENAULT CREMAERS SOLID AIR	1.650	0	1.650
**D RICHELIEU GLOBAL INNOVATION	17.000	0	17.000
	11.612	0	11.612

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
FAVOREVOLI

Cognome	
**D RL PREVOYANCE (ACTIONS EUROPE)	
**D ROPS EURO P	
**D ROES-SMART INDEX EURO	
**D RERC ACTIONS (ACTION EURO)	
**D SACD INVESTISSEMENT	
**D SAFRAN DYNAMIQUE(ACTIONS EUROPE ESG)	
**D STAR PASTEUR	
**D TOCQUEVILLE FINANCE ISR	
**D TONI ACTIONS MID CAP EURO ISR	
**D TONI ACTIONS ISR 100	
**D TOTALENERGIES DIVERSIFIE EQUILIBRE ET SOLIDAIRE	
**D VILLIERS DIRAPSON	
**D VIVACIO ISR ACTIONS	
**D WORLD EQUITIES	
**D AMUNDI TRANSITION GLOBAL EQUITY	
**D AMUNDI EURO TECH INNOVATION PARIS ALLIANCE F&B	
**D AMUNDI FNS GLOBAL MULTI-ASSET TARGET INC	
**D AMUNDI FTSE MIB	
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	
**D AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE	
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY	
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS	
**D AMUNDI INDEX MSCI EMU SRI	
**D AMUNDI INDEX MSCI EUROPE	
**D AMUNDI INDEX MSCI EUROPE SRI	
**D AMUNDI INDEX MSCI WORLD	
**D AMUNDI INDEX MSCI WORLD SRI	
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	
**D AMUNDI MSCI EMU ESG CTE NET ZERO AMBIT	
**D AMUNDI MSCI EMU ESG LEADERS SELECT	
**D AMUNDI MSCI EMU ESG UNIVERSAL SELECT	
**D AMUNDI MSCI EUROPE	
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTE	
**D AMUNDI MSCI EUROPE EX SWITZERLAND	
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG F&B	
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTE	
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	
**D AMUNDI PRIME EUROZONE	
**D AMUNDI PIONEER EUROPE EQUITY	
**D AMUNDI EUROPEAN EQUITY	
**D CANSLIM EQUITIES L - EUROPE INNOVATION	
**D CANSLIM EQUITIES L - EUROPE OPTIMUM QUALITY	
**D CANSLIM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	
**D CANSLIM SUSTAINABLE - EQUITY EUROPE	

Azionisti:
Azionisti in proprio:

1.992
0

Teste:

Azionisti in delega:

2
1.992

Delega alla persona fisica sopra indicata con il numero della scheda rappresentativa.

**D delega alla persona fisica sopra indicata con il numero della scheda rappresentativa (delega effettuata alla posizione azionista).

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda rappresentativa.



Tot. Voti	Proprio	Delega
54.868	0	54.868
77.123	0	77.123
89.523	0	89.523
193.978	0	193.978
12.733	0	12.733
58.100	0	58.100
20.604	0	20.604
7.300	0	7.300
141.942	0	141.942
15.637	0	15.637
74.294	0	74.294
23.189	0	23.189
154.499	0	154.499
1.619	0	1.619
1.994	0	1.994
31.602	0	31.602
28.126	0	28.126
384.872	0	384.872
19.842	0	19.842
2.498	0	2.498
175.896	0	175.896
25.548	0	25.548
28.783	0	28.783
312.409	0	312.409
15.631	0	15.631
2.032.119	0	2.032.119
423.973	0	423.973
946.923	0	946.923
102.173	0	102.173
211.588	0	211.588
813.691	0	813.691
61.233	0	61.233
19.132	0	19.132
6.083	0	6.083
4.626	0	4.626
12.913	0	12.913
550.135	0	550.135
8.585	0	8.585
30.057	0	30.057
9.832	0	9.832
55.515	0	55.515
4.523	0	4.523
3.536	0	3.536
539	0	539
12.230	0	12.230
426.707	0	426.707
370.729	0	370.729
171.249	0	171.249
2.325.096	0	2.325.096
1.025.811	0	1.025.811
220.776	0	220.776
2.272.508	0	2.272.508

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CAMBRIUM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.234	0	868.234
**D CAMBRIUM SUSTAINABLE EQUITY EMU	1.048.162	0	1.048.162
**D CLEOME INDEX - EMU EQUITIES	34.859	0	34.859
**D CLEOME INDEX - EUROPE EQUITIES	76.225	0	76.225
**D CORDIUS WORLD EQUITIES QUALITY	13.875	0	13.875
**D FONDACO LUX GLOBAL EQUITIES	151.599	0	151.599
**D G FUND - AVENIR SMALL CAP EURO	410.341	0	410.341
**D G FUND - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	685	0	685
**D INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D IOF GLOBAL FINTECH	162.500	0	162.500
**D IOF TARGETNETZERO EUROPE EQUITY	3.636	0	3.636
**D LUXCELLENCE-HELVETIA EUROPE EQUITY	6.920	0	6.920
**D NEF ETHICAL BALANCED DYNAMIC	321.765	0	321.765
**D ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	26.253	0	26.253
**D ONEMARKETS AMUNDI INCOME OPP FD	48.091	0	48.091
**D R MONTJOLY INVESTISSEMENTS POOL AXA	18.300	0	18.300
**D RCO LUX MONTJOLY INVEST POOL AMUNDI	4.766	0	4.766
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	3.381	0	3.381
**D AMUNDI IOF WORLD	10.000	0	10.000
**D AMUNDI DEUTSCHLAND GMBH - SUEBINVEST 43	175.137	0	175.137
**D AMUNDI INVESTMENT POLLO	398	0	398
**D VPA-SPECIAL AMUNDI	8.380	0	8.380
**D AMUNDI DIVIDENDO ITALIA	290.000	0	290.000
**D AMUNDI ESG SELECTION BILANCIATO	14.394	0	14.394
**D AMUNDI ESG SELECTION CONSERVATIVO	5.334	0	5.334
**D AMUNDI ESG SELECTION DINAMICO	7.704	0	7.704
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D AMUNDI PROG INC REALE 2026	4.129	0	4.129
**D AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D AMUNDI PROGETTO INCOME 2028	884	0	884
**D AMUNDI PROGETTO INCOME AGOSTO 2026	3.308	0	3.308
**D AMUNDI PROGETTO INCOME REALE 2027	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	3.063	0	3.063
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.114	0	1.114
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	1.144	0	1.144
**D AMUNDI VALORE ITALIA PIR	61.500	0	61.500
**D FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	2.372	0	2.372
**D ASR INSTITUT KUNSEN EUR AMDELEN	54.055	0	54.055
**D COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.	6.431	0	6.431
**D KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	6.067	0	6.067
**D SPA MANDATE BLACKROCK	20.337	0	20.337
**D BEVEELIGING MANDAAT SSGA RE ANDELEN	8.056	0	8.056
**D ST PE GASUNIE - GLOBAL EQ MANDATE SSGA	5.629	0	5.629
**D ST PE GASUNIE - MANDATE BLACKROCK	7.859	0	7.859
**D ST PE STABLES MANDATE BLACKROCK CAPITAL	3.340	0	3.340
**D ST PE VOOR DE ARCHITECTENBUREAUS-DME AMU	6.565	0	6.565
**D ST. PE VOOR DE ARCHITECTENBUREAUS-DME SS	6.173	0	6.173
**D CRELAN INVEST BALANCED	3.163	0	3.163
**D CRELAN INVEST DYNAMIC	1.527	0	1.527
**D EDR GLOBAL EQUITIES RPT - DEI	6.866	0	6.866

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	2.172	0	2.172
**D EDR SICAV - EQUITY EURO SOLVE	63.407	0	63.407
**D EDR SICAV - EURO SUSTAINABLE EQUITY	1.106.050	0	1.106.050
**D EDR SICAV - EUROPEAN IMPROVERS	9.430	0	9.430
**D FOLLUX	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620	0	205.620
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	38.158	0	38.158
**D HELVETIA I EUROPEA	49.100	0	49.100
**D MEDIOBANCA GESTIONE FONDI SCR - FLESSIBILE FUTURO ITALIA	1.760.000	0	1.760.000
**D MEDIOBANCA GESTIONE FONDI SCR - FLESSIBILE SVILUPPO ITALIA	300.000	0	300.000
**D ALLIANZ ITALIA 50 SECTORS	440.000	0	440.000
**D THE BRENSTREET COMMON CONTRACTUAL FUND	13.000	0	13.000
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	38.812	0	38.812
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	3.848	0	3.848
**D ABN AMRO FUNDS	46.692	0	46.692
**D ALLEANZA ASSICURAZIONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	4.150	0	4.150
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	224.517	0	224.517
**D ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	1.062.535	0	1.062.535
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	354.467	0	354.467
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	5.898	0	5.898
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	2.342	0	2.342
**D THE MONETARY AUTHORITY OF SINGAPORE	6.196	0	6.196
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	13.447	0	13.447
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	22.307	0	22.307
**D FLOURISH INVESTMENT CORPORATION	24.635	0	24.635
**D ARCOMSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	3.884	0	3.884
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	1.762.016	0	1.762.016
**D ISHARES II PUBLIC LIMITED COMPANY	83.927	0	83.927
**D ISHARES V PUBLIC LIMITED COMPANY	10.606	0	10.606
**D ISHARES III PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES IV PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES VI PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D WISDOMTREE ISSUER ICADV	1.359.366	0	1.359.366
**D AUSTRALIAN RETIREMENT TRUST	159.961	0	159.961
**D RUSSELL INVESTMENTS GLOBAL SHARES EX FOSSIL FUELS FUND	1.588	0	1.588
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	253.418	0	253.418
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	15.221	0	15.221
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	9.523	0	9.523
**D AMARE SUPERANNUATION SCHEME	2.133	0	2.133
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	495.937	0	495.937
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	15.412	0	15.412
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	39.513	0	39.513
**D INTERNATIONAL EQUITIES SECTOR TRUST	2.907.387	0	2.907.045
**D SPDR SP WORLD EX AUSTRALIA FUND	6.067	0	6.067
**D NEW AIRWAYS PENSION SCHEME	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	334.331	0	334.331



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2

1.992

Azionisti:

Teste:

Azionisti in proprio:

1.992

0

Azionisti in delega:

DE* delega alla persona fisica sopra indicata con il numero del foglio di voto (il numero del foglio di voto è indicato in ogni caso accanto al nome della persona fisica sopra indicata con il numero della scheda elettorale)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda elettorale

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot., Voti	Proprio	Delega
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS LCVC-INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS LCVC- EUROPEAN EX UK/EQUITY FUND	78.823	0	78.823
**D INTERNATIONAL MONETARY FUND	38.260	0	38.260
**D ALLIANCE ACTIONS EURO PNEETI	100.558	0	100.558
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812	0	98.812
**D DWS INVESTMENT GMBH FOR DWS OI EUROZONE EQUITY	28.388	0	28.388
**D DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	5.396	0	5.396
**D ISHARES MSCI EAFE INTERNATIONALINDEX FUND	364.355	0	364.355
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	1.307.308	0	1.307.308
**D ISHARES MSCI ACWI ETF	139.975	0	139.975
**D ISHARES MSCI ACWI EX U.S. ETF	103.342	0	103.342
**D ISHARES GLOBAL FINANCIALS ETF	24.001	0	24.001
**D ISHARES MSCI EUROZONE ETF	826.089	0	826.089
**D ISHARES EUROPE ETF	96.874	0	96.874
**D ISHARES MSCI EAFE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE VALUE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI KOKUSAI ETF	2.072	0	2.072
**D ISHARES MSCI EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI ITALY ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES PARIS-ALLIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	640	0	640
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES CORE MSCI EAFE ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONAL/DEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177	0	11.177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11.431	0	11.431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418	0	1.418
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646	0	6.646
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	221.944	0	221.944
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	10.293	0	10.293
**D MATB MSCI KOKUSAI INDEX MOTHER FUND	7.803	0	7.803
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAP/VALUE ETF	6.687	0	6.687
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	5.058	0	5.058
**D AXA IM ETF ICAN	2.877	0	2.877
**D M&J FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4.698	0	4.698
**D INTERNATIONAL FILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092	0	145.092
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINNEN SG&B CARBON FOCUS	6.462	0	6.462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	20.208	0	20.208
**D AXA IM EQUITY TRUST	245.000	0	245.000
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	399	0	399
**D FISHER GLOBAL S&P 500 INDEX OF SHIPPING	32.033	0	32.033
**D RYK S&P 500 INDEX OF SHIPPING	166.569	0	166.569
**D BEAR CREEK INC.	18.577	0	18.577
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	18.172	0	18.172
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	1.713	0	1.713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71.501	0	71.501

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BMO MSCI EAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI ACWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	16
**D BMO MSCI EAFE ESG LEADERS INDEXETF	4.537	0	4.537
**D THE CAPTIVE INVESTORS FUND	289.530	0	289.530
**D CAPULA TAIL RISK MASTER FUND LIMITED	3.886	0	3.886
**D THE CAPTIVE INVESTORS FUND	66.800	0	66.800
**D CARDANO COMMON CONTRACTUAL FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	558.489	0	558.489
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	23.779	0	23.779
**D CENTRAL PROVIDENT FUND BOARD	24.095	0	24.095
**D TRUST I AS GLOBAL DYNAMIC ALLOCATION PORTFOLIO	688.853	0	688.853
**D XTRACTORS (1E) PUBLIC LIMITED COMPANY	97.117	0	97.117
**D PREMIER INTERNATIONAL SMALL CAP FUND	1.557	0	1.557
**D PREMIER INTERNATIONAL QUALIFIED NUCLEAR DECOMMISSIONING TRUST	491	0	491
**D Caisse de Depot Placement Quebec	1.379	0	1.379
**D DESJARDINS SECURITE FUND	1.535	0	1.535
**D REGIME DE RENTES DU MOUVEMENT DESARAINS	35.236	0	35.236
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	254.686	0	254.686
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	5.458	0	5.458
**D CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	673.250	0	673.250
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	240.510	0	240.510
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	2.604	0	2.604
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMIB INVESCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	21.886	0	21.886
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	1.804	0	1.804
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	43.481	0	43.481
**D PARKER FOUNDATION INC	27.816	0	27.816
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	3.768	0	3.768
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	52.216	0	52.216
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	6.490	0	6.490
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	324	0	324
**D FRANKLIN TEMPLETON ICAY	2.156	0	2.156
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	21.030	0	21.030
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	5.264	0	5.264
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	57.650	0	57.650
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	70.372	0	70.372
**D FIDELITY EUROPE FUND	23.810	0	23.810
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	3.598	0	3.598
**D FIDELITY SELECT GLOBAL PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.167	0	3.167
**D FIDELITY LONGTERM LEADERS FUND	7.338	0	7.338
**D FIDELITY DISRUPTORS CLASS	609	0	609
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	438.200	0	438.200
**D FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	201.480	0	201.480
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	583	0	583
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079	0	66.079
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	216.280	0	216.280
**D GPM STAR FUND PLC	3.141.900	0	3.141.900
**D RUSSELL INVESTMENT COMPANY TANGEMAN INTERNATIONAL EQUITY FUND	686.119	0	686.119
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439	0	5.439
**D GOVERNMENT PENSION INVESTMENT FUND	3.313.141	0	3.313.141
**D AMERICAN FUNDS INSURANCE SERIESINTERNATIONAL FUND	1.271.778	0	1.271.778



LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema Incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.805	0	8.805
**D TANGERINE BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D TANGERINE BALANCED PORTFOLIO	7.344	0	7.344
**D TANGERINE BALANCED GROWTH PORTFOLIO	9.662	0	9.662
**D TANGERINE EQUITY GROWTH PORTFOLIO	12.564	0	12.564
**D FIRST CHURCH OF CHRIST SCIENTIST	738	0	738
**D TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	24.199	0	24.199
**D TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	3.101	0	3.101
**D JNL/HELLON MSCI WORLD INDEX FUND	83	0	83
**D JNL/JPMORGAN GLOBAL ALLOCATION FUND	15	0	15
**D JNL/DFA INTERNATIONAL CORE EQUITY FUND	18.298	0	18.298
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	1.259
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	82.908
**D SUNAMERICA SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	3.099	0	3.099
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	55.799	0	55.799
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	26.772	0	26.772
**D SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	8.674	0	8.674
**D CROMWELL PUBLIC LIMITED COMPANY	4.616	0	4.616
**D RUSSELL INVESTMENT COMPANY A PLC	107.268	0	107.268
**D THE FIFTEENTH HOUR INVESTMENT COMPANY	1.507.758	0	1.507.758
**D INVESCO V.I. EOV INTERNATIONAL EQUITY FUND	751.371	0	751.371
**D INVESCO V.I. EOV EUROPEAN EQUITY FUND	1.104.169	0	1.104.169
**D INSTITUTIONAL RETIREMENT TRUST	1.352.751	0	1.352.751
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	3.352	0	3.352
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	137.892	0	137.892
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	55.409	0	55.409
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	12.437	0	12.437
**D LACERA MASTER OPEB TRUST	29.779	0	29.779
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	90.351	0	90.351
**D INTE KAPITALANLAGEGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	7.734	0	7.734
**D LVIP BLACKROCK GLOBAL ALLOCATION FUND	94.627	0	94.627
**D LVIP SSGA INTERNATIONAL INDEX FUND	19.139	0	19.139
**D LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	15.234	0	15.234
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	10.619	0	10.619
**D SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	41.494	0	41.494
**D SPDR MSCI EAFE STRATEGICFACTORSETF	924	0	924
**D SPDR MSCI WORLD STRATEGICFACTORS ETF	1.268	0	1.268
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	15.679	0	15.679
**D RHODELINE INTERNATIONAL POOLED INDEX TRUST	1.163.216	0	1.163.216
**D MAWER COLLECTIVE INVESTMENT TRUST	722.947	0	722.947
**D MDPIN INTERNATIONAL EQUITY POOL	96.843	0	96.843
**D INTERNATIONAL GROWTH FUND	25.014	0	25.014
**D MFC INTERNATIONAL EQUITY INDEX POOL	21.704	0	21.704
**D THE HANOVER INVESTMENT COMPANY	681.864	0	681.864
**D MERCOR OIF COMMON CONTRACTUAL FUND	92.333	0	92.333
**D MERCOR GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	207.465	0	207.465
**D MERCOR GLOBAL EQUITY FUND		0	

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema Incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.
FAVOREVOLI

Cognome			
**D	MEI FUNDS PLC		
**D	MARGOLD TACTICAL STRATEGIES LTD.		
**D	MAWER TAX EFFECTIVE BALANCED FUND		
**D	MAWER INTERNATIONAL EQUITY FUND		
**D	MERGER UCITS COMMON CONTRACTUAL FUND		
**D	MORTARA BOARD OF INVESTMENTS		
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM		
**D	COMPASS CONSERVATIVE PORTFOLIO		
**D	COMPASS BALANCED PORTFOLIO		
**D	COMPASS EMERGING MARKET PORTFOLIO		
**D	COMPASS GROWTH PORTFOLIO		
**D	COMPASS MAXIMUM GROWTH PORTFOLIO		
**D	RUSSELL INVESTMENT COMPANY PLC		
**D	AVELIS INTERNATIONAL EQUITY FUND		
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY		
**D	STATE OF NEW JERSEY COMMON PENSION FUND D		
**D	JANE YAPT INGALLS TR LTD 12 6 51 FDC AITFN GARY LOMBARDO		
**D	CITY OF NEW YORK GROUP TRUST		
**D	FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF		
**D	PROCTER AND GAMBLE BELGIUM PENSION FUND		
**D	STICHTING PENSIOENFONDS WERK ENREIS INTEGRATIE		
**D	PES:PMCO RAPI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		
**D	THE INCUBATION FUND LTD		
**D	DMS INVESTMENT GMBH FOR DEANFONDS KGFENSIENEN		
**D	DEAM-FONDS CPT		
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO		
**D	RUSSELL INVESTMENTS CANADIAN DIVIDEND FUND		
**D	RUSSELL INVESTMENTS GLOBAL EQUITY FUND		
**D	RUSSELL OVERSEAS EQUITY FUND .		
**D	RUSSELL INVESTMENTS ESG GLOBAL EQUITY FUND		
**D	RUSSELL INVESTMENTS MULTIFACTOR INTERNATIONAL EQUITY FUND		
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		
**D	THE BANK OF KOREA		
**D	ALBERTA INVESTMENT MANAGEMENT CORPORATION		
**D	DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		
**D	SCOTIA DIVERSIFIED BALANCED FUND		
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND		
**D	SSGA NSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		
**D	SEAFINANCING POSTSECONDARY EDUCATION FUND		
**D	HENRI FORD SCHROEDERS INTERNATIONAL STOCK FUND		
**D	HEWLETT PACKARD DIVERSIFIED GROWTH FUND		
**D	STATE STREET TEMPLAR INVESTMENT GROWTH FUND		
**D	PUBLIC EMPLOYEES LONG-TERM CARE FUND		
**D	THE STATE OF CONNECTICUT ACTING THROUGH ITS TREASURER		
**D	SSGA SPDR ETS EUROPE II PUBLIC LIMITED COMPANY		
**D	STICHTING PENSIOENFONDS TANDARSEN EN TANDARUS-SPECIALISTEN		
**D	SSGA SPDR ETS EUROPE I PUBLIC LIMITED COMPANY		
**D	SIR DAVID TRENCH FUND FOR RECREATION		
**D	UNIVERSAL INVESTMENT GESSELLSCHAFT MBH FOR SRV100		
**D	STATE STREET CCF		
**D	TEACHER RETIREMENT SYSTEM OF TEXAS		

Azionisti: 1.992
Azionisti in proprio: 0
Azionisti in delega: 1.992

2

Pagina 37

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata da persona assistita)
RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



Tot. Voti	Proprio	Delega
36.264	0	36.264
19.044	0	19.044
270.423	0	270.423
7.068.520	0	7.068.520
25.326	0	25.326
317.899	0	317.899
165.453	0	165.453
46.639	0	46.639
267.484	0	267.484
363.119	0	363.119
295.231	0	295.231
205.977	0	205.977
78.724	0	78.724
37.606	0	37.606
80.295	0	80.295
6.612	0	6.612
206.455	0	206.455
1.012	0	1.012
113.052	0	113.052
170.983	0	170.983
1.553	0	1.553
80.151	0	80.151
7.265	0	7.265
702	0	702
2.756	0	2.756
5.300	0	5.300
7.193	0	7.193
3.170	0	3.170
11.457	0	11.457
82.519	0	82.519
1.310	0	1.310
1.086	0	1.086
194.428	0	194.428
1.794	0	1.794
65.700	0	65.700
983	0	983
6.064	0	6.064
1.075	0	1.075
3.626	0	3.626
370	0	370
6.294.056	0	6.294.056
1.746	0	1.746
22.358	0	22.358
2.486.808	0	2.486.808
127.119	0	127.119
176.855	0	176.855
1.672	0	1.672
112.340	0	112.340
5.580	0	5.580
8.859	0	8.859
8.874	0	8.874
74.405	0	74.405

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema Incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TJ-MONOLITHIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D TJ-QUALIFIED LLC	41.581	0	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D UBS (URL) ETF PLC	239.086	0	239.086
**D DMS INVESTMENT GMBH FOR DEAFONDS PG EQ	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D METLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	118.000	0	118.000
**D DMS INVESTMENT GMBH FOR DEAFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624	0	7.624
**D WELLINGTON DURABLE ENTERPRISES, L.P.	244.163	0	244.163
**D WELLINGTON CIS GLOBAL EQUITY FUND	151.200	0	151.200
**D WASHINGTON STATE INVESTMENT BOARD	207.428	0	207.428
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	288.600	0	288.600
**D WISDOMTREE INTERNATIONAL EQUITYFUND	3.442	0	3.442
**D WISDOMTREE GLOBAL HIGH DIVIDENDFUND	995	0	995
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	186	0	186
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	1.240	0	1.240
**D WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	9.582	0	9.582
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST II	470.504	0	470.504
**D WTON DURABLE COMPANIES PORTFOLIO	903.450	0	903.450
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	1.797.645	0	1.797.645
**D EMPPOWER ANNUITY INSURANCE COMPANY	888.618	0	888.618
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	22.131	0	22.131
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	1.694.431	0	1.694.431
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	23.488	0	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	25.370	0	25.370
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	805.084	0	805.084
**D ZURICH INVEST ICADV	300	0	300
**D SET GLOB ADV TAX EXEMPT RETIREMENT PLANS	56.109	0	56.109
**D SSE MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	2.592.899	0	2.592.899
**D SSE MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D STATE STREET TOTAL RETURN VLS FUND	11.039	0	11.039
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	5.510	0	5.510
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	94.843	0	94.843
**D VANGUARD DEVELOPED MARKETS INDEX FUND	376.852	0	376.852
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	5.061.796	0	5.061.796
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D INVESCO EQV INTERNATIONAL EQUITY FUND	747.003	0	747.003
**D KALSER FOUNDATION HOSPITALS	3.319.398	0	3.319.398
**D KALSER FARMGROUPE GROUP TRUST	4.376	0	4.376
**D HC CAPITAL TRST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	7.116	0	7.116
**D HC CAPITAL TRST - THE ESG GROWTH PORTFOLIO	12.451	0	12.451
**D CAPITAL INVESTMENT MANAGEMENT PUBLIC SRI GROWTH PORTFOLIO	1.931	0	1.931
**D SCHWAB INTERNATIONAL EQUITY FUND	1.931	0	1.931
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	344	0	344
	1.083.931	0	1.083.931
	235.676	0	235.676

Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCE TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROOFONDS SAA	1.132.500	0	1.132.500
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	55.930	0	55.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	351.102	0	351.102
**D PENSION BENEFIT GUARANTY CORPORATION	929.491	0	929.491
**D THE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENFAKTIEN	27.313	0	27.313
**D THE KAPITALANLAGEGESELLSCHAFT MBH FOR KFT UNIVERSAL FONDS	18.000	0	18.000
**D THE KAPITALANLAGEGESELLSCHAFT MBH FOR EFTSUNGSPONDS	23.087	0	23.087
**D MES HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	62.483	0	62.483
**D IBM 401(K) PLUS PLAN TRUST	23.579	0	23.579
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	131.566	0	131.566
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	24.069	0	24.069
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	3.628	0	3.628
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	66.772	0	66.772
**D AB VSPF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	474.755	0	474.755
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	18.378	0	18.378
**D COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	13	0	13
**D IBM RETIREMENT PLAN	133	0	133
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG	36.194	0	36.194
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	13.876	0	13.876
**D COLLEGE RETIREMENT EQUITIES FUND	6.554	0	6.554
**D TIACREF INTERNATIONAL EQUITY INDEX FUND	2.112	0	2.112
**D TRUST II BAILLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	4.122	0	4.122
**D BRIGHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	1.618.669	0	1.618.669
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	782.803	0	782.803
**D STATE OF MINNESOTA	850.069	0	850.069
**D MERCER NONUS CORE EQUITY FUND	1.197.013	0	1.197.013
**D FRANK RUSSELL INVESTMENT CO II PLC	35.112	0	35.112
**D SPCR MSCI ACWI EXUS ETF	65.769	0	65.769
**D SPCR PORTFOLIO DEVELOPED WORLD EXOS ETF	257.790	0	257.790
**D MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	37.346	0	37.346
**D THE WELLINGTON TR CO NAYL ASSOCIATEDPTE COLLECTIVE INVESTMENT FDS TR	26.037	0	26.037
**D SPCR PORTFOLIO EUROPEAN EQUITY INVESTMENT FDS TR	1.283	0	1.283
**D SPCR MSCI ITALY SUSTAINABLELENDING COMMON TRUST FUND	323.377	0	323.377
**D M INTERNATIONAL EQUITY FUND	12.967	0	12.967
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	1.674	0	1.674
**D COLUMBIA TREASURERIE (UK) ICVCI - CT SELECT EUROPEAN EQUITY FUND	225.746	0	225.746
**D M&G INVESTMENT FUNDS (I) - M&G EUROPEAN SUSTAIN PARIS ALIGNED FUND	52.949	0	52.949
**D STICHTING PHILIPS PENSIONFONDS	13.632	0	13.632
**D NOW PENSIONS TRUST	452.556	0	452.556
	4.430	0	4.430
	64.769	0	64.769
	341.647	0	341.647
	1.331.815	0	1.331.815
	10.867	0	10.867
	5.449	0	5.449



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2 De* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.992 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votatore delegante in posizione assistita)
Azionisti in proprio: 0 Azionisti in delega: 1.992
Azionisti in delega: 1.992
Azionisti in proprio: 0

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Corrente	Tot. Voti	Proprio	Delega
**D NATIONAL EMPLOYMENT SAVINGS TRUST	54.480	0	54.480
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	396.016	0	396.016
**D VANGUARD ESG DEVELOPMENTS WORLD ALL CAP EQ INDEX FND UK	15.446	0	15.446
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	39.284	0	39.284
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802	0	5.802
**D HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S GREENED INDEX EQUITY FUND	495.479	0	495.479
**D NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	12.817	0	12.817
**D NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST	54.857	0	54.857
**D FAMILY INVESTMENTS CHILD TRUST FUND	12.696	0	12.696
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	9.670	0	9.670
**D EP RUSSELL INVS ICVC FP RUSSELLINS INT GROWTH ASSETS FUND	990	0	990
**D OMIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	610.196	0	610.196
**D MAWER INTERNATIONAL EQUITY POOLED FUND	2.561.411	0	2.561.411
**D MOUNT HATTON INVESTMENTS LIMITED	272.161	0	272.161
**D FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	103.465	0	103.465
**D PRINCIPAL LIFE INSURANCE COMPANY	465.748	0	465.748
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	39.003	0	39.003
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	10.573	0	10.573
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	36.522	0	36.522
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	40.012	0	40.012
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2024	109.530	0	109.530
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	236.603	0	236.603
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	225.852	0	225.852
**D EURIZON AM FLEXIBLE TRILOGY	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASET 30	9.233	0	9.233
**D EURIZON AM GLOBAL MULTIASET II	3.664	0	3.664
**D EURIZON AM OBIETTIVO CONTROLLO	4.112	0	4.112
**D EURIZON AM OBIETTIVO STABILITA'	2.103	0	2.103
**D EURIZON AM RILANCIO ITALIA TR	19.833	0	19.833
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.649	0	178.649
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	165.903	0	165.903
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750	0	32.750
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313	0	54.313
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND	10.490	0	10.490
**D EURIZON AM TR NEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON PIR ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROGETTO ITALIA 70	150.509	0	150.509
**D DWS MULTI ASSET PIR FUND	57.000	0	57.000
**D ATRACRERS	674.989	0	674.989
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	74.013	0	74.013
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	73.114	0	73.114
**D BLACKROCK GLOBAL INDEX FUNDS	2.056	0	2.056
**D BERENBERG EUROZONE FOCUS FUND	35.348	0	35.348
	67.866	0	67.866

LISTA ESITO DELLE VOTAZIONE

Oggetto: 7. Sistema incentivante 2024 per i Consulenti Finanziari identificati come Personale più rilevante.

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D UBS LUX FUND SOLUTIONS	1.459.299	0	1.459.299
**D ARERO - DER WEITFONDS - ESG	15.670	0	15.670
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069	0	163.069
**D AXA WORLD FUNDS SICAV	5.361.915	0	5.361.915
**D EURIZON FUND	415.045	0	415.045
**D EURIZON NEXT 2.0	29.253	0	29.253
**D MULTIBRAND SICAVSIF	15.470	0	15.470
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	33.077	0	33.077
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	23.417	0	23.417
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	221.005	0	221.005
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	107.204	0	107.204
**D EPSILON ASSOCIATI SGR - EPSILONSGR OVALUE	1.807	0	1.807
**D MOLTIFLEX SICAV	73.908	0	73.908
**D GOLDMAN SACHS FUNDS	6.188	0	6.188
**D EURIZON INVESTMENT SICAV	131.309	0	131.309
**D OSSIAN LUX	18.563	0	18.563
**D ALLIANZ GLOBAL INVESTORS FUND	730.075	0	730.075
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	624.730	0	624.730

Totale voti	481.416.361
Percentuale votanti %	99,767454
Percentuale Capitale %	78,791622



Assemblea Ordinaria del 24 aprile 2024

ESITO VOTAZIONE

Oggetto : 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

Il capitale rappresentato al fine di poter verificare il quorum per la votazione è n° 482.538.485 azioni ordinarie pari al 78,975276 % del capitale sociale riferibili a 1.998 soggetti aventi diritto al voto.

Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	448.481.066	92,942031	92,942031	73,401225
Contrari	34.042.161	7,054807	7,054807	5,571554
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276



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 VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla stipulazione di azioni proprie a servizio del Sistema Incentivante 2024 PFA CONTRARI



Cognome	Tot. Voti	Proprio	Delega
2 CONQUESTARRE SPA RAFFE. DESIGNATO IN QUALITA DI INVESTIGANTE 135-NOVIES (ST. PREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	100,264	0	100,264
**D TWT SUPERMARTION FUND	6,086	0	6,086
**D ERAEP ACTIONS EURO IV	334,515	0	334,515
**D BNEP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	48,943	0	48,943
**D SCHRODER GATA	117,938	0	117,938
**D SCHRODER INTERNATIONAL ALPHA TRUST	1,158,334	0	1,158,334
**D SCHRODER INTERNATIONAL ALPHA TRUST	266,304	0	266,304
**D SCHRODER DIVERSIFIED GROWTH TRUST	20,038	0	20,038
**D SCHRODER INTERNATIONAL SELECTION FUND	9,872,653	0	9,872,653
**D SCHRODER PENSION MANAGEMENT LIMITED	372,787	0	372,787
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	762,757	0	762,757
**D SCHRODER EMERGING MARKETS PORTFOLIO, L.P.	17,759	0	17,759
**D BIRELIS ORANGE JAPAN, S.A.	36,400	0	36,400
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18,512	0	18,512
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	119,273	0	119,273
**D BUREAU OF PUBLIC SERVICE PENSION FUND	145,593	0	145,593
**D TSCANTCO PAB ANONOI	2,418	0	2,418
**D RCP UTILITIES ACTIONS EUROPE CER 3M	460,945	0	460,945
**D BEST INVESTMENT CORPORATION	49,537	0	49,537
**D SCHRODER INSTITUTIONAL POOLED FUNDS	4,372	0	4,372
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	2,947	0	2,947
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	977	0	977
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	52,795	0	52,795
**D NATWEST TDS DEP BANY RM GLO EO FUND	133,118	0	133,118
**D VANGUARD INTERNATIONAL GROWTH FUND	10,964,173	0	10,964,173
**D BOT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4,128	0	4,128
**D MORGAN STANLEY PATHWAY	140,033	0	140,033
**D ASSET MANAGEMENT EXCHANGE DCITS CCF.	10,655	0	10,655
**D MICHELAN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22,369	0	22,369
**D GOVERNMENT OF GUAM RETIREMENT FUND	71,145	0	71,145
**D MERSEYSIDE PENSION FUND	281,266	0	281,266
**D THE CAPTIVE INVESTORS FUND	289,530	0	289,530
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	583	0	583
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66,079	0	66,079
**D GARDIAN INTERNATIONAL VALDE VIP FUND	216,280	0	216,280
**D HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	6,294,056	0	6,294,056
**D HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	1,746	0	1,746
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824,348	0	824,348
**D TEACHERS RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747,003	0	747,003
Totale voti	34,042,161		
Percentuale votanti %	7,054807		
Percentuale Capitale %	5,571554		

Aziendisti: 39
Aziendisti in proprio: 0
Aziendisti in delega: 39

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DE delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
N/A rappresenta la persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

ASTENUTI

Cognome		Tot. Voti	Proprio	Delega
2	COMPTONSHARE, SPA RAFFE. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVITES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**AD TOLLESON INTERNATIONAL EQUITY LP		15.258	0	15.258
Totale voti		15.258		
Percentuale votanti %		0,003162		
Percentuale Capitale %		0,002497		

Azionisti: 1 Teste:
Azionisti in proprio: 0 Azionisti in delega:

Pagina 2

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LEGA ESITO DELLE VOTAZIONI
Oggetto: 8. Autorizzazione all'acquisto delle azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI



Cognome	Tot. Voti	Proprio	Delega
*RA*CONFERESSE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 136-ONDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** MANIPERATELLI AUGUSTO	50	0	50
D** ANCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO GOMMA ELASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** FREVEDI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
2. CONFERESSE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBELEGATO 135-MOTIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D STOCK SMALL CAPS OPR	1.130.006	0	1.130.006
**D HELIX INVEST KAG NEH HI KAPPA 10 SECONDS	12.100	0	12.100
**D HELIX INVEST KAG NEH HI SEVA 2	15.550	0	15.550
**D HELIX INVEST GEM GLOBAL AKTIEM	12.760	0	12.760
**D HELIX INVEST GEM GLOBAL AKTIEM	24.935	0	24.935
**D HELIX INVEST GEM GLOBAL AKTIEM	16.264	0	16.264
**D HELIX INVEST GEM GLOBAL AKTIEM	71.608	0	71.608
**D BELFIUS PENSION FUND BALANCED ELIUS	864.033	0	864.033
**D COUNTRYMAN BUSINESS EQUITIES SA	556.733	0	556.733
**D BELFIUS EQUITIES NV	17.716	0	17.716
**D BELFIUS PENSION FUND HIGH EQUITIES	746	0	746
**D VR BANK KT EUROPROTECT II	64.038	0	64.038
**D BELFIUS PENSION FUND LOW EQUITIES	751	0	751
**D LE AL IMPACT EQUITY EU	17.372	0	17.372
**D LIB FUND SERV. AG AFD LIB IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	16.022	0	16.022
**D UNIVERSITAT BASEL	236.209	0	236.209
**D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	65.247	0	65.247
**D PROPARIS SMALL AND MID CAP WEIT CREDIT SUISSE FUNDS AG MANDAT THREEWEEKLE AM	21.480	0	21.480
**D AXA VORBOERGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	24.640	0	24.640
**D CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	18.080	0	18.080
**D WIF-DMS OT EURO SHF EXT	15.382	0	15.382
**D PR C&G WORLD EQUITY CREDIT SUISSE FUNDS AG	370	0	370
**D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	16.391	0	16.391
**D AXA VORBOERGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	1.421	0	1.421
**D CSIF CH III EQUITY WORLD EX CH VALDE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	4.582	0	4.582
**D WORLD TREND ORGANIZATION - WORLD EX SWISS EQUITIES TRACKER	25.252	0	25.252
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	538.519	0	538.519
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	19.684	0	19.684
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	4.812	0	4.812
**D PICTET - DIGITAL	1.938.081	0	1.938.081
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	13.168	0	13.168
**D PICTET CH - GLOBAL EQUITIES	4.615	0	4.615
**D DECALIA SICAV - SUSTAINABLE SOCIETY	105.000	0	105.000
**D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	7.641	0	7.641
**D PACIFIC RESOURCES FUND LIMITED - EUROPEAN EX SWISS EQUITIES TRACKER	66.911	0	66.911
**D PICTET - EUROPE INDEX	16.912	0	16.912
**D PICTET - EUROPE INDEX	4.465	0	4.465
**D PICTET - EUROPE INDEX	37.201	0	37.201
**D PICTET - EUROPE INDEX	29.503	0	29.503
**D PICTET - MINT ASSET GLOBAL OPPORTUNITIES	5.655	0	5.655
**D ALLIANZ GLOBAL INVESTORS GEM W/ALLIANZ-IFONDS AOKW-AR SEGMENT ORMOLO-AKTIEIN	6.140	0	6.140
**D DERA INVESTMENT GEM W/ELB-FONDMASTER 1 W/ELB-PM 1 105 CS	29.449	0	29.449
**D ACIDI AMBITON	18.464	0	18.464

Azionisti: 1.958
Azionisti in proprio: 0
Azionisti in delega: 1.958

Pagina 3
DP: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
**DP: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
 FAVOREVOLI

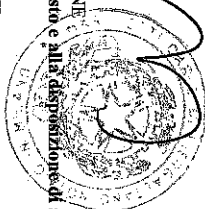
Cognome	Tot. Voti	Proprio	Delega
**D MELLOS	85,061	0	85,061
**D STICHTING AMOLD DELHAIZE PENSIEN	2,097	0	2,097
**D PRANGE INVESTISSEMENT ACTIONS OPTIMISE	85,011	0	85,011
**D UI-NSMFI-BAP-FONDS	1,366	0	1,366
**D AZIMUT CAPITAL MANAGEMENT SSR S.P.A	55,900	0	55,900
**D LABEL EUROPE ACTIONS	202,041	0	202,041
**D LEPRA ISR AVENIR EURO	12,720	0	12,720
**D BNP PARIBAS RONDOLIS ISR	40,189	0	40,189
**D BELI BELINVESTI FONDS PARTEN EUROPA	17,520	0	17,520
**D BROGIELE CROISSANCE	473,009	0	473,009
**D AGRI ACTIONS EUROPE	48,256	0	48,256
**D AXA VALEURS EURO	488,326	0	488,326
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (1)	453,512	0	453,512
**D BNP PARIBAS ACTIONS PME ETI ISR	255,000	0	255,000
**D AXA EURO VALEURS RESPONSABLES	1,634,530	0	1,634,530
**D VILLIERS ACTIONS EUROPE CANDRIAM	213,842	0	213,842
**D ALLIANZ-FONDS SURPRISE SEGMENT EUROPA SMALL & MID CAP	185,000	0	185,000
**D SCANDIUM	351,331	0	351,331
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6,200	0	6,200
**D PROSPERE	41,924	0	41,924
**D BNP PARIBAS ACTIONS REMEDENT ISR	66,913	0	66,913
**D DIVERSIS DYNAMIQUE	11,531	0	11,531
**D AXA AA DIVERSIFIE INDICIEL 1	25,467	0	25,467
**D INVESTITIORI FLESSIBILE	42,191	0	42,191
**D IROCANTEC ACTIONS EUROPE CANDRIAM 2	52,700	0	52,700
**D FRANCE D ACTIONS 2	685,033	0	685,033
**D IM ARUNDI ACTIONS EURO	74,682	0	74,682
**D ADANITA SOCIAL JUSTICE ALL CAP GLOBAL ETF	49,671	0	49,671
**D ARABELLE ROUSCHILD	5,250	0	5,250
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX ANDELENFONDS EUROPA	2,268	0	2,268
**D D ACTING DUURZAAM INDEX ANDELENFONDS WERELD	8,180	0	8,180
**D ACTING DUURZAAM INDEX ANDELENFONDS WERELD	2,398	0	2,398
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX ANDELENFONDS EUROPA	14,453	0	14,453
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX ANDELENFONDS EUROPA	175,000	0	175,000
**D HENRIE ACTIONS EUROPE	500,000	0	500,000
**D IROCANTEC ACTIONS EUROPE	32,834	0	32,834
**D HENRIE ACTIONS EUROPE	26,971	0	26,971
**D UNIVERSAL-INVESTMENT-GESellschaft MBH ON BEHALF OF UNIVERSAL-CA V	2,875,416	0	2,875,416
**D CONFIT - EUROPE	4,475	0	4,475
**D ERAP ACTIONS EUROPE I	42,656	0	42,656
**D ANP INTERNATIONAL EQUITY INDEX FUND HEDGED	5,000	0	5,000
**D CBP GROWTH SMC	49,187	0	49,187
**D BESTSELECT - UBS SRI GLOBAL EQUITY	340	0	340
**D ANP INTERNATIONAL EQUITY INDEX FUND	1,162	0	1,162
**D BANSADELL 2000 FP	24,933	0	24,933
**D PHILADELPHIA GAS WORKS PENSION PLAN	1,942	0	1,942
**D UNIVERSAL-INVESTMENT-GESellschaft MBH ON BEHALF OF EPOTIF MASTERFONDS	14,142	0	14,142
**D BNP PARIBAS EASY ICAM - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF	3,398	0	3,398
**D UNIVERSAL-INVESTMENT-GESellschaft MBH ON BEHALF OF BROCKEN-01-FONDS	3,811	0	3,811
**D ENHANCED INDEX INTERNATIONAL SHARE FUND			
**D AMINDI STOXX EUROPE 600 ESG II UCITS ETF			

Azionisti:
 1,958
 Tasse:
 2
 Azionisti in proprio:
 0
 Azionisti in delega:
 1,958

Pagina: 4
 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata via postazione sistemi)
 RL* rappresenta l'agile alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA



Cognome	Tot. Voti	Proprio	Delega
**D TEAM QUANT - EQUITY EUROZONE DEFI	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D TEAM QUANT - EQUITY WORLD DEFI	9.097	0	9.097
**D MERCER UNHEDGED OVERSEAS SHARES TRUST	393.618	0	393.618
**D ACTIAM DURZANI INDEX NANDELENDONDS EUROPA	44.189	0	44.189
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS PME ISR	214.284	0	214.284
**D AXA OPTIMAL INCOME	374.990	0	374.990
**D ALLEANZA OBBLIGAZIONARIO	139.650	0	139.650
**D BS PREVISION IMPRESA EPSV DE EMPLEO	1.020	0	1.020
**D CONSOLBANK EP	8.351	0	8.351
**D PER MULTI-MANAGER INTERNATIONAL EQUITY FUND	253.729	0	253.729
**D JPMORGAN HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.729	0	253.729
**D JPMORGAN HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	42.688	0	42.688
**D CREDITASIA INVESTMENT MANAGEMENT GRS ON BEHALF OF BAYKR AL-FONDS	6.120	0	6.120
**D CREDITASIA INVESTMENT MANAGEMENT GRS ON BEHALF OF BAYKR AL-FONDS	16.432	0	16.432
**D A2PF - 32 EQUITY - NEW GENERATIONS	372.731	0	372.731
**D BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPRED	143.030	0	143.030
**D GENERALI ITALIA SPA	143.030	0	143.030
**D ALLIANZGI-SUBFONDS BAT-IS 2	575.954	0	575.954
**D ALLIANZGI FONDS LUNA A	38.382	0	38.382
**D BETUSN	4.306	0	4.306
**D KAYNE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	137.234	0	137.234
**D AXA GENERATION EQUILIBRE	2.754	0	2.754
**D SABADELL PLANIFICACION 25, FI	22.800	0	22.800
**D INVESTITORI LONGEVITY	249.000	0	249.000
**D AZ FUND I AZ ALLOCATON PER ITALIAN EXCELLENCE 70	13.898	0	13.898
**D BNY WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	30.000	0	30.000
**D BNY WHOLESALE INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES I/S	6.555	0	6.555
**D DINAM INTERNATIONAL STOCK FUND	193.090	0	193.090
**D JPMORGAN HENDERSON EUROPEAN SMALLER COMPANIES FUND	671.000	0	671.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF BAYKR A3-FONDS	5.569	0	5.569
**D A2PF - AZ ALLOCATION - GLOBAL GOALS	507.000	0	507.000
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	4.020	0	4.020
**D FUNDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	9.379	0	9.379
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	2.463	0	2.463
**D JPMORGAN HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	939	0	939
**D DERA-MASTER-HAEC I	28.019	0	28.019
**D DIVERSIS	30.669	0	30.669
**D AQUARIUS INTERNATIONAL FUND	224.761	0	224.761
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MEH ON BEHALF OF WBB-UNIVERSAL-FONDS	720	0	720
**D INVESTIMODELL 70, FI	2.284	0	2.284
**D ALLIANZGI S ARTEN	19.011	0	19.011
**D AXA GENERATION EUROPE ACTIONS	201.400	0	201.400
**D DERA INVEST-EURO DIVIDEND GROWER	642.175	0	642.175
**D MERCER WHOLESALE FUNDS OP, 1P	545.054	0	545.054
**D BNY WHOLESALE INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES I/S	46.970	0	46.970
**D FUNDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	467	0	467
**D BAYERNINVEST KIM FONDS	49.000	0	49.000
**D PIR EQUITY AXA ASSICURAZIONI	175.000	0	175.000

Azionisti: 1.958
Azionisti in proprio: 0
Azionisti in delega: 2

2

1.938
Pagina 5
DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica
DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla polizza assicurativa)
RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI



Cognome	Tot. Voti	Proprio	Delega
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (LUX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: NB TOKIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAN FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	249.618	0	249.618
**D FIDELITY SALEM STREET TRUST: FIDELITY S&P INTERNATIONAL QUALITY INDEX FUND	186.245	0	186.245
**D NOVEM TIA INTERNATIONAL EQUITY INDEX FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FISE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D IHS DIRECT SICAV EUROPEAN GROWTH POOL	28.532	0	28.532
**D FIDELITY FUNDS - EUROPE POOL	2.750.592	0	2.750.592
**D INVESTMENT TRUST OF JAPAN LTD. RE: MANITIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	439.872	0	439.872
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL PD/VANG FISE DEVELOPED WORLD EX UK CBN CNT PD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL PD/VANG FISE DEVELOPED WORLD CBN CNT PD	10.648	0	10.648
**D FIDELITY FUNDS - ITALY POOL	860.383	0	860.383
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.606	0	14.606
**D VANGUARD INVESTMENTS COMMON CONTR - MULTI-ASSET ACCUMULATION FUND	14.010	0	14.010
**D SET INSTITUTIONAL MANAGED TRUST - VANGUARD FISE DEV EUR EX UK CCF	4.628	0	4.628
**D CUSTODY BANK OF JAPAN, LTD. RE: VANGUARD SRI FISE DEVELOPED WORLD II (B) CCF	22.145	0	22.145
**D SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	76.000	0	76.000
**D FIDELITY FUNDS - EUROPE POOL	241.972	0	241.972
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTSJ400025521	120.963	0	120.963
**D FIDELITY FUNDS - EUROPE POOL	2.145	0	2.145
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTR400021492	19.939	0	19.939
**D FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	11.161	0	11.161
**D FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	8.670	0	8.670
**D CUSTODY BANK OF JAPAN, LTD. RE: SMT DAWM/WEELINGTON DURABLE COMP ANIS FUND (POPS ONLY) (QII ONLY)	328.013	0	328.013
**D OHMAN MARINAD EUROPA	16.600	0	16.600
**D KAYNE ANDERSON RUDICK INTERNATIONAL SMALL CAP CIT	49.215	0	49.215
**D CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND (CURRENCY HEDGED)	7.048	0	7.048
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	665.010	0	665.010
**D CREDIT SUISSE INDEX FUND (IE) ETF ICAV	14.523	0	14.523
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 FUND	129.375	0	129.375
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOSQSI INDEX MOTHER FUND	42.780	0	42.780
**D SCHRODER GAIN	42.186	0	42.186
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTR400021536	58.082	0	58.082
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAN EBOO STOXX (JPT HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	140.000	0	140.000
**D CARWILL & HICAP EINDO	6.000	0	6.000
**D TRISTEM SECURITIES SELECTIVE RECOVERY	113.776	0	113.776
**D TRISTEM SECURITIES SELECTIVE RECOVERY	16.000	0	16.000
**D CUNAN MARKED GLOBAL	32.000	0	32.000
**D TRISTEM SECURITIES SELECTIVE RECOVERY	12.788	0	12.788
**D TELSTRA SUPERANNUATION SCHEME	220.807	0	220.807
**D MSCI EQUITY INDEX FUND B - ITALY (MSIB)			

Pagina 7

Azionisti: 1.958

2

Azionisti in proprio: 0

1.958

Azionisti in delega:

DP* delega alla persona fisica sopra indicata con il numero della scheda nominativa (votazione ordinaria alla polivalenza assente)

**D delega alla persona fisica sopra indicata con il numero della scheda nominativa (votazione ordinaria alla polivalenza assente)

NI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda nominativa

LISTA ESITO DELLE VOTAZIONE
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
 FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400,872	0	4.400,872
**D KAPITALROSENINGEN PENSAM INVEST, PSI 3 GLOBALE AKTIER 3	32,053	0	32,053
**D JPMORGAN CHASE RETIREMENT PLAN	257,214	0	257,214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23,610	0	23,610
**D TOPFIM DEVELOPED MARKETS EQUITIES (GOVERNMENT INVESTOR - HEDGED) FUND	166,648	0	166,648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2,173	0	2,173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6,653	0	6,653
**D NORTHEAST EUROPEAN SPARKS COMPANIES FUND	34,692	0	34,692
**D FLOCC PROPERTY AND CONSULTING COMPANY LIMITED	147,015	0	147,015
**D NOBES WORLD PASSER FUND	14,536	0	14,536
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	47,808	0	47,808
**D STICHTING PENSIONFONDS PROVISUM	1,452	0	1,452
**D DEVELOPED EX-FOSSTI, FTEL INDEX FUND B (FTELPRNF)	62,207	0	62,207
**D BLACKROCK INSTITUTIONAL POOLED FUNDS FLD	51,260	0	51,260
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	271,910	0	271,910
**D MINISTRY OF ECONOMY AND FINANCE	775	0	775
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	129,721	0	129,721
**D SEC MASTER PENSION TRUST	63,827	0	63,827
**D T. ROBE PRICE INTERNATIONAL EQUITY INDEX TRUST	7,920	0	7,920
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	700,159	0	700,159
**D ROBECCO CAPITAL GROWTH FUNDS	84,841	0	84,841
**D NATIONAL PENSION INSURANCE FUND	11,403	0	11,403
**D AGR FUNDS - AGR MACRO OPPORTUNITIES FUND	8,199	0	8,199
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	4,077	0	4,077
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	59,254	0	59,254
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	6,981	0	6,981
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	84,598	0	84,598
**D JNL INTERNATIONAL INDEX FUND	43,162	0	43,162
**D STICHTING PENSIONFONDS VOOR HOOGSTAATEN	552,098	0	552,098
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	3,221	0	3,221
**D HC REMPE	23,112	0	23,112
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	65,086	0	65,086
**D DANKER INVEST STOVN - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	50,030	0	50,030
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	40,797	0	40,797
**D HELI EUROPE EQUITY INDEX FUND B (EUROSECB	43,797	0	43,797
**D KATHA UNIVERSAL FUND OF FUNDS SELECT EXCLUSIONS INDEX FUND	40,480	0	40,480
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15,580	0	15,580
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	12,454	0	12,454
**D VGR POOLFONDS PAL	1,639	0	1,639
**D GENERAL MOTORS PENSIONFONDS OPT	5,333	0	5,333
**D SUBSIA-FONDS	4,089,008	0	4,089,008
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	130,054	0	130,054
**D SAS TRUSTEE CORPORATION POOLED FUND	66,546	0	66,546
**D SIEMENS-FONDS SIEMENS-RENT	38,128	0	38,128
**D DES ASSET MANAGEMENT LIFE LTD	883	0	883
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	82,742	0	82,742
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	155	0	155
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	54,342	0	54,342
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	4,366	0	4,366
**D NTS LIMITED	5,975	0	5,975
**D MBS SMART FUND C LLC	10,842	0	10,842
**D TRINITY COLLEGE CAMBRIDGE			

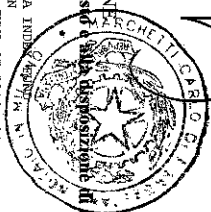
Azionisti: 1.958 Tesi: 2
 Azionisti in proprio: 0 Azionisti in delega: 1.958

Pagina 8
 Di* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce emessa elettronicamente alla presentazione dell'offerta)
 RL* rappresenta la quota di partecipazione alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI



	Tot. Voti	Proprio	Delega
**D BLACKROCK CDM MSCI ACWI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VNL) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	16.573	0	16.573
**D AVAYA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D MSCI ACWI EX-U.S. INT INDEX FUND B2	34.668	0	34.668
**D BLACKROCK CDM MSCI EMER EQUITY INDEX FUND	98.661	0	98.661
**D EUROPE EQUITY INDEX ESG SCREENED FUND (BIOEACMB)	1.031	0	1.031
**D AUSTRALIAN SP500 INTERNATIONAL EQUITY STRATEGIES FUND	29.275	0	29.275
**D EUROPEAN STOCK INDEX SCREENED INTERNATIONAL EQUITY INDEX FUND	669.130	0	669.130
**D VOF FOD FODS HETZLER	3.281	0	3.281
**D MASTER TRUST FOR STEWENS SAVINGS PLANS	285.000	0	285.000
**D NORDEA 1 SICAV	60.478	0	60.478
**D FOTERIKKA PENSION UNIVERSAL	219.438	0	219.438
**D VERIDIA PENSION EQUINOX AKSEER EUROPA	26.000	0	26.000
**D PSF	101.901	0	101.901
**D BLACKROCK INDEX SELECTION FUND	488.617	0	488.617
**D MAIN VI-UNIVERSAL-FONDS	1.210	0	1.210
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	193.334	0	193.334
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	5.173	0	5.173
**D AVAYA INVESTORS PORTFOLIO FUNDS IQVC AVAYA INVESTORS MULTI-ASSET CORE FUND III	2.049	0	2.049
**D HESTA	61.639	0	61.639
**D AVAYA INVESTORS PORTFOLIO FUNDS IQVC AVAYA INVESTORS MULTI-ASSET CORE FUND I	177	0	177
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	2.032.690	0	2.032.690
**D T. ROME PRICE GLOBAL ALLOCATION FUND	9.424	0	9.424
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	3.648	0	3.648
**D NEW YORK STATE COMMON RETIREMENT FUND	2.218.389	0	2.218.389
**D FORD PENSION UNIVERSAL	10.008	0	10.008
**D TORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	42.499	0	42.499
**D VANGUARD ESG INTERNATIONAL STOCK ETF	105.010	0	105.010
**D MACQUARIE INTERNATIONAL EQUITIES FUND	17.595	0	17.595
**D STRATEGIC INTERNATIONAL EQUITY FUND	7.760	0	7.760
**D AVAYA LIFE & PENSIONS IRELAND DAC	22.636	0	22.636
**D AVAYA INVESTORS PORTFOLIO FUNDS IQVC AVAYA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	547	0	547
**D TE-EQUITY	55.584	0	55.584
**D BLACKROCK CDM WORLD INDEX FUND	56.683	0	56.683
**D VANGUARD RUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	30.903	0	30.903
**D BLACKROCK RSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	125.246	0	125.246
**D STELLIAN INSURANCE, LTD.	2.652	0	2.652
**D AVAYA INVESTORS PORTFOLIO FUNDS IQVC AVAYA INVESTORS MULTI-ASSET CORE FUND II	1.163	0	1.163
**D RAZ INVESTORS PORTFOLIO FUNDS IQVC AVAYA INVESTORS MULTI-ASSET CORE FUND II	66.113	0	66.113
**D THE SHUT SECOND INVESTMENT COMPANY	133.453	0	133.453
**D ILM LANDWIRTSCHAFTLICHE VERSICHERUNGSGESELLSCHAFT MOENSTER A.G.	43.469	0	43.469
**D ALSEGRA COMMON TRUST FUND	20.393	0	20.393
**D BRINEL SHELL RETIREMENT BENEFIT FUND	842	0	842
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.358	0	11.358
**D BOLLINGERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D VANGUARD INTERNATIONAL CORE STOCK FUND	23.809	0	23.809
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	902.026	0	902.026
	17.666	0	17.666

Azionisti:

1.958 Teste:

Azionisti in proprio:

0

Azionisti in delega:

2

1.958

DF delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla posizione assistita)

NI: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incendivante 2024 PFA

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MI-FONDS F4	35.975	0	35.975
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTINGINSGENINGEN DANSEK INVEST EUROPA INDEXES KL	13.466	0	13.466
**D CHURCH COMMISSIONERS FOR ENGLAND	6.243	0	6.243
**D RI-RETR-AI-FONDS	315.413	0	315.413
**D AXEK FUND SERVICES PTY LTD	6.243	0	6.243
**D WESTERN GLOBAL SHARES - LARGE CAP (UNHEGED) INDEXPOOL	27.152	0	27.152
**D INVESTINGINSGENINGEN DANSEK INVEST EUROPA INDEXES KL	13.466	0	13.466
**D INFLATIONARY GLOBAL ALLOCATOR FUND	93.742	0	93.742
**D THERES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEGED) ETF	10.351	0	10.351
**D AVIVA INVESTORS INVESTMENT FUND ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	6.305	0	6.305
**D ALLIANZGI-FONDS DSPT	40.584	0	40.584
**D T. ROME PRICE INTERNATIONAL DISCOVERY FUND	8.994	0	8.994
**D ESG INSIGHTS WORLD EX USA FUND B	59.831	0	59.831
**D INVESTINGINSGENINGEN NORDEA INVEST GLOBALE AKTIER INDEXES KL	2.257.202	0	2.257.202
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	22.211	0	22.211
**D FUNDACIO CALONSTE GUILBERTIAN	3.296	0	3.296
**D VANGUARD GLOBAL WELLESLEY INCOME FUND	479	0	479
**D EQ AMVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	9.581	0	9.581
**D FUNDACIO CALONSTE GUILBERTIAN	318.613	0	318.613
**D BIMA-UNIVERSAL-FONDS I	16.009	0	16.009
**D INVESTINGINSGENINGEN DANSEK INVEST GLOBAL INDEXES - AKKUMULERENDE KL	3.163	0	3.163
**D NORDEA EUROPEAN PASSIVE FUND	5.291	0	5.291
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	10.408	0	10.408
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	53.626	0	53.626
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	96.393	0	96.393
**D ANDRA AP-FONDS	5.807	0	5.807
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	1.015	0	1.015
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	31.647	0	31.647
**D STITCHING SHILL PENSIONFONDS	225.326	0	225.326
**D SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	64.709	0	64.709
**D MFS INTERNATIONAL NEW DISCOVERY FUND	3.056	0	3.056
**D KOLIN I-FONDS	1.128.056	0	1.128.056
**D INVESTINGINSGENINGEN DANSEK INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	218.087	0	218.087
**D INVESTINGINSGENINGEN DANSEK INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	20.704	0	20.704
**D VANGUARD INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	42.093	0	42.093
**D 1334 GLOBAL INVESTMENT FUND LP	63.114	0	63.114
**D UT-FONDS BAY REI AKTIEEN	8.410.207	0	8.410.207
**D BVM	253.531	0	253.531
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	141.879	0	141.879
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	32.438	0	32.438
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	2.723	0	2.723
**D MAINSTAY WAC INTERNATIONAL RESEARCH EQUITY FUND	77.832	0	77.832
**D INVESTINGINSGENINGEN DANSEK INVEST GLOBAL INDEXES KL	25.086	0	25.086
**D KAPITALFORENINGEN DANSEK INVEST INSTITUTIONAL AKTIEEN DANICA PENSION - AKTIEEN 4	7.302	0	7.302
**D ROBEO CUMBELLA FUND I N.V.	1.773	0	1.773
**D EMOO-FONDS	15.230	0	15.230
**D KAPITALFORENINGEN DANSEK INVEST INSTITUTIONAL AKTIEEN DANICA LINK - INDEXES GLOBALE AKTIEEN	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-QS FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENCIA INKA	18.953	0	18.953

Azionisti:

1.958 Tese:

2

Azionisti in proprio:

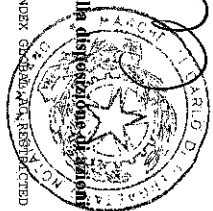
0 Azionisti in delega:

1.958

DE delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assente)
KL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ELENCO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di titoli proprii a servizio del Sistema Incentivante 2024 PFA



Cognome		Tot. Voti		Proprio		Delega	
**D INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL	ACCUMULATING KL	0	11.712	0	11.712	0	11.712
**D FORSTA AB - FONDS		0	44.364	0	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		0	61.745	0	61.745	0	61.745
**D EQUINOR PENSION		0	20.000	0	20.000	0	20.000
**D NAVT INTERNATIONAL INDEX FUND		0	51.063	0	51.063	0	51.063
**D SHELL FOUNDATION		0	28.257	0	28.257	0	28.257
**D EBR-AKTIEIN-UNIVERSAL-FONDS		0	60.000	0	60.000	0	60.000
**D EBS		0	9.628	0	9.628	0	9.628
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		0	3.742	0	3.742	0	3.742
**D EQUINOR PENSION		0	2.547	0	2.547	0	2.547
**D NORDEN GLOBAL PASSIVE FUND		0	21.771	0	21.771	0	21.771
**D STATE OF WYOMING		0	262.105	0	262.105	0	262.105
**D ARBORGSTREIT GLOBAL EQUITY FUND		0	40.337	0	40.337	0	40.337
**D TRSH CORPORATION		0	84.246	0	84.246	0	84.246
**D AIZIUT STRATEGIC TREND		0	387	0	387	0	387
**D AIZIUT TREND		0	440	0	440	0	440
**D INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES BNP KL		0	13.400	0	13.400	0	13.400
**D FISCHER FAMILY TRUST		0	6.886	0	6.886	0	6.886
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND		0	1.040	0	1.040	0	1.040
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		0	1.886	0	1.886	0	1.886
**D NATIONWIDE INTERNATIONAL INDEX FUND		0	11.046	0	11.046	0	11.046
**D OB 2		0	34.326	0	34.326	0	34.326
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI		0	4.041	0	4.041	0	4.041
**D AIZIUT TRADING		0	1.058	0	1.058	0	1.058
**D CC AND L Q 140/40 FUND		0	5.237	0	5.237	0	5.237
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD		0	3.796	0	3.796	0	3.796
**D CONVICTION PATRIMOINE		0	10.900	0	10.900	0	10.900
**D DEPM 1		0	66.010	0	66.010	0	66.010
**D BEST OF FUNDS		0	155.000	0	155.000	0	155.000
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		0	15.900	0	15.900	0	15.900
**D MW INV STRAT EUREKA FUND AC		0	49.879	0	49.879	0	49.879
**D ARBORGSTREIT EAFE ALPHA-EXTENSION TRUST FUND		0	3.353	0	3.353	0	3.353
**D ARBORGSTREIT INTERNATIONAL-EQUITY - EAFE EXTENSION FUND		0	15.202	0	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/DEK-IPSCI EBOO.CL.CH ESG UCITS ETF		0	25.230	0	25.230	0	25.230
**D DEKA INVESTMENT GMBH W/DEKA-VOLTI ASSET INCOME		0	27.641	0	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/ARIDEKA		0	800.000	0	800.000	0	800.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMO CL.C ESG UCITS ETF		0	24.985	0	24.985	0	24.985
**D DEKA INTERNATIONAL S.A. W/DEKA-INCHALLIGESIT AKTIEN EUROPA		0	91.340	0	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DEK-IPSCI WOR.CL.CH ESG UCITS ETF		0	7.246	0	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEK MSCI EUROPE UCITS ETF		0	63.289	0	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	25.133	0	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		0	809	0	809	0	809
**D DEKA INVESTMENT GMBH W/DEKA-FONDS AUSSCHLETTUNG PLUS		0	40.000	0	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/MASTER CI FUND IN UCITS FUND		0	5.638	0	5.638	0	5.638
**D DEKA INVESTMENT GMBH W/MASTER CI FUND IN UCITS FUND		0	32.000	0	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	12.000	0	12.000	0	12.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	487.700	0	487.700	0	487.700
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	89.226	0	89.226	0	89.226
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	439.080	0	439.080	0	439.080
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	29.886.102	0	29.886.102	0	29.886.102
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		0	147.416	0	147.416	0	147.416

Azionisti: 1.958
Azionisti in proprio: 0
Azionisti in delega: 2

1.958

Pagina 11
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione votante)
KL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI

Cognome		Tot. Voti	Proprio	Delega
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-OR) RESEARCH ENHANCED INDEX EQUITY FUND		32.629	0	32.629
**D JPMORGAN INVESTMENT FUNDS		1.830.884	0	1.830.884
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.		266.271	0	266.271
**D CAPITAL INTERNATIONAL FUND		55.818	0	55.818
**D AMERICAN FUNDS GLOBAL BALANCED FUND		2.079.356	0	2.079.356
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND		78.420	0	78.420
**D JPMORGAN GLOBAL ALLOCATION FUND		39.218	0	39.218
**D AMERICAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF		113.215	0	113.215
**D JPMORGAN GROWTH AND INCOME FUND		1.599.856	0	1.599.856
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND		9.145.763	0	9.145.763
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND		5.355	0	5.355
**D JPMORGAN RECAPITULATORS EUROPE ETF		108.689	0	108.689
**D MASTEPFONDS BANITNIS		437.795	0	437.795
**D LORENZT POCKET CROISSANC		142.000	0	142.000
**D DEGEORF PETERCOM ASSET MANAGEMENT REPRESENTING ERGO FUND		16.643	0	16.643
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST		6.500	0	6.500
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST		15.125	0	15.125
**D CNAV, LLC		2.734.981	0	2.734.981
**D COMINGLED PENSION TRUST FUND (EAPE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		776	0	776
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND		311.385	0	311.385
**D DEKA VALDE PLUS		38.894	0	38.894
**D LEPANITA GLOBAL EQUITY		173.838	0	173.838
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LHN)		36.118	0	36.118
**D JPMORGAN ETFS (IRELAND) ICAY-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF		17.762	0	17.762
**D JPMORGAN ETFS (IRELAND) ICAY-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF		538.229	0	538.229
**D JPMORGAN ETFS (IRELAND) ICAY - EUROPE RESEARCH ENHAN INDEX EO (ESG) UCITS ETF		318.681	0	318.681
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		111.886	0	111.886
**D MOUNDI HR PORTFOLIOS		23.059	0	23.059
**D REALDANIA		76.957	0	76.957
**D VITSOV INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME		55.500	0	55.500
**D PLOS DEFENSIVE		22.607	0	22.607
**D HELSANA VERSTESCHENGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF		22.134	0	22.134
**D BEST INVESTMENT CORPORATION (1323) LIMITED DAILY PAID EMPLOYEES RETIREMENT FUND SCHEME		1.722	0	1.722
**D THE KOWALON MOTOR BUS COMPANY (1323) LIMITED DAILY PAID EMPLOYEES RETIREMENT FUND SCHEME		2.459	0	2.459
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF		34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF		2.389	0	2.389
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		592.184	0	592.184
**D HSBC LIFE (INTERNATIONAL) LIMITED		2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4		7.252	0	7.252
**D PLANO INST I FUND EURO EQUITY		15.512	0	15.512
**D HANG SENG INSURANCE COMPANY LIMITED		63.163	0	63.163
**D HELSANA UNIFAL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF		1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		43.894	0	43.894
**D KBC INST FUND SRI WORLD EQUITY		75.378	0	75.378
**D HELSANA ZUSATZVERSTESCHENGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF		41.225	0	41.225
**D CIVIL SERVICES EMPLOYEES PENSION FUND		3.726	0	3.726
**D HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		9.908	0	9.908
**D PICOS		18.294	0	18.294
**D MARITIME AND PORT AUTHORITY OF SINGAPORE		866.067	0	866.067
		8.239	0	8.239

Aziomisti:

1.958 Teste:

2

Aziomisti in proprio:

0 Aziomisti in delega:

1.958

DP delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla percentuale assoluta)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

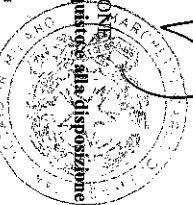
Cognome	Tot. Voti	Proprio	Delega
**D AVADIS FUND-AKTIE WELT ASt 2	12.232	0	12.232
**D MANGESIM	351.222	0	351.222
**D ROTZBANK GESTION SGIC, S.A. / SGEP	141.753	0	141.753
**D ROTZBANK GESTION SGIC, S.A.	417.993	0	417.993
**D LUTINA-MARSHALL WACE UCITS SICAV-LUTINA-MW SYSTEMATIC ALPHA	114.384	0	114.384
**D BURCH OF THE HOLCOMPTER	478	0	478
**D LUTINA MANAGEMENT UCITS SICAV LUTINA-MW TOPMARKET NEUT	117.205	0	117.205
**D LUTINA MANAGEMENT COLLECTIVE INVESTMENT FUNDSPOR EMPLOYE	457.351	0	457.351
**D OVERSEA SERIES	16.780	0	16.780
**D PRO BLEND RAXIMPA TERM SERIES	15.565	0	15.565
**D PRO BLEND EXTENDEDTERM SERIES	27.396	0	27.396
**D BANGRY ANDCONSERVATIVE UNION AND INDUSTRYINTERNATIONAL PE	2.957	0	2.957
**D PRO BLENDCONSERVATIVE TERM SERIES	2.075	0	2.075
**D MICHAEL CATHOLIC CONFERENCE MASTER PENSION TRUST	99.904	0	99.904
**D BRUCE POWERPENSION PLAN	18	0	18
**D COANUL U S MARKET NEUTRAL ONSHORE FUNDII	19.940	0	19.940
**D PNC BANK NACSTODIAN FOR 18EW LOCAL	7.822	0	7.822
**D VIRTUS GLOBAL FUND PUBLIC LTD CO	21.962	0	21.962
**D IBERIAL INTERNATIONAL EQUITY POOL	1.140	0	1.140
**D CIBC INTERNATIONAL EQUITY INDEX ETF	29.498	0	29.498
**D CIBC EUROPEAN INDEX FUND	2.938	0	2.938
**D CIBC INTERNATIONAL EQUITY INDEX FUND	314.136	0	314.136
**D CIBC INTERNATIONAL EQUITY INDEX POOL	921	0	921
**D STATE OF WISCONSIN INVESTMENT BOARD	148.145	0	148.145
**D AUTORIDME MONETARIA DE MACAO	10.803	0	10.803
**D BAILLIE GIFFORD INTERNATIONAL ALPHA FUND	1.968.894	0	1.968.894
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	22.615	0	22.615
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	28.235	0	28.235
**D AMERICAN ELECTRIC POWER SYSTEM RETIREES MEDICAL TRUST FOR CE S	11.246	0	11.246
**D INVESTMENTSMORNINGSTAR WISSEDT INVEST EMERGOS GLOBALE ARTI	23.527	0	23.527
**D BARTALPRENSHES INVESTIN PRO ACQUISI GLOBALE VALUE	5.412	0	5.412
**D INVESTMENTSMORNINGSTAR WISSEDT INVEST EMERGOS GLOBALE ARTI	454.936	0	454.936
**D INVESTMENTSMORNINGSTAR WISSEDT INVEST EMERGOS GLOBALE ARTI	70.374	0	70.374
**D INVESTMENTSMORNINGSTAR WISSEDT INVEST EMERGOS GLOBALE ARTI	29.304	0	29.304
**D STANDS HELLINCOSE PENSION PLAN	23.982	0	23.982
**D MEBA BENSON TRUST DEFINED BENEFIT PLAN	41.823	0	41.823
**D ADVANCED STATES TRUST ASST T HOME PRICE GROWTH OPPORTUNIT	143.877	0	143.877
**D TESSROUSE CAPITAL MANAGEMENT	25.488	0	25.488
**D INVESTCO MARKETS II PLC	566.260	0	566.260
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	81.053	0	81.053
**D LEGAL AND GENERAL UCITS ETF PLC	74.102	0	74.102
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACTERS MSCI EMAP ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPAN FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D NOTABILITY AS SOLE TRUSTEE OF THE NOTABILITY ENDOWMENT TRUST	5.304	0	5.304

Azionisti: 1.958 Tese: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958
Pagina 14
De* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
NL rappresenta la legge alla persona fisica sopra indicata con il numero della scheda magnetica

LISCA ESITO DELLE VOTAZIONI

Oggetto: 8. Autorizzazione all'acquisto alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI



Cognome	
**D OSSIA IRL ICANV	
**D MCGILL UNIVERSITY PENSION PLAN	
**D THE 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	
**D VOIR VARS INDEX SERIES 1 PORTFOLIO	
**D EATON VARS TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	
**D DUNBAR GRANDSTAIRCASE FUND	
**D FINANCIAL GLOBAL EQUITY INCOME FUND	
**D CONCORD FUND FOR THE ENVIRONMENTAL PENSION PLAN	
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	
**D BRINSWICK UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCANANTE WORD	
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	
**D SUPERVALU INC MASTER INVESTMENT TRUST	
**D CERVINITE INTERNATIONAL, LLC	
**D CARL VICTOR PAGE MEMORIAL FOUNDATION	
**D ACQUENA VARIABLE SECURITIES HEALTH FUND	
**D STITCHING PENSIONFONDS NOTARIAT	
**D NY HAZELDINE	
**D DEUTSCHE DCG EQ	
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	
**D GOLDMAN SACHS ASSET MANAGEMENT LP	
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	
**D LPP I GLOBAL EQUITIES FUND	
**D FLORIDA GLOBAL EQUITY FUND LLC	
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND	
**D TEXAS UTILITIES QUAL NDT PARTNERSHIP	
**D VMS INVESTMENT GWH ON BEHALF OF DWS FONDS ZDV EVO	
**D VIRUS VARIABLE INSURANCE TRUST VIRUS STRATEGIC ALLOCATION SERIES	
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	
**D TO INTERNATIONAL EQUITY INDEX ETF	
**D ELIZABETH E. RICHARD	
**D BROUCE P. BICKNER TRUST NEMER INTL	
**D BRB INVESTMENT LP	
**D EDWARDS A. FARGEN 2012 TRUST PRO MOR	
**D HENRERTY HOLDINGS LLC	
**D RED BLAZER INVESTMENTS VENTURE LLC	
**D CAROL J. BARRETT CHARITABLE REMAIND 10571068350	
**D CAROL J. BARRETT CREDIT II	
**D OPUS FINANCIAL, LLC	
**D L. BOONANO TRUST T. SMITH SR	
**D DORIS CHRISTOPHER	
**D WGS DEPENDANTS ANNUITY FUND	
**D SCOTT GARRETT	
**D MONICIFAL EMPLOYEES PENSION PLAN	
**D CATHERINE KING	

Tot. Voti	Proprio	Delega
248	0	248
3.017	0	3.017
4.229	0	4.229
57.498	0	57.498
21.058	0	21.058
1.801	0	1.801
15.151	0	15.151
13.157	0	13.157
3.637	0	3.637
2.830	0	2.830
10.092	0	10.092
93.929	0	93.929
51.501	0	51.501
18.161	0	18.161
24.851	0	24.851
108.193	0	108.193
27.213	0	27.213
2.721	0	2.721
2.956	0	2.956
2.323	0	2.323
909.266	0	909.266
135.581	0	135.581
32.198	0	32.198
12.983	0	12.983
3.537.165	0	3.537.165
8.246	0	8.246
218.838	0	218.838
87.193	0	87.193
99.406	0	99.406
1.611	0	1.611
2.680	0	2.680
27.516	0	27.516
1	0	1
38.890	0	38.890
3.667	0	3.667
2.961	0	2.961
1.142	0	1.142
1.195	0	1.195
5.105	0	5.105
1.171	0	1.171
1.695	0	1.695
7.126	0	7.126
3.787	0	3.787
11.825	0	11.825
9.323	0	9.323
41.936	0	41.936
25.532	0	25.532
1.286	0	1.286
4.590	0	4.590
1.229	0	1.229

Pagina 15

DP: delega alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.958
Azionisti in proprio: 0
Azionisti in delega: 2

1.958

**DP: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla protezione assistita)
RP: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI

Cognome		Tot. Voti	Proprio	Delega
**D JOHN MCCARTNEY		1.894	0	1.894
**D GAIL MCDONALDAN		3.753	0	3.753
**D L SHIGLEY REV TR 11 18 04 WAMER ADR		2.271	0	2.271
**D MORRIS 1992 GIFT TRUST		3.380	0	3.380
**D JOHN MEYENS		2.203	0	2.203
**D THOMAS P FRECHAL TR LTD 3 31 94 WAMER		2.770	0	2.770
**D JAMES C TUCKER TR LTD 6 19 92 WAMER		1.538	0	1.538
**D SOREN JOCKEN		1.538	0	1.538
**D JAMES C TUCKER TR LTD 6 19 92 WAMER		118.623	0	118.623
**D STITCHING PERIODICALLY ADO DEVELOPED MANAGERS EQUITY FUND		912.623	0	912.623
**D RINDRIS MOST EARS INDEX NON LENDING		16.657	0	16.657
**D CHARLES PERLIN		1.593	0	1.593
**D EXEC FAMILY TRUST M POND 11 FAMILY TRUST		2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		48.811	0	48.811
**D BNY MELLON CF ST INTERNATIONAL STOCK INDEX FUND		48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD		540.704	0	540.704
**D BLACKROCK TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN WEST		87.382	0	87.382
**D 1895 FONDS STITCHING 1		36.229	0	36.229
**D COUNTY OF SANTA CLARA		11.547	0	11.547
**D VARIOUSPERIODICALLY SPARINVEST INDEX BAREDDYGTGE GLOBALE ACTIER ETIK ID SPARINVEST AS FILIAL AF SPARINVEST SA		6.405	0	6.405
**D VARIOUSPERIODICALLY SPARINVEST INDEX BAREDDYGTGE EUROPA KL		14.511	0	14.511
**D VIRTUS NEW INTERNATIONAL VALUE FUND		97.062	0	97.062
**D PIONEER GLOBAL EQUITY FUND		466.614	0	466.614
**D PIONEER INTERNATIONAL EQUITY FUND		1.018.382	0	1.018.382
**D PIONEER MULTI ASSET INCOME FUND		1.142.789	0	1.142.789
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND		3.908	0	3.908
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND		3.437.241	0	3.437.241
**D SHELL NEDERLAND PENSIONFONDS STITCHING		2.119	0	2.119
**D ANZIOA STATE RETIREMENT SYSTEM		171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND		3.639	0	3.639
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		3.540	0	3.540
**D BNY MELLON INTERNATIONAL EQUITY ETF		20.281	0	20.281
**D KAPLAN OF COLINUS MASTER TRUST		18.558	0	18.558
**D INVESTING PERIODICALLY SPARINVEST INDEX EUROPA VALUE KL		9.291	0	9.291
**D CITI RETIREMENT SAVINGS PLAN		8.501	0	8.501
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		19.596	0	19.596
**D THE ESH PENSION FUND		66.862	0	66.862
**D XTRACTORS MSCI ALL WORLD EX US HEDGED EQUITY ETF		13.013	0	13.013
**D AIB GROUP IRISH PENSION SCHEME		3.520	0	3.520
**D BANK OF KOREA		16.272	0	16.272
**D ALASKA PERMANENT FUND CORPORATION		21.268	0	21.268
**D INTERNATIONAL EQUITY FUND		37.113	0	37.113
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		12.063	0	12.063
**D SIEMENS DIVERSIFIED GROWTH		1.536	0	1.536
**D SIEMENS EMU EQUITIES		19.598	0	19.598
**D FLORIDA RETIREMENT SYSTEM		42.090	0	42.090
**D INVECO EOV INTERNATIONAL EQUITY CLASS		14.608	0	14.608
		170.036	0	170.036

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI



Cognome		Tot. Voti	Proprio	Delega
**D	INVESCO INTERNATIONAL GROWTH FUND	25.731	0	25.731
**D	INVESCO EUROPLUS FUND	239.594	0	239.594
**D	KAPITALFORENINGEN BMD INVEST GLOBALE AKTIER FUND A 70% EQUITY	11.770	0	11.770
**D	INVESTINGFORENINGEN RINGEDT INVEST GLOBALE ANDEL-BASIS	6.403	0	6.403
**D	INVESTINGFORENINGEN NIKEDT INVEST TACTISK ALLOKERING	5.891	0	5.891
**D	INVECO MARKETS III FIC	265	0	265
**D	INVECO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	29.877	0	29.877
**D	INVECO EUR FUND DEVELOPED MARKETS EX U S ETF	22.590	0	22.590
**D	INVECO EURO FUND SMALL CAP FUND	11.902	0	11.902
**D	INVECO EURO FUND SMALL CAP FUND	11.912	0	11.912
**D	INVECO EURO FUND SMALL CAP FUND	12.502	0	12.502
**D	INVECO EURO FUND SMALL CAP FUND	12.189	0	12.189
**D	GREAT MESSAGE STRATEGIC INTERNATIONAL EQUITY FUND	65.505	0	65.505
**D	SPRINGTIDE BECONSTPENSIONFONDS VOOR HET SCHILDEMS AEW ERTINGS ENGELSEBENEFIT	3.362	0	3.362
**D	1855 FONDS EGR	1.256.296	0	1.256.296
**D	BLACKROCK LIFE LIMITED	4.279	0	4.279
**D	VIRTUS GLOBAL SMALL CAP FUND	38	0	38
**D	EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	52.512	0	52.512
**D	INVESCO FUNDS	9.983	0	9.983
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPIC DECOMMISSIONING MASTER TRUST	1.191.050	0	1.191.050
**D	INVESCO MARKETS II PUBLIC LTD CO	41.685	0	41.685
**D	GREAT WEST INTERNATIONAL INDEX FUND	178.165	0	178.165
**D	ISHARES VII PUBLIC LIMITED COMPANY	38.477	0	38.477
**D	PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	9.903	0	9.903
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	237.735	0	237.735
**D	ENISIGN PEAK ADVISORS INC	856.016	0	856.016
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	50.395	0	50.395
**D	BLACKROCK GLOBAL FUNDS	20.255	0	20.255
**D	DIVERSIFIED INTERNATIONAL FUND	26.661	0	26.661
**D	PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	151.659	0	151.659
**D	PRINCIPAL FUNDS INC OVERSEAS FUND	1.403	0	1.403
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	1.082	0	1.082
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	71.830	0	71.830
**D	ABB PENSION FUND	9.248.388	0	9.248.388
**D	INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	86.852	0	86.852
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	81.666	0	81.666
**D	STITCHING PENSIONFONDS ABP	20.614	0	20.614
**D	METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	284.768	0	284.768
**D	HAND COMPOSITE EMPLOYEE BENEFIT TRUST	959	0	959
**D	IO 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	520.000	0	520.000
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	3.652	0	3.652
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	175.060	0	175.060
**D	FORA MFS FINANCIAL DESIGNATED ACTIVITY CO	42.172	0	42.172
**D	ATKINSON WEST EUROPEAN HEDGED EQUITY ETF	42.172	0	42.172
**D	FINANCIAL REPUBLICAN NATIONAL PENSION FUND	29.511	0	29.511
**D	EMERSON REPUBLICAN SYSTEM OF THE CITY OF BALTIMORE	32.226	0	32.226
**D	VOYA BALANCED PORTFOLIO	1.076	0	1.076
**D	THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	89.287	0	89.287
**D	INCORPORATE WORD CHARITABLE TRUST	89.366	0	89.366
**D	COUNSEL DEFENSIVE GLOBAL EQUITY	5.470	0	5.470
**D	ARIZONA PSRS TRUST			
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT			
**D	SEMPRA ENERGY PENSION MASTER TRUST			

Azionisti: 1.958
Azione in proprio: 0
Azionisti in delega: 2

1.958

DE: delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
ML: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI
Oggetto: 8. Autorizzazione all'acquisto e all'alienazione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

Cognome

**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY FUND
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COLORADO
**D VANGUARD GLOBAL DIVIDEND FUND
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND
**D ALABAMA TRUST FUND
**D COX ENTERPRISES INC MASTER TRUST
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN
**D MAPFRE NEW LIFE PLC
**D IBERIAN PUBLIC LIMITED COMPANY
**D IBERIAN PENSION PLAN LEANSVERKERKENGEN NV
**D IBERIA BREAK
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIRE
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM
**D RETIREMENT BENEFITS INVESTMENT FUND
**D POOL REINSURANCE CO LTD
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN
**D PENN SERIES DEVELOPED INTERNATIONAL SMALL CAP FUND
**D AMG TIMESQUARE INTERNATIONAL INDEX FUND
**D FLORIDA RETIREMENT SYSTEM TRUST FUND
**D BLACKROCK SOLUTIONS FUNDS ICAY
**D PENSION RESERVES INVESTMENT TRUST FUND
**D THE HSAR GOVERNMENT SCHOLARSHIP FUND
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST
**D DUNE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND
**D QUALITY EDUCATION FUND
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO
**D ADVANCE PLANNING LIMITED
**D DIGNITY PRE ARRANGEMENT LIMITED
**D INDIANA PUBLIC RETIREMENT SYSTEM
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA
**D HERC INTERNATIONAL AUTHORITY INDEX FUND
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM
**D STICHTING BEERJES/PENSIONSFONDS VOOR DE ZOPHARENINDUSTRI
**D STICHTING BEERJES/PENSIONSFONDS VOOR AET
**D GELMANN SACHS EYE ICAY
**D D LECTIUM TRUST INVESTMENT GESLUSCHAP NBU
**D AST FUNDING STRATEGIES MASTER ALLOCATION PORTFOLIO
**D REIT ONE INTERNATIONAL DEBT MARKET INDEX FUND
**D ENERGY INSURANCE MUTUAL LIMITED
**D MIDTSTROM WORKS HOPELY AND SALARIED UNION
**D METROPOLITAN LIFE INSURANCE COMPANY
**D IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM
**D BOCI PRUDENTIAL TRUSTEE LIMITED SOCIETS EUIF
**D SOECAP ACTIONS - MID CAP
**D SILVER INVESCO EURO EQUITY

Tot. Voti

Proprio

Delega

989	0	989
15.085	0	15.085
136.382	0	136.382
66.114	0	66.114
173.621	0	173.621
165.567	0	165.567
173.915	0	173.915
115.209	0	115.209
519.821	0	519.821
14.825	0	14.825
30.726	0	30.726
10.074	0	10.074
97.890	0	97.890
652.405	0	652.405
281.434	0	281.434
19.911	0	19.911
14.911	0	14.911
20.503	0	20.503
3.098	0	3.098
102.933	0	102.933
30.500	0	30.500
689.060	0	689.060
70.230	0	70.230
309	0	309
136.944	0	136.944
25.722	0	25.722
303.485	0	303.485
1.093	0	1.093
2.144.103	0	2.144.103
1.581	0	1.581
2.266	0	2.266
675.632	0	675.632
11.685	0	11.685
24.923	0	24.923
103.800	0	103.800
1	0	1
414	0	414
8.234	0	8.234
91.201	0	91.201
5.035	0	5.035
4.163	0	4.163
77	0	77
6.868	0	6.868
2.484	0	2.484
2.034	0	2.034
2.443	0	2.443
2.483	0	2.483
24.787	0	24.787
11.740	0	11.740
29.735	0	29.735
180.704	0	180.704
106.659	0	106.659

Azionisti: 1.958
Azionisti in proprio: 0
Azionisti in delega: 2

1.958

Pagina 19

DP: delega alla persona fisica sopra indicata con il numero della scheda magnetica

**DP delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

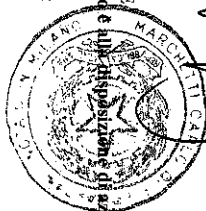
FAVOREVOLI

Cognome		Tot. Voti		Proprio		Delega	
**D SG ACTIONS MOND SELECTION		164.839	0	0	0	164.839	0
**D LYXOR FISEE MIT UCITS ETF		515.025	0	0	0	515.025	0
**D LYXOR MSCI EUROPE UCITS ETF		42.119	0	0	0	42.119	0
**D SEB ACTIONFONDS		12.945	0	0	0	12.945	0
**D SG ACTIONS INTERNATIONALS		44.043	0	0	0	44.043	0
**D SG ACTIONS ETARS-ONIS ROGEE AC		43.464	0	0	0	43.464	0
**D OII INVEST ESG EURO EQUITY SMA		16.979	0	0	0	16.979	0
**D LIXIMEX FUND - LIXOR MSCI EMO		34.711	0	0	0	34.711	0
**D MULTI UNITS LUX-LIXOR CORE NSC		32.168	0	0	0	32.168	0
**D LIXOR CORE MSCI WORLD (DR) UCIT		36.185	0	0	0	36.185	0
**D LUX MSCI WORLD S&P 500 INDEX		1.116.243	0	0	0	1.116.243	0
**D MUI - LUX FISEE YELL COB PR 2		135.632	0	0	0	135.632	0
**D LYXOR MSCI EUROPE ESG LEADERS		9.014	0	0	0	9.014	0
**D LIP-LYXOR MSCI WORLD CYNOL PR		331.509	0	0	0	331.509	0
**D MUI-LUX NET ZERO 50 SP EUROZ C		598	0	0	0	598	0
**D PROGETT A2 SOST		779	0	0	0	779	0
**D ASI PROG AZIONE SOSTENIB III		34.683	0	0	0	34.683	0
**D AMIF - EMU EQUITY		28.605	0	0	0	28.605	0
**D AMIF - EUROPEAN EQUITY		13.884	0	0	0	13.884	0
**D AIF- TACTICAL PORTFOLIO INCOME		7.698	0	0	0	7.698	0
**D ASI - BILANC PERCOR AFFI VI		7.564	0	0	0	7.564	0
**D ASI BIL PER ATTIVO III		39.991	0	0	0	39.991	0
**D MUI AMUNDI MSCI EUROPE CLIMATE		54.822	0	0	0	54.822	0
**D EFEPILUX SICAV AZIONARIO EURO		2.968	0	0	0	2.968	0
**D ASI - BILANCIATO PERC ATTIV II		292.722	0	0	0	292.722	0
**D AMUNDI SGR SPA / AMUNDI RISAPPO ITALIA		755.000	0	0	0	755.000	0
**D AMUNDI SGR SPA/CORE PENSION FONDO PENSIONE APERTO		207.101	0	0	0	207.101	0
**D AMUNDI SGR SPA/CORE PENSIONE FONDO PENSIONE APERTO		509.336	0	0	0	509.336	0
**D SEI GLOBAL MASTER FUND PLC THE		4.935	0	0	0	4.935	0
**D AB SICAV III - DYNAMIC ALI MAR		1.552	0	0	0	1.552	0
**D KOKOSAI EQUITY INDEX FUND, A S		15.212	0	0	0	15.212	0
**D MORGAN STANLEY PATHWAY FUNDS -		16.668	0	0	0	16.668	0
**D HETTLER UNIVERSAL TRUST KILMOR		16.200	0	0	0	16.200	0
**D BRIDGES BUTLER INTERNATIONAL E		34.442	0	0	0	34.442	0
**D GREEN CENTURY MSCI INTERNATIONAL		27.722	0	0	0	27.722	0
**D CREDIT BANK OF JAPAN, LTD.		3.773	0	0	0	3.773	0
**D BRIDGE BANCORP TRK PANGSD EGY		23.557	0	0	0	23.557	0
**D DESTINATIONS INTERNATIONAL EGY		13.881	0	0	0	13.881	0
**D METIER INTERNATIONAL INVESTME		976	0	0	0	976	0
**D BLACKROCK GLOBAL ALLOCATION FY		334.000	0	0	0	334.000	0
**D MLC INVESTMENTS MLC LIMITED		64.547	0	0	0	64.547	0
**D VAV LOW CARBON WORLD EQUITIES		27.881	0	0	0	27.881	0
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE IT		65.593	0	0	0	65.593	0
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		243.123	0	0	0	243.123	0
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		87.296	0	0	0	87.296	0
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		2.246	0	0	0	2.246	0
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0	0	0	1.430	0
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		3.111	0	0	0	3.111	0
**D UBS FUND MANAGEMENT (LUXEMBOURG) SA		756	0	0	0	756	0
**D UBS (LUX) SICAV 1		154.556	0	0	0	154.556	0
		403	0	0	0	403	0

Azionisti: 1.958 Testi: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958

Pagina 20
DIP delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla convocazione assistita)
MLT rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLE



Cognome	Tot. Voti	Proprio	Delega
**D MIGROS BANK (LUX) FONDS INTERSTOCK	1.280	0	1.280
**D MIGROS BANK (LUX) FONDS 50	1.560	0	1.560
**D MIGROS BANK (LUX) FONDS 40 (EUR)	920	0	920
**D MIGROS BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D LEISUPER	32.562	0	32.562
**D PRIME SUPER	2.308	0	2.308
**D KERNICK LIMITED	803	0	803
**D STODARK AS	28.409	0	28.409
**D EUROPEAN BOTANIC	31.151	0	31.151
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	339.310	0	339.310
**D US FUND MGT (CH) AG - CH1243B--TRIANGULUS - AKTIEN DENMARK HEDGED	30.320	0	30.320
**D US FUND MGT (CH) AG - CH1244B--TRIANGULUS - AKTIEN DENMARK	28.488	0	28.488
**D US FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOUND GAVIA FUND-AKTION WELT	27.571	0	27.571
**D GRAS	16.582	0	16.582
**D NORGES BANK	166.071	0	166.071
**D GOVERNMENT OF NORWAY	1.648.802	0	1.648.802
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	2.748.822	0	2.748.822
**D LGIM MANAGERS (EUROPE) LIMITED	25.829	0	25.829
**D LEGAL AND GENERAL CCF	49.156	0	49.156
**D BANK OF BOTSWANA	18.019	0	18.019
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	4.993	0	4.993
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE	217.081	0	217.081
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	665.895	0	665.895
**D INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	17.639	0	17.639
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	1.237	0	1.237
**D WHEELS COMMON INVESTMENT FUND.	11.104	0	11.104
**D STICHTING BEDRIJFSWELFAARSONFONDS VOOR DE DETAILHANDEL	1.344	0	1.344
**D HI MULTI-MANAGER SPECIAL SITUATIONS TRUST.	49.683	0	49.683
**D LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	47.430	0	47.430
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	7.338	0	7.338
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	38.024	0	38.024
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	20.777	0	20.777
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND	11.939	0	11.939
**D JUPITER EUROPEAN SMALLER COMPANIES FUND	9.403	0	9.403
**D JUPITER EUROPEAN FUND.	18.462	0	18.462
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	417.330	0	417.330
**D LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	8.200.572	0	8.200.572
**D TRUE POTENTIAL FICTET BALANCED	329.160	0	329.160
**D TRUE POTENTIAL FICTET GROWTH	62.597	0	62.597
**D TRUE POTENTIAL FICTET SUSTAINABLE LEADERS FUND	8.318	0	8.318
**D TRUE POTENTIAL FICTET DEFENSIVE	1.456	0	1.456
**D TRUE POTENTIAL FICTET AGGRESSIVE	2.935	0	2.935
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386	0	10.386
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	2.383.828	0	2.383.828
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447	0	14.447
**D STATE STREET GLOBAL ADVISORS GROSS ROL UP UNIT TRUST	3.920	0	3.920
**D LEGAL & GENERAL ICAV	62.740	0	62.740
**D NORTHERN TRUST UCITS FOR FUND	354	0	354
	98.858	0	98.858

Azionisti: 1.958
Azioneisti in proprio: 0
Azioneisti in delega: 2

2
1.938

DE * delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla poltroncina assistita)
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione elettronica alla poltroncina assistita)
K* * rappresenta i legami alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
 FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VERDI PAPER FUND KLP ANS-LEADERA INDEX.	29.362	0	29.362
**D VERDI PAPER FUND KLP ANS-LEADERA INDEX.	98.343	0	98.343
**D SCHLIMMERER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	2.553	0	2.553
**D MELCHIOR SELECTED TRUST	417.360	0	417.360
**D STITCHING BLUE SRT LIQUID ASSET FUNDS	9.809	0	9.809
**D PUBLIC SECTOR PENSION INVESTMENT BOARD.	575.189	0	575.189
**D INVESTMENT BOARD OF THE UNITED NATIONS BENEFIT PLANS.	648.423	0	648.423
**D BAXP HUGHES INCORPORATED MASTER TRUST	192.596	0	192.596
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	40.237	0	40.237
**D CSAA INSURANCE EXCHANGE	1.654	0	1.654
**D SUTTER HEALTH MASTER RETIREMENT TRUST	93.900	0	93.900
**D SUTTER HEALTH	71.800	0	71.800
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	34.186	0	34.186
**D SCHLIMMERER GROUP TRUST AGREEMENT	14.749	0	14.749
**D L'HARRIS PENSION MASTER TRUST.	95.180	0	95.180
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	30.043	0	30.043
**D CHEVRON MASTER PENSION TRUST	9.924	0	9.924
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	6.020	0	6.020
**D THE KINDEROO FOUNDATION TRUST	5.417	0	5.417
**D EQUIPSTEER	11.610	0	11.610
**D STITCHING FMS PENSIONFUNDS	14.005	0	14.005
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	85.423	0	85.423
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	475.509	0	475.509
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	24.671	0	24.671
**D HFE COMMON CONTRACTUAL FUND.	85.429	0	85.429
**D NORTHERN TRUST DELTA COMMON CONTRACTUAL FUND	3.257	0	3.257
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	563.201	0	563.201
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	3.565	0	3.565
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND PFD 8/18/2009	5.950	0	5.950
**D FIDELITY L. WALTON FAMILY TRUST UAD 03/19/13	6.045	0	6.045
**D ST. HENRY'S HEALTHCARE	1.543	0	1.543
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	178	0	178
**D ST. HENRY'S HEALTHCARE	30.359	0	30.359
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	1.200	0	1.200
**D RUTGERS THE STATE UNIVERSITY	7.584	0	7.584
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP	3.604	0	3.604
**D MERRILL 401(K) PLAN TRUST	331.782	0	331.782
**D NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	92.382	0	92.382
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	0	3.940
**D IM PERSONAL PENSION PLAN TRUST	1.458	0	1.458
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.331	0	1.331
**D CONSTELLATION PENSION MASTER TRUST	65.279	0	65.279
**D CONSTELLATION FITZPATRICK QUALIFIED FUND	2.472	0	2.472
**D BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	64.000	0	64.000
**D TRUST FOR THE PENSION PLAN OF THE CHDBA CORPORATION	132.022	0	132.022
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	1.400	0	1.400
**D CYSTIC FIBROSIS FOUNDATION	200	0	200
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	8.245	0	8.245
**D ALM 2010 FAMILY TRUST.	180	0	180
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	33.405	0	33.405
**D NINETEEN TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	52.781	0	52.781
	1.240	0	1.240

Azionisti: 1.958 Testi: 2
 Azionisti in proprio: 0 Azionisti in delega: 1.958
 Dg delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
 RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CONNOR CLARK & JOHN COLLECTIVE INVESTMENT TRUST	13.996	0	13.996
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	10.836	0	10.836
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	395.415	0	395.415
**D HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	19.087	0	19.087
**D THE BOARD OF MANAGEMENT OF THE CHINESE FERNAMENT CEMETERIES	2.586	0	2.586
**D BEAT DRUGS FUND ASSOCIATION	752	0	752
**D THE HUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	5.604	0	5.604
**D BSA COMMINGLED ENDOWMENT FUND LP	18.540	0	18.540
**D CARROLL AVENUE PARTNERS LLC.	18.433	0	18.433
**D BOWERS LLC	3.683	0	3.683
**D DFI LP EQUITY (PASSIVE	3.161	0	3.161
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	1.354	0	1.354
**D DYNASTY INVEST LTD	6.241	0	6.241
**D FONDO DE PENSORES	11.885	0	11.885
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	44.169	0	44.169
**D LEGAL & GENERAL MSCI EAFE FUND LLC	37.058	0	37.058
**D BUILDERS ASSET MANAGEMENT LLC	62	0	62
**D LEGAL PARTNERSHIP	1.208	0	1.208
**D LEMMAN-STARR PARTNERS LLC	8.157	0	8.157
**D INTERNATIONAL EQUITY FUND LLC	217.416	0	217.416
**D PETICON FUND LP	174	0	174
**D PINK CHILI LLC	3.169	0	3.169
**D HAWTHORN DM LLC	9.145	0	9.145
**D HAWTHORN EO LLC	19.517	0	19.517
**D HASLAM FAMILY INVESTMENT PARTNERSH	202	0	202
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	2.860	0	2.860
**D FCM INTERNATIONAL LLC	4.451	0	4.451
**D RTPLP LP	21.276	0	21.276
**D GLOBAL BOND FUND WAYCROSS INC	537	0	537
**D THYSSEN GLOBAL INVESTMENTS CORP.	7.196	0	7.196
**D MFC INTERNATIONAL FUND LLC	15.475	0	15.475
**D INTERMED INTERNATIONAL EQUITY SERIES	2.059	0	2.059
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.405	0	2.405
**D SIM PORTFOLIO LLC	1.064	0	1.064
**D SENTINEL INTERNATIONAL FUND	48.975	0	48.975
**D CINDY SPRINGS LLC	63.462	0	63.462
**D K INVESTMENTS SH LIMITED.	43.953	0	43.953
**D LEGAL & GENERAL MSCI EAFE SP FUND LLC	25.134	0	25.134
**D MBB PUBLIC MARKETS I LLC	7.309	0	7.309
**D ASCENSION ALPHA FUND LLC	2.337	0	2.337
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	598.043	0	598.043
**D UNITED NATIONS JOINT STAFF PENSION FUND.	178.379	0	178.379
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	3.659	0	3.659
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND ERC	95.055	0	95.055
**D CHEVRON OR PENSION PLAN	19.198	0	19.198
**D FIDELITY SALER STREET TRUST- FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	1.569.419	0	1.569.419
**D FIDELITY INVESTMENT TRUST- FIDELITY PRESIDENTIAL INTERNATIONAL	49.129	0	49.129
**D FIDELITY SALER STREET TRUST- FIDELITY ADVISOR OVERSEAS FUND	219.563	0	219.563
**D FIDELITY ADVISOR SENIORITY- FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874	0	1.616.874

Azionisti: 1.958 Tisc: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958
Dati delega alla persona fisica sopra indicata con il numero della scheda marginale (votazione effettuata alla presidenza, ministero)
Dati delega alla persona fisica sopra indicata con il numero della scheda marginale (votazione effettuata alla presidenza, ministero)
Rile rappresentanza legale alla persona fisica sopra indicata con il numero della scheda marginale

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI

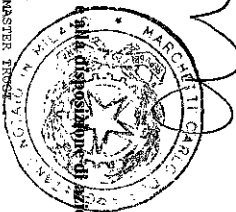
Cognome	Tot. Voti	Proprio	Delega
**D FIDELITY SUMMIT STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPS FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	1.536	0	1.536
**D BITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WOOD INVESTMENTS LIMITED	373	0	373
**D NEW ZEALAND SUPERANNUATION FUND	360.917	0	360.917
**D COMMOWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	98.234	0	98.234
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	28.273	0	28.273
**D MERCER OSS TRUST	20.782	0	20.782
**D LORD MAYOR S CHAIRTABLE FOUNDATION	672.227	0	672.227
**D NT WORLD GREEN TRANSITION INDEX FUND	1.803	0	1.803
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	17.553	0	17.553
**D WSP INTERNATIONAL EQUITIES TRUST	757.474	0	757.474
**D AUSTRALIAN CAPITAL TERRITORY	47.788	0	47.788
**D MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	16.190	0	16.190
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	168.317	0	168.317
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	3.063	0	3.063
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	814	0	814
**D EQUITY TRUSTERS LIMITED	3.995	0	3.995
**D QIC INTERNATIONAL EQUITIES FUND	9.321	0	9.321
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME	4.326	0	4.326
**D JOHN T. WALTON FAMILY TRUST	248.318	0	248.318
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	231.749	0	231.749
**D ROBINS LIFE LIMITED	2.187	0	2.187
**D HEN TESTAMENTARY TRUST NO. 1	8.673	0	8.673
**D HEN TESTAMENTARY TRUST NO. 10.	2.768	0	2.768
**D HEN TRUST NO. 3 UND 01/17/03	4.659	0	4.659
**D HEN TRUST NO. 2 UND 01/17/03	417	0	417
**D STEELWORKERS PENSION TRUST	4.319	0	4.319
**D S. ROBSON WALTON 1999 CHILDRENS TRUST	2.620	0	2.620
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	1.340	0	1.340
**D THE LAURIE M. TISCH FOUNDATION INC	11.236	0	11.236
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	15.532	0	15.532
**D SEAN F ANDRADE 2016 TR UND FEB 8 1991	1.278.552	0	1.278.552
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	13.693	0	13.693
**D ROYAL BOROUGH OF KINGSTON PENSION FUND	41.080	0	41.080
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	13.054	0	13.054
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	40.171	0	40.171
**D HOMEWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	6.124	0	6.124
**D JTW TRUST NO. 2 UND 9/19/02.	27.960	0	27.960
**D JTW TRUST NO. 1 UND 9/19/02.	3.079	0	3.079
**D JTW TRUST NO. 3 UND 9/19/02.	2.351	0	2.351
**D JTW TRUST NO. 5 UND 9/19/02.	3.508	0	3.508
**D THE MISSOURI FOUNDATION FOR HEALTH	1.846	0	1.846
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	2.541	0	2.541
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	1.670	0	1.670
	176.146	0	176.146

Azionisti: 1.958 Tesi: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958

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DE* design alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione esistente)
R*: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA



FAVOREVOLE

	Cognome	Tot. Voti	Proprio	Delega
**D THE NEWBORG FOUNDATION PENSION PLAN		562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST		8.423	0	8.423
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST		394	0	394
**D FORD MOTOR COMPANY SELECT TRUST		773.597	0	773.597
**D FORD MOTOR COMPANY SELECT TRUST		1.687	0	1.687
**D DEEM W ANDREAS 2016 TR. DND FEB. 8 1991		3.140	0	3.140
**D DEEM W ANDREAS 2016 TR. DND FEB. 8 1991		530	0	530
**D CONSTELLATION REMO BOTTOM UNIT 1 QUALIFIED FUND		13.295	0	13.295
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST		2.121	0	2.121
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND		106.636	0	106.636
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUND		170.244	0	170.244
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO		10.874	0	11.975
**D ALFRED I. DUPONT CHARITABLE TRUST		90.308	0	10.674
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST		222.573	0	30.509
**D CITY OF FRESNO RETIREMENT SYSTEMS		138.931	0	22.573
**D ILLINOIS MUNICIPAL RETIREMENT FUND		41.900	0	48.903
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM		71.213	0	71.213
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		947.652	0	947.652
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY		11.715	0	11.715
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND		27.715	0	27.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		63.108	0	63.108
**D UTAH STATE RETIREMENT SYSTEMS		80.287	0	80.287
**D GARIBSON PROPERTY AND CASUALTY INSURANCE COMPANY		2.632	0	2.632
**D USA GENERAL INDEMNITY COMPANY		4.139	0	4.139
**D USA CASUALTY INSURANCE COMPANY		7.607	0	7.607
**D WYOMING RETIREMENT SYSTEM		6.161	0	6.161
**D ABU DHABI PENSION FUND		58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND		198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		1.181	0	1.181
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		27.389	0	27.389
**D NAV CANADA PENSION PLAN		772.076	0	772.076
**D BLACKROCK AUTHORIZED CONTRACTUAL SCHEME 1		8.491	0	8.491
**D BCS 3670 GLOBAL EQUITY TRACKER FUND		1.664	0	1.664
**D BCS 3670 GLOBAL INVESTMENT MANAGEMENT CORPORATION		14.585	0	14.585
**D BCS 3670 GLOBAL INVESTMENT MANAGEMENT CORPORATION		456.971	0	456.971
**D FONDAL LOPS CITY EMPLOYEES' RETIREMENT SYSTEM		5.293	0	5.293
**D SPICE TEACHERS' RETIREMENT SYSTEM		6.300	0	6.300
**D LBS COMMON CONTRACTUAL FUND		2.535	0	2.535
**D BLACKROCK COMMON CONTRACTUAL FUNDS		13.175	0	13.175
**D FIDELITY INVESTMENT TRUST-FIDELITY INTERNATIONAL DISCOVERY K		126.560	0	126.560
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND		484.967	0	484.967
**D DELTA NAVTOR- EN LEVENSVZERKEKENREIN N.V.		246.920	0	246.920
**D ROMANAL LANDSPENSIOENKASSE GUINSDIG FORSIRINGSSELSKAP		63.171	0	63.171
**D RECORD INVEST SCA SICAV RAIF		9.354	0	9.354
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANAK		2.444	0	2.444
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANAK		84.009	0	84.009
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANAK		13.990	0	13.990
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANAK		14.198	0	14.198
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANAK		28.576	0	28.576
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANAK		24.516	0	24.516

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Azonisti: 1.958 Teste: 2
 Azonisti in proprio: 0 Azonisti in delega: 1.958

DE: delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla protezione assistita)
 RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EUNARD AD-FONDEN.	130.077	0	130.077
**D STICHTING PENSIOENRONS OPENBARE BIBLIOTHEKEN	6.559	0	6.559
**D WOLFE CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.589	0	130.589
**D WELLINGTON PACOSA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	135.185	0	135.185
**D WOLFE CREEK INVESTORS (BERMUDA) LP	276.468	0	276.468
**D DART IRELAND ICAY - IMAF 910	237.434	0	237.434
**D POINT72 LONDON INVESTMENTS LTD.	237.690	0	237.690
**D ARROWSTREET INTERNATIONAL EQUITY EXATE ALPHA EXTENSION FUND	16.436	0	16.436
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION (CUSTOM FUND II L.I.C.	12.726	0	12.726
**D ARROWSTREET US GROUP TRUST ARROWSTREET FUND III (CAYMAN) OCEAN LIMITED	12.726	0	12.726
**D ARROWSTREET US GROUP TRUST ARROWSTREET FUND III (CAYMAN) OCEAN LIMITED	10.904	0	10.904
**D DE SHAW HI COMPANY GLOBAL ALPHA EXTENSION PORTFOLIO II L.I.C	88	0	88
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED PORTFOLIO MARGIN ACCT 200.	178	0	178
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EXATE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	6.749	0	6.749
**D AQR INNOVATION FUND I.P. - SE RISE	12.155	0	12.155
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS I.L.I.C.	280	0	280
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	148	0	148
**D ARROWSTREET INTERNATIONAL EQUITY ACMI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	23.054	0	23.054
**D AQR GLOBAL MASTER ACCOUNT L.P OGER FIDUCIARY SERVICES	11.545	0	11.545
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACMI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	49.798	0	49.798
**D THE BUTTWOOD FAMILY FOUNDATION	36.120	0	36.120
**D ALEXIARES LLC	10.700	0	10.700
**D THE AICE K MOOREHEAD REVOCABLE TRUST - EQUITY UND 06/27/11 A K MOOREHEAD TREE AND 12/11/18	7.600	0	7.600
**D THE DAVID A DUFFIELD TRUST UND 07/14/86	3.100	0	3.100
**D CM GRAT LLC	2.432	0	2.432
**D ROSEBENE LLC	650	0	650
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	2.499	0	2.499
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	77.973	0	77.973
**D MEDIOBANQUE BEST BRANDS - MEDIOBANQUE GLOBAL DEMOGRAPHIC OPORT	37.145	0	37.145
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	13.363	0	13.363
**D ICF SELECT FUNDS	500.000	0	500.000
**D MEDIOBANQUE BEST BRANDS - COUPON STRATEGY COLLECTION	6.096	0	6.096
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIED EQUITIES EUROPE	42.332	0	42.332
**D UNIVERS. THE CHI GLOBAL NETWORK FUND - CHI CONTINENTAL EURO	18.486	0	18.486
**D CHIEF INDEXED GLOBAL SHARE FUND	46.203	0	46.203
**D EDELITE INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0	1.306.000
**D EDELITE INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	4.669.000	0	4.669.000
**D JOHN HANCOCK FUNDS III INTERMATION. GROWTH FUND.	1.045.589	0	1.045.589
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST..	4.651.614	0	4.651.614
**D JOHN-HEN CORE GLOBAL. NO TILT	22.882	0	22.882
**D THE JUPITER GLOBAL FUND SICAV	10.387	0	10.387
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	2.232.967	0	2.232.967
**D COLONIAL FIRST STATE INVESTMENT FUND 121	14.398	0	14.398
**D SCHWAB INTERNATIONAL INDEX FUND	29.948	0	29.948
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	338.015	0	338.015
**D AERON SICAV II	41.408	0	41.408
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	10.546	0	10.546
**D ONEBARKETS ITALY ICAY	26.442	0	26.442
	17.768	0	17.768

Azionisti: 1.938 Teste: 2
Azionisti in proprio: 0 Azionisti in delega: 1.938

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata allo poltroncino assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI



Cognome	Tot. Voti	Proprio	Delega
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.635,000	0	1.635,000
**D ILLA - WORLD ESG SCREENED FUND	4.886	0	4.886
**D ILLA - RAFTIR	3.056	0	3.056
**D ILLA-A-ILISBH	88.142	0	88.142
**D ILLA-A-ILINCRV	3.446	0	3.446
**D IRISH LIFE CLIMATE FOCUSED FUND	1.764	0	1.764
**D IRISH LIFE ASSURANCE PLC	77.290	0	77.290
**D ILLA-ILISBFR - SUSTAINABLE EAFE EQUITY	32.869	0	32.869
**D ILLA - A-ILISBEG	5.240	0	5.240
**D ILLA - A-ILISBEG	13.982	0	13.982
**D ILLA - A-ILISBEG	14.164	0	14.164
**D ILLA - A-ILISBEG	1.131	0	1.131
**D ILLA - A-ILISBEG	5.131	0	5.131
**D ILLA - A-ILISBEG	5.266	0	5.266
**D ILLA - A-ILISBEG	32.168	0	32.168
**D ILLA - A-ILISBEG	151.895	0	151.895
**D ILLA - A-ILISBEG	56.502	0	56.502
**D ILLA - A-ILISBEG	244.712	0	244.712
**D ILLA - A-ILISBEG	36.192	0	36.192
**D ILLA - A-ILISBEG	85.076	0	85.076
**D ILLA - A-ILISBEG	4.189	0	4.189
**D ILLA - A-ILISBEG	3.801	0	3.801
**D ILLA - A-ILISBEG	4.848	0	4.848
**D ILLA - A-ILISBEG	17.879	0	17.879
**D ILLA - A-ILISBEG	784.395	0	784.395
**D ILLA - A-ILISBEG	64.363	0	64.363
**D ILLA - A-ILISBEG	609	0	609
**D ILLA - A-ILISBEG	10.903	0	10.903
**D ILLA - A-ILISBEG	1.359.767	0	1.359.767
**D ILLA - A-ILISBEG	164.597	0	164.597
**D ILLA - A-ILISBEG	12.343	0	12.343
**D ILLA - A-ILISBEG	23.540	0	23.540
**D ILLA - A-ILISBEG	1.495	0	1.495
**D ILLA - A-ILISBEG	2.755	0	2.755
**D ILLA - A-ILISBEG	314.773	0	314.773
**D ILLA - A-ILISBEG	174.957	0	174.957
**D ILLA - A-ILISBEG	149.317	0	149.317
**D ILLA - A-ILISBEG	10.975	0	10.975
**D ILLA - A-ILISBEG	6.457.209	0	6.457.209
**D ILLA - A-ILISBEG	1.113.297	0	1.113.297
**D ILLA - A-ILISBEG	5.500	0	5.500
**D ILLA - A-ILISBEG	3.032.169	0	3.032.169
**D ILLA - A-ILISBEG	8.282	0	8.282
**D ILLA - A-ILISBEG	1.700	0	1.700
**D ILLA - A-ILISBEG	68.876	0	68.876
**D ILLA - A-ILISBEG	4.828	0	4.828
**D ILLA - A-ILISBEG	2.089	0	2.089
**D ILLA - A-ILISBEG	5.261	0	5.261
**D ILLA - A-ILISBEG	106.012	0	106.012
**D ILLA - A-ILISBEG	12.638	0	12.638
**D ILLA - A-ILISBEG	5.655	0	5.655

Azionisti: 1.958
Azionisti in proprio: 0

Totale: 2
Azionisti in delega: 1.958

Pagina 27
*Dati della lista propria finché sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
*Dati della lista propria finché sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
*Dati della lista propria finché sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

LISTA ESITO DELLE VOTAZIONE
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
 FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	24.464	0	24.464
**D HOSTPLUS POOLAD SUPERANNOATION TRUST	25.338	0	25.338
**D AERON OIEC IV-AERON EUROPEAN EQUITY ENHANCED INDEX FUND	56.937	0	56.937
**D AERON OIEC IV-AERON EUROPEAN SMALLER COMPANIES FUND	156.033	0	156.033
**D AERON OIEC IV-AERON EUROPEAN EQUITY TRACKER FUND	35.345	0	35.345
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	2.607	0	2.607
**D UOPEL BLACK ROCK PASSIVA EQUITY	2.568	0	2.568
**D UNITED RECOMPLUTE PENSION FUND JOINT STOCK COMPANY	12.611	0	12.611
**D COEL WELLS INVESTMENT	1.766	0	1.766
**D CASHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	2.315	0	2.315
**D AGR TAX-MARE DELPHI PLUS FUND LLC C/O AGR CAPITAL MANAGEMENT LLC	58.889	0	58.889
**D AGR TAX-MARE RELIX FUND L.P. C/O COGENCY GLOBAL INC.	480	0	480
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	26.824	0	26.824
**D MARSHALL WACE MASTER FUNDS SPG-SR ALPHA PLUS FUND	83.866	0	83.866
**D MAN INSIGHT LIMITED	8	0	8
**D MANULIFE WORLD INVESTMENT FUND	651.558	0	651.558
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	1.492.556	0	1.492.556
**D MANULIFE TAX-MANAGED GROWTH FUND	6.559	0	6.559
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610	0	760.610
**D MANULIFE DIVERSIFIED INVESTMENT FUND	124.586	0	124.586
**D GS+A INTERNATIONAL FUND	209.880	0	209.880
**D BLMOCR GLOBAL DIVIDEND YIELD POOLED FUND	113	0	113
**D BLMOCR GLOBAL EQUITY POOLED FUND	40.308	0	40.308
**D THE EMPIRE LIFE INSURANCE COMPANY.	310.847	0	310.847
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	12.460	0	12.460
**D THE WINNING FOUNDATION	3.366	0	3.366
**D STENOARD GLOBAL SMALL-CAP EQUITY FUND	52.600	1	52.600
**D CANADA POST CORPORATION REGISTERED PENSION PLAN	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN	12.206	0	12.206
**D DIVERSIFIED FUND OF CANADA - DEC GLOBAL EQUITY FUND	11.170	0	11.170
**D M&C FARE EQUITY INDEX FUND.	75.563	0	75.563
**D MAESTRO ASSET MANAGEMENT	6.882	0	6.882
**D ROBERTA INVESTMENTS LTD C/O STEPHEN P. NENICH	8.685	0	8.685
**D AEROWESTREIT CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND.	27	0	27
**D WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	619	0	619
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAVANI)	1.686	0	1.686
**D AEROWESTREIT CAPITAL COPELEY FUND LIMITED.	3.666	0	3.666
**D AEROWESTREIT CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE.	4.719	0	4.719
**D AEROWESTREIT CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.719	0	4.719
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	11.988	0	11.988
**D CCL Q MARKET NEUTRAL FUND	309	0	309
**D M&IS EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	28.370	0	28.370
**D MARSHALL WACE INVESTMENT STRATEGIES-FOREX FUND C/O MARSHALL WACE IRELAND LTD.	187.037	0	187.037
**D IMAF 909 SUB FUND OF IMAF IRELAND ICAN	258	0	258
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	119.380	0	119.380
**D MARSHALL WACE COMMON CONTRACTUAL FUND - IMOCF WORLD TOPS 150	316	0	316

Azionisti: 1.958 Tesi: 2 Pagina 28
 Azionisti in proprio: 0 Azionisti in delega: 1.958
 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
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 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

Cognome

	Tot. Voti	Proprio	Delega
**D MARSHALL WACE INVESTMENT STRATEGIES-TOP GLOBAL EQUITIES LE	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES - TOP WORLD EQUITIES FU	5.150	0	5.150
**D MARSHALL WACE COMMON CONTRACTUAL FUND-WACCF WORLD TOPS 150/3	153	0	153
**D LVA IRELAND-WAF 501.	10.148	0	10.148
**D MMSI TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	40.000	0	40.000
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O CGIER GLOBAL (CAYMAN) LIMITED	279.117	0	279.117
**D AHL ALPHA CORE MASTER LIMITED C/O WAFLES CORPORATE SERVICES LIMITED	4.194	0	4.194
**D GRIHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	1.306	0	1.306
**D AMI EVOLUTION LTD SHERMINE BERKELEY ARCONANT LTD	26.820	0	26.820
**D CREDIT SWISS FUNDING INOVANTIS POOLING FUND I	128.986	0	128.986
**D HENRI CHANDRIM DIVERSITEE	198.343	0	198.343
**D HENRI CHANDRIM DIVERSITEE	165.483	0	165.483
**D ACPF NUNDAF ACTION	128.986	0	128.986
**D ALLOCATION INVEST EQUITY CORE	128.986	0	128.986
**D AMUNDI ACTIONS EURO ISR	116.342	0	116.342
**D AMUNDI ACTIONS EURO ISR	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	114.655	0	114.655
**D AMUNDI ACTIONS PME	544.001	0	544.001
**D AMUNDI ETF PEA S P 500 UCITS E	700.000	0	700.000
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685	0	23.685
**D AMUNDI IESCI WORLD CLIMATE PARIS ALIGNED PAB UNWELTTEICHEN UCITS ETF DE	17.555	0	17.555
**D AMUNDI PLUSACTIONS	4.113	0	4.113
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	88.874	0	88.874
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	52.594	0	52.594
**D AMUNDI TRANSMISSION PATRIMOINE	3.262	0	3.262
**D AP ACTIONS 1 EURO	3.262	0	3.262
**D ARCO QUANT 2	10.346	0	10.346
**D BEL EQUITY EUROPE ESG	26.903	0	26.903
**D BEL EURO FUTUR ISR	52.751	0	52.751
**D CANB DIVERSITEE ACTION EURO	51.965	0	51.965
**D CNE ASSUR EUROPE CAMBRIAM	110.895	0	110.895
**D CONCORDE 96 (ACTION EURO)	16.500	0	16.500
**D CER EROLAND PREXION ESG	79.997	0	79.997
**D CER SILVER AGE POCHÉ COR	148.246	0	148.246
**D DIEZE	34.962	0	34.962
**D DUKA ACTIONS EURO PME	7.527	0	7.527
**D DUKA ACTIONS SMALL ET MID CAP EURO	897.296	0	897.296
**D BKCA SRI EURO COMELITY	6.724	0	6.724
**D ECOTI AVANIR FUND	413.567	0	413.567
**D ECOTI ENDURANCE EURO	254.750	0	254.750
**D ECORENT FUND 10 ACTIONS	1.872.723	0	1.872.723
**D ECORENT FUND 10 ACTIONS EUR	36.000	0	36.000
**D ECPARION 2 DIVERSITEE	10.000	0	10.000
**D ECPARION 2 DIVERSITEE	128.564	0	128.564
**D ECPARION 2 DIVERSITEE	528.396	0	528.396
**D ECPARION 2 DIVERSITEE	12.618	0	12.618
**D ECPARION 2 DIVERSITEE	30.628	0	30.628
**D FC CARPIMO ACTIONS EURO	93.300	0	93.300
**D FCP CARP - INFO	181.495	0	181.495
**D FCP EUREQUIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCP GROUPEMA PIRAMA DIVERSITEE	53.000	0	53.000

Azionisti: 1.958 Testi: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958

Pagina 29
DSE delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione anastima)
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione anastima)
NI: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
 FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FORN ANDINO	68.557	0	68.557
**D FSV ACTIONS EUROPE LM A	9.929	0	9.929
**D GLOBAL MULTI-FACTOR EQUITY FOND	4.298	0	4.298
**D GROUPEMA AVENIR EURO	2.081.936	0	2.081.936
**D GROUPEMA CR AVENIR EUROPE	134.772	0	134.772
**D GROUPEMA CR TOTAL RETURN ALL CAP EUROPE	47.000	0	47.000
**D HBCB EUROPE SMALL & MID CAP	105.216	0	105.216
**D HENOS ISR	7.800	0	7.800
**D ICL ACTIONS	410.400	0	410.400
**D ICL ACTIONS EURO	11.750	0	11.750
**D ICL ACTIONS MONDE HORS EUROPE EURO	712.676	0	712.676
**D ICL ACTIONS MONDE HORS EUROPE EURO	33.080	0	33.080
**D ICL ACTIONS MONDE HORS EUROPE EURO	186.154	0	186.154
**D ICL ACTIONS MONDE HORS EUROPE EURO	1.224	0	1.224
**D ICL ACTIONS MONDE HORS EUROPE EURO	3.211	0	3.211
**D ICL ACTIONS MONDE HORS EUROPE EURO	5.401	0	5.401
**D ICL ACTIONS MONDE HORS EUROPE EURO	34.377	0	34.377
**D ICL ACTIONS MONDE HORS EUROPE EURO	94.922	0	94.922
**D ICL ACTIONS MONDE HORS EUROPE EURO	27.096	0	27.096
**D ICL ACTIONS MONDE HORS EUROPE EURO	58.959	0	58.959
**D ICL ACTIONS MONDE HORS EUROPE EURO	27.562	0	27.562
**D ICL ACTIONS MONDE HORS EUROPE EURO	94.688	0	94.688
**D ICL ACTIONS MONDE HORS EUROPE EURO	28.987	0	28.987
**D ICL ACTIONS MONDE HORS EUROPE EURO	1.630	0	1.630
**D ICL ACTIONS MONDE HORS EUROPE EURO	17.000	0	17.000
**D ICL ACTIONS MONDE HORS EUROPE EURO	11.612	0	11.612
**D ICL ACTIONS MONDE HORS EUROPE EURO	54.868	0	54.868
**D ICL ACTIONS MONDE HORS EUROPE EURO	77.123	0	77.123
**D ICL ACTIONS MONDE HORS EUROPE EURO	89.523	0	89.523
**D ICL ACTIONS MONDE HORS EUROPE EURO	193.978	0	193.978
**D ICL ACTIONS MONDE HORS EUROPE EURO	12.733	0	12.733
**D ICL ACTIONS MONDE HORS EUROPE EURO	58.100	0	58.100
**D ICL ACTIONS MONDE HORS EUROPE EURO	20.604	0	20.604
**D ICL ACTIONS MONDE HORS EUROPE EURO	71.300	0	71.300
**D ICL ACTIONS MONDE HORS EUROPE EURO	141.347	0	141.347
**D ICL ACTIONS MONDE HORS EUROPE EURO	15.927	0	15.927
**D ICL ACTIONS MONDE HORS EUROPE EURO	71.284	0	71.284
**D ICL ACTIONS MONDE HORS EUROPE EURO	23.189	0	23.189
**D ICL ACTIONS MONDE HORS EUROPE EURO	154.489	0	154.489
**D ICL ACTIONS MONDE HORS EUROPE EURO	1.619	0	1.619
**D ICL ACTIONS MONDE HORS EUROPE EURO	1.994	0	1.994
**D ICL ACTIONS MONDE HORS EUROPE EURO	31.802	0	31.802
**D ICL ACTIONS MONDE HORS EUROPE EURO	28.126	0	28.126
**D ICL ACTIONS MONDE HORS EUROPE EURO	394.572	0	394.572
**D ICL ACTIONS MONDE HORS EUROPE EURO	19.843	0	19.843
**D ICL ACTIONS MONDE HORS EUROPE EURO	2.498	0	2.498
**D ICL ACTIONS MONDE HORS EUROPE EURO	175.896	0	175.896
**D ICL ACTIONS MONDE HORS EUROPE EURO	25.548	0	25.548
**D ICL ACTIONS MONDE HORS EUROPE EURO	28.783	0	28.783
**D ICL ACTIONS MONDE HORS EUROPE EURO	312.409	0	312.409
**D ICL ACTIONS MONDE HORS EUROPE EURO	15.531	0	15.531
**D ICL ACTIONS MONDE HORS EUROPE EURO	2.032.119	0	2.032.119

Azionisti: 1.958 Teste: 2
 Azionisti in proprio: 0 Azionisti in delega: 1.958

Pagina 30
 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
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LISTA ESITO DELLE VOTAZIONI

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI



Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	423.973	0	423.973
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS	946.923	0	946.923
**D AMUNDI INDEX MSCI EMU SRI	102.173	0	102.173
**D AMUNDI INDEX MSCI EUROPE	211.588	0	211.588
**D AMUNDI INDEX MSCI EUROPE SRI	813.691	0	813.691
**D AMUNDI INDEX MSCI WORLD	61.233	0	61.233
**D AMUNDI INDEX MSCI WORLD SRI	19.132	0	19.132
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.083	0	6.083
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.626	0	4.626
**D AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT	12.913	0	12.913
**D AMUNDI MSCI EMU ESG LEADERS SELECT	550.135	0	550.135
**D AMUNDI MSCI EMU ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB	30.057	0	30.057
**D AMUNDI MSCI EUROPE EX SWITZERLAND	9.832	0	9.832
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAR	55.515	0	55.515
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	4.523	0	4.523
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	3.536	0	3.536
**D AMUNDI PRIME EUROZONE	12.259	0	12.259
**D AMUNDI STOXX EUROPE 600	456.317	0	456.317
**D AXION EUROPEAN BANKS EQUITY	360.799	0	360.799
**D CANDRIAM EQUITIES I - EMU INNOVATION	177.248	0	177.248
**D CANDRIAM EQUITIES I - EUROPE OPTIMUM QUALITY	2.325.096	0	2.325.096
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	1.029.811	0	1.029.811
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	2.272.508
**D CANDRIAM SUSTAINABLE EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D CANDRIAM SUSTAINABLE EQUITY EMU	1.048.161	0	1.048.161
**D CLEOME INDEX - EMU EQUITIES	34.859	0	34.859
**D CLEOME INDEX - EUROPE EQUITIES	76.225	0	76.225
**D CORDIUS WORLD EQUITIES QUALITY	13.875	0	13.875
**D FONDACO LOX GLOBAL EQUITIES	151.599	0	151.599
**D G FUND - AVENIR SMALL CAP EURO	410.341	0	410.341
**D G FUND - TOTAL RETURN ALL CAP EUROPE	240.000	0	240.000
**D INDEXIO FACTORS SUSTAINABLE EMU EQUITY	685	0	685
**D INDEXIO FACTORS SUSTAINABLE EUROPE EQUITY	29.035	0	29.035
**D LOF GLOBAL FINTECH	162.500	0	162.500
**D LOF TARGETMETER EUROPE EQUITY	6.920	0	6.920
**D LONCELLENCE-HELVETIA EUROPE EQUITY	3.636	0	3.636
**D NEF ETHICAL BALANCED DYNAMIC	321.765	0	321.765
**D ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	26.253	0	26.253
**D ONEMARKETS AMUNDI INCOME OPE FD	48.091	0	48.091
**D R HORTOLI INVESTISSEMENTS FOOL AXA	18.300	0	18.300
**D SENSITIVA PIONEER GLOBAL ESG GROWTH FUND	4.766	0	4.766
**D SENSITIVA PIONEER GLOBAL ESG GROWTH FUND	3.381	0	3.381
**D AMUNDI TOP WORLD	10.000	0	10.000
**D AMUNDI TOP WORLD	175.137	0	175.137
**D AMUNDI GEFPORTFOLIO	398	0	398
**D AMUNDI DIVIDENDO ITALIA	8.380	0	8.380
**D AMUNDI ESG SELECTION BILANCIATO	230.800	0	230.800
**D AMUNDI ESG SELECTION CONSERVATIVO	14.934	0	14.934
**D AMUNDI ESG SELECTION CONSERVATIVO	5.934	0	5.934

Azionisti: 1.958
Azionisti in proprio: 0
Azionisti in delega: 2

1.958

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

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LISTA ESITO DELLE VOTAZIONE
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
 FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMINDI ESG SELECTION DINAMICO	7.704	0	7.704
**D AMINDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D AMINDI PROG INC. REALE 2026	4.129	0	4.129
**D AMINDI PROGETTO INCOME 2025	3.696	0	3.696
**D AMINDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D AMINDI PROGETTO INCOME 2028	3.964	0	3.964
**D AMINDI PROGETTO INCOME ALDOREO 2026	3.388	0	3.388
**D AMINDI PROGETTO INCOME REALE 2027	5.278	0	5.278
**D AMINDI PROGETTO INCOME REALE 2027 DUE	3.063	0	3.063
**D AMINDI PROGETTO INCOME REALE 2027 TRE	1.114	0	1.114
**D AMINDI VALORE ITALIA PIR	1.144	0	1.144
**D FONDI AMINDI PROGETTO - AMINDI PROGETTO INCOME 2026	61.500	0	61.500
**D ASR. ISTITUTI FUNDSSV EUR ANDELEN	2.372	0	2.372
**D KLAVERBLAD KLAVERBLAD VERZKERINGEN U.A.	54.055	0	54.055
**D KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	6.431	0	6.431
**D SPA MANDATE BLACKROCK	6.067	0	6.067
**D ST PF GASDRIE - GLOBAL EQ MANDATE SSGA	20.337	0	20.337
**D ST PF PMA MANDATE BLACKROCK	8.056	0	8.056
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	5.629	0	5.629
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	7.859	0	7.859
**D ST PF VOOR DE ARCHITECTENBUREAUS-DME AMO	3.340	0	3.340
**D ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS	6.565	0	6.565
**D CRELAN INVEST DYNAMIC	6.113	0	6.113
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	3.160	0	3.160
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	1.527	0	1.527
**D EDR SICAV - EURO SUSTAINABLE EQUITY	6.866	0	6.866
**D EDR SICAV - EUROPEAN IMPROVERS	2.112	0	2.112
**D POLUX	63.407	0	63.407
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	1.106.050	0	1.106.050
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	9.430	0	9.430
**D HELVEZIA 1 EUROPA FUND EQUITY OPPORTUNITIES	11.100	0	11.100
**D HELVEZIA 1 EUROPA FUND EQUITY OPPORTUNITIES	205.660	0	205.660
**D MEDICINAM GESTION FONDI SGR - FISSIBILITE FUNDPO ITALIA	38.159	0	38.159
**D MEDICINAM GESTION FONDI SGR - FISSIBILITE SVILUPPO ITALIA	49.110	0	49.110
**D MEDICINAM GESTION FONDI SGR - FISSIBILITE SVILUPPO ITALIA	1.760.000	0	1.760.000
**D ALLIANZ AZIONI ITALIA ALL STAKE LT STAKS	300.000	0	300.000
**D ALLIANZ ITALIA 50 SPECIAL	440.000	0	440.000
**D THE ARBONSTREET COMMON CONTRACTUAL FUND	13.000	0	13.000
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	38.812	0	38.812
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	3.848	0	3.848
**D ABN AMRO FUNDS	46.692	0	46.692
**D ALLENANZA ASSISTENZIALONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.190	0	14.190
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
**D ISHARES EURO STOXX UCITS ETF (DE)	232.217	0	232.217
**D ISHARES EURO STOXX UCITS ETF (DE)	204.604	0	204.604
**D ISHARES EURO STOXX UCITS ETF (DE)	1.062.535	0	1.062.535
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	354.467	0	354.467
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	5.898	0	5.898
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	2.342	0	2.342
	6.196	0	6.196

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 Azionisti in proprio: 0 Azionisti in delega: 1.958
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LISTA ESITO DELLE VOTAZIONI
Oggetto: 8. Autorizzazione all'acquisto alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

Cognome

**D ARROWSTREET (CANADA) INTERNATIONAL EQUITY FUND I	Tot. Voti	Proprio	Delega
**D THE MONTREAL AUTHORITY OF SINGAPORE	13,447	0	13,447
**D BLACKROCK ASSET MANAGEMENT SCHWAB AG FUND ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	22,307	0	22,307
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	24,635	0	24,635
**D FORESTAL INVESTMENT CORPORATION	3,884	0	3,884
**D EUROPEAN INVESTMENT GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	1,762,016	0	1,762,016
**D FUND OF SECURITIES SOCIETY OF CANADA DA REGIO ADMINISTRATIVA ESPECIAL DE MACAO	83,927	0	83,927
**D ISHARES VI PUBLIC LIMITED COMPANY	10,606	0	10,606
**D ISHARES III PUBLIC LIMITED COMPANY	1,526,365	0	1,526,365
**D ISHARES VI PUBLIC LIMITED COMPANY	36,588	0	36,588
**D WISDOMTREE ISSUER ICAY	1,082,511	0	1,082,511
**D AUSTRALIAN RETIREMENT TRUST	1,359,366	0	1,359,366
**D RBS IAV SUSTAINABLE GLOBAL SHARES EX FOSSIL FIELDS FUND	159,961	0	159,961
**D ROSSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	253,418	0	253,418
**D ROSSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	15,221	0	15,221
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	9,523	0	9,523
**D AMAR SUPER	2,133	0	2,133
**D VANEEK VECTORS MSCJ INTERNATIONAL SUSTAINABLE EQUITY ETF	495,837	0	495,837
**D ROSSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	15,412	0	15,412
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	39,513	0	39,513
**D INTERNATIONAL EQUITIES SECTOR TRUST	2,907,045	0	2,907,045
**D SPDR SP WORLD EX AUSTRALIA FUND	1,387	0	1,387
**D NEW AIRWAYS PENSION SCHEME	6,007	0	6,007
**D MANAGED PENSION FUNDS LIMITED	2,145	0	2,145
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	334,331	0	334,331
**D INTERNATIONAL MONETARY FUND	2,159	0	2,159
**D ALLIANZ ACTIONS EURO PABETI	78,823	0	78,823
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND I.E.	38,260	0	38,260
**D DWS INVESTMENT GHH FOR DWS OF EUROZONE EQUITY	100,558	0	100,558
**D DWS INVESTMENT GHH FOR MULTINDEX EQUITY FUND	98,812	0	98,812
**D ISHARES MSCJ EAFE INTERNATIONAL DIVIDEND TRUST	28,388	0	28,388
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	5,396	0	5,396
**D ISHARES MSCJ KOWI ETF	364,355	0	364,355
**D ISHARES MSCJ KOWI EX U.S. ETF	1,307,308	0	1,307,308
**D ISHARES GLOBAL FINANCIALS ETF	139,975	0	139,975
**D ISHARES EUROPE ETF	103,342	0	103,342
**D ISHARES MSCJ EAFE VALUE ETF	24,001	0	24,001
**D ISHARES ESG ADVANCED MSCJ EAFE ETF	826,089	0	826,089
**D ISHARES PARIS-ALIGNED CLIMATE MSCJ WORLD EX USA ETF	96,874	0	96,874
**D ISHARES CORE MSCJ EUROPE ETF	1,917,721	0	1,917,721
**D ISHARES MSCJ INTL QUALITY FACTOR ETF	1,272,693	0	1,272,693
**D ISHARES MSCJ INTL SIZE FACTOR ETF	2,072	0	2,072
**D ISHARES CORE MSCJ EAFE ETF	422,071	0	422,071
**D ISHARES MSCJ EUROPE FINANCIALS ETF	840,149	0	840,149
**D ISHARES ESG ADVANCED MSCJ EAFE ETF	43,528	0	43,528
**D ISHARES PARIS-ALIGNED CLIMATE MSCJ WORLD EX USA ETF	3,526	0	3,526
**D ISHARES CORE MSCJ EUROPE ETF	220,744	0	220,744
**D ISHARES MSCJ INTL QUALITY FACTOR ETF	937,605	0	937,605
**D ISHARES MSCJ INTL SIZE FACTOR ETF	440	0	440
**D ISHARES CORE MSCJ EAFE ETF	35,040	0	35,040
	3,537,905	0	3,537,905

Pagina 33

Azionisti: 1.958 Tote: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958

DE: delega alla persona fisica sopra indicata con il numero della scheda magnetica
DE: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla poltroncina ausiliaria)
NL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177	0	11.177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11.411	0	11.411
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	1.410	0	1.410
**D AMERICAN CENTURY ETF TRUST-NAVANTIS INTERNATIONAL EQUITY ETF	6.646	0	6.646
**D AMERICAN CENTURY ETF TRUST-NAVANTIS INTERNATIONAL EQUITY FUND	221.944	0	221.944
**D VINTAGE MSCI KOSDAQ 100 INDEX ETF	10.293	0	10.293
**D AMERICAN CENTURY ETF TRUST-NAVANTIS INTERNATIONAL LARGE CAPITALURE ETF	7.803	0	7.803
**D AXA IM ETF TOY	5.058	0	5.058
**D MTR BANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	2.877	0	2.877
**D INTERNATIONAL TITMS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	4.698	0	4.698
**D UNIVERSAL-INVESTMENT-GESellschaft MFR FOR FINTECH SEGB CACBOR FOCUS	145.092	0	145.092
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GHH FOR AXA EUROPA	6.462	0	6.462
**D AMERICAN BUREAU OF SHIPPING	20.208	0	20.208
**D FISHER GLOBAL SMALL CAP EQUITY FUND	245.000	0	245.000
**D RTX SAVINGS PLAN MASTER TRUST	399	0	399
**D BEAR CREEK INC	33.033	0	33.033
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	166.560	0	166.560
**D CHINAMSC MSCI EUROPE QUALITY HEDGED TO USD ETF	9.577	0	9.577
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	18.112	0	18.112
**D BMO MSCI EAFE INDEX ETF	1.713	0	1.713
**D BMO MSCI ACWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	71.501	0	71.501
**D BMO MSCI EAFE ESG LEADERS INDEXETF	182.123	0	182.123
**D CAPULA TAIL RISK MASTER FUND LIMITED	16	0	16
**D THE CAPTIVE INVESTORS FUND	4.537	0	4.537
**D CAMDEN COMMON CONTRACTUAL FUND	3.866	0	3.866
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	66.800	0	66.800
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	1.462	0	1.462
**D CENTRAL PROVIDENT FUND BOARD	558.482	0	558.482
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	232.779	0	232.779
**D ARCKENES (IE) PUBLIC LIMITED COMPANY	21.685	0	21.685
**D AMERICAN INTERNATIONAL SMALL CAP COMMISSIONING TRUST	24.095	0	24.095
**D DIRECT EDISON INVESTMENT INDCRA RECOMMISSIONING TRUST	698.853	0	698.853
**D BASS INVESTMENT PLACEMENT PROCEBRO	97.117	0	97.117
**D DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	1.557	0	1.557
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	491	0	491
**D CALVERT INTERNATIONAL OPPORTUNITIES INDEX FUND	1.379	0	1.379
**D CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	1.535	0	1.535
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	35.236	0	35.236
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	254.686	0	254.686
**D CREDITORY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTH INVESSCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	5.458	0	5.458
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS ETC	673.250	0	673.250
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	240.916	0	240.916
**D PARKER FOUNDATION INC	2.604	0	2.604
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	20.886	0	20.886
	1.804	0	1.804
	43.481	0	43.481
	27.616	0	27.616

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Azionisti:

1.958 Teste:

2

Azionisti in proprio:

0

Azionisti in delega:

1.958

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla ponderazione assenti)
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Fincobank S.p.A.



Assemblea Ordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI
Oggetto: 8. Autorizzazione all'acquisto alla discrezione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

Cognome	
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE-EUROPE ETF	
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTELY INT'L EQUITY HEDG	
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	
**D FRANKLIN TEMPLETON ICANV	
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	
**D VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK	
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	
**D FIDELITY EUROPE FUND	
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	
**D FIDELITY SELECT GLOBAL FIDIS ALICAN EQUITY INSTITUTIONAL TRUST	
**D FIDELITY LONGTERM LEADERS FUND	
**D FIDELITY DISCOVERY CLASS	
**D FIDELITY GLOBAL INVESTMENT INDEX INSTITUTIONAL TRUST	
**D FIDELITY INTERNATIONAL EQUITY MULTISECT BASE FUND	
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	
**D GAM STAR FUND PLC	
**D RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	
**D RUSSELL INVESTMENT COMPANY MULTIFECTOR INTERNATIONAL EQUITY FUND	
**D GOVERNMENT PENSION INVESTMENT FUND	
**D AMERICAN FUNDS INSURANCE SERIESINTERNATIONAL GROWTH FUND	
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH FUND	
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED AND INCOME FUND	
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	
**D HOUSING MUNICIPAL EMPLOYEES PENSION SYSTEM	
**D TANGERINE BALANCED INCOME PORTFOLIO	
**D TANGERINE BALANCED GROWTH PORTFOLIO	
**D TANGERINE BALANCED GROWTH PORTFOLIO	
**D TANGERINE EQUITY GROWTH PORTFOLIO	
**D FIRST CHURCH OF CHRIST SCIENTISTS	
**D TRANSMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	
**D TRANSMERICA INTERNATIONAL EQUITY INDEX VP	
**D JMI/MELOAN MSCI WORLD INDEX FUND	
**D JMI/TEMORGAN GLOBAL ALLOCATION FUND	
**D JMI/DEA INTERNATIONAL CORE EQUITY FUND	
**D SUNAMERICA SERIES TRUST SA JEM DIVERSIFIED BALANCED PORTFOLIO	
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION FORT	
**D SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	
**D OPENROAD PUBLIC LIMITED COMPANY	
**D NOSSOLD INVESTMENT COMPANY FIDIS	
**D JPMORGAN MSCI WORLD INDEX FUND	
**D JPMORGAN MSCI WORLD SRI INDEX FUND	
**D INVERSO V.I. FOF INTERNATIONAL EQUITY FUND	
**D INVERSO FOF EUROPEAN EQUITY FUND	
**D INSTITUTIONAL RETIREMENT TRUST	
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	
**D CANYAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	

Tot. Voti	Proprio	Delega
3.768	0	3.768
52.216	0	52.216
6.490	0	6.490
324	0	324
2.156	0	2.156
21.030	0	21.030
5.264	0	5.264
57.650	0	57.650
70.372	0	70.372
23.810	0	23.810
3.598	0	3.598
3.167	0	3.167
7.328	0	7.328
609	0	609
438.280	0	438.280
201.480	0	201.480
141.800	0	141.800
686.119	0	686.119
3.258	0	3.258
5.439	0	5.439
3.313.141	0	3.313.141
1.271.778	0	1.271.778
635.542	0	635.542
141.544	0	141.544
29.029	0	29.029
7.729	0	7.729
1.448	0	1.448
8.805	0	8.805
1.053	0	1.053
7.344	0	7.344
9.662	0	9.662
12.564	0	12.564
738	0	738
24.199	0	24.199
3.101	0	3.101
83	0	83
15	0	15
18.298	0	18.298
1.259	0	1.259
82.908	0	82.908
3.099	0	3.099
55.799	0	55.799
26.772	0	26.772
8.674	0	8.674
4.516	0	4.516
107.258	0	107.258
1.507.768	0	1.507.768
1.751.371	0	1.751.371
1.104.169	0	1.104.169
1.352.751	0	1.352.751
3.352	0	3.352

24 aprile 2024

Azionisti: 1.558
Azionisti in proprio: 0
Azionisti in delega: 2

2

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DFF delega alla persona fisica sopra indicata con il numero della scheda anagrafica
DFF delega alla persona fisica sopra indicata con il numero della scheda anagrafica (votazione elettronica alla presidenza assistita)
NF: l'appropriet zza legale alla persona fisica sopra indicata con il numero della scheda anagrafica

LISTA ESITO DELLE VOTAZIONE
 Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	137.892	0	137.892
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OPERA TRUST	12.437	0	12.437
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D IVE FORTINUMAMAGGELSCRAFT HIGH FOR DC EUROLAND EQUITIES	90.351	0	90.351
**D IVE BLACKROCK GLOBAL ALLOCATION FUND	90.351	0	7.734
**D IVE BSN INTERNATIONAL INDEX FUND	94.652	0	94.652
**D IVE DASHAM INTERNATIONAL FUND	15.234	0	15.234
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	10.619	0	10.619
**D SPDR MSCI EAFE PSEGL FUEL RESERVES FHEB ETF	41.494	0	41.494
**D SPDR MSCI WORLD STRATEGICFACTORSFTE	1.268	0	1.268
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	15.679	0	15.679
**D RHEINELINE INTERNATIONAL POOLED INDEX TRUST	1.163.216	0	1.163.216
**D HAMER COLLECTIVE INVESTMENT TRUST	722.947	0	722.947
**D MDPIA INTERNATIONAL EQUITY FUND	96.843	0	96.843
**D MDPIA INTERNATIONAL GROWTH FUND	28.014	0	28.014
**D MDPIA INTERNATIONAL EQUITY INDEX FUND	21.704	0	21.704
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	681.866	0	681.866
**D MERCER OIF COMMON CONTRACTUAL FUND	92.333	0	92.333
**D MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	207.465	0	207.465
**D MERCER GLOBAL EQUITY FUND	36.264	0	36.264
**D MGI FUNDS PLC	19.044	0	19.044
**D MARIKOLD TACTICAL STRATEGIES LTD	270.423	0	270.423
**D NAMER TAX EFFECTIVE BALANCED FUND	7.068.520	0	7.068.520
**D NAMER INTERNATIONAL EQUITY FUND	25.326	0	25.326
**D MERCER DCITS COMMON CONTRACTUALFUND	317.899	0	317.899
**D MONTANA BOARD OF INVESTMENTS	165.433	0	165.433
**D MONTANA STATE RETIREMENT PENSION SYSTEM	46.639	0	46.639
**D COMPASS CONSERVATIVE PORTFOLIO	287.464	0	287.464
**D COMPASS BALANCED PORTFOLIO	363.119	0	363.119
**D COMPASS RASSED GROWTH PORTFOLIO	265.837	0	265.837
**D COMPASS GROUP PORTFOLIO	208.724	0	208.724
**D COMPASS MAXIMUM GROWTH PORTFOLIO	37.606	0	37.606
**D RUSSELL INVESTMENT COMPANY PLC	80.295	0	80.295
**D ABBIS INTERNATIONAL EQUITY POOL	5.612	0	5.612
**D TALCOT RESOLUTION LIFE INSURANCE COMPANY	206.455	0	206.455
**D STATE OF NEW JERSEY COMMON PENSION FUND D	1.012	0	1.012
**D CITY OF NEW YORK GROUP TRUST	113.052	0	113.052
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	110.983	0	110.983
**D PROCTER AND GAMBLE BELGION PENSION FUND	1.553	0	1.553
**D STITCHING PENSIONFONDS WERK EN(RED) INTEGRATIE	80.151	0	80.151
**D FES:PIMCO RAVI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	7.265	0	7.265
**D THE INCUBATION FUND LTD	702	0	702
**D DWS INVESTMENT GMBH FOR DEAMFONDS KAPENSIONEN	2.756	0	2.756
**D DEAM-FONDS CPT	5.300	0	5.300
**D THIRTEENTH INTERNATIONAL INDEX PORTFOLIO	7.193	0	7.193
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	3.170	0	3.170
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	11.457	0	11.457
**D RUSSELL OVERSEAS EQUITY POOL	82.519	0	82.519

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione riformata alla postazione assistita)

RL* rappresenta la parte della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.958 Teste: 2
 Azionisti in proprio: 0 Azionisti in delega: 1.958

Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA

Cognitive

**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310	1.310
**D RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	1.086	1.086
**D RUSSELL INVESTMENTS INSTITUTIONAL FUND	194.428	194.428
**D THE BANK OF KOREA	1.794	1.794
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	65.700	65.700
**D SAGBIADINS RI DEVELOPED EXGSA EXCANADA LOW CO2 INDEX ETF	983	983
**D SCOTIA DIVERSIFIED BALANCED FUND	6.064	6.064
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.075	1.075
**D SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	3.626	3.626
**D SELECTFINANCING POSTSECONDARY EDUCATION FUND	370	370
**D STATE STREET IRELAND UNIT TRUST	22.358	22.358
**D TULAC PROPERTIES LONG-TERM CARE FUND	2.486.808	2.486.808
**D THE SHARE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	127.119	127.119
**D SSGA SPDR ETRS EUROPE I	176.855	176.855
**D SSGA SPDR ETRS EUROPE I PUBLIC LIMITED COMPANY	1.672	1.672
**D SIR DAVID TRENCH FUND FOR RECREATION	112.340	112.340
**D UNIVERSALINVESTMENTGELLSCHAFTFHR FOR SMV100	5.580	5.580
**D STATE STREET CCF	8.859	8.859
**D TEACHER RETIREMENT SYSTEM OF TEXAS	8.874	8.874
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.166.405	1.166.405
**D T3-NONQUALIFIED LLC	58.024	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	254.465
**D T3-QUALIFIED LLC	41.581	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	443.413
**D UBS (IRL) ETF PLC	239.086	239.086
**D DWS INVESTMENT GASH FOR DEARFONDS PG EQ	15.639	15.639
**D DWS INVESTMENT MANAGERS SCHWEITZING ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	96.408
**D METZLER ASSET MANAGEMENT GASH FOR MIFONDS 415	118.000	118.000
**D DWS INVESTMENT GASH FOR DEARFONDS GSK 1	7.250	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	6.579
**D VANGUARD FTSE DEVELOPED ALL CAPX NORTH AMERICA INDEX ETF	90.823	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624	7.624
**D WELLINGTON CORPUND GROWTH, L.P.	244.163	244.163
**D WELLINGTON SSGA GLOBAL EQUITY FUND	151.200	151.200
**D WELLINGTON SSGA GLOBAL EQUITY FUND	207.428	207.428
**D WASHINGTON STATE INVESTMENT HIGH DIVIDEND FUND	288.600	288.600
**D WIDOWTREE INTERNATIONAL EQUITYFUND	3.442	3.442
**D WIDOWTREE GLOBAL HIGH DIVIDENDFUND	995	995
**D WIDOWTREE INTERNATIONAL MINICAPDIVIDEND	186	186
**D WIDOWTREE INTERNATIONAL EFFICIENT CORE FUND	1.240	1.240
**D WIDOWTREE DYNAMIC CURRENCY HEDDED INTERNATIONAL EQUITY FUND	9.782	9.782
**D THE WELLINGTON TR CO NATL ASSOCIUMPILE COLLECTIVE INVEST FDR II	470.537	470.537
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	903.450	903.450
**D WTON DURABLE COMPANIES PORTFOLIO	1.797.645	1.797.645
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	868.618	868.618
**D EMPLOYER ANNUITY INSURANCE COMPANY	22.131	22.131
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431	1.694.431
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF BURICH INVESTINSTITUTIONAL FUNDS - ZIP GREEN	25.370	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF BURICH INVESTINSTITUTIONAL FUNDS	805.084	805.084

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

*D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione assistita)

RL⁴ rappresenta la legge alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	300	0	300
**D ZURICH INVEST ICNV	56.109	0	56.109
**D SST GLOB ADV TEN EXEMPT RETIREMENT PLANS	2.592.859	0	2.592.859
**D SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D SSB MSCI AOCI EX USA IMI SCREENED NONLENDING COMMON TRUST FOND	11.039	0	11.039
**D STATE STREET TOTAL RETURN VTS FUND	3.943	0	3.943
**D VANGUARD FTDCORP TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD TOTAL WORLD STOCK INDEX FOND	376.852	0	376.852
**D VANGUARD DEVELOPED MARKETS INDEX FOND	5.061.796	0	5.061.796
**D TEACHERS RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D INVESCO EGY INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KLEIN PERMANENT FUND	2.376	0	2.376
**D KLEIN PERMANENT FUND TRUST	7.118	0	7.118
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	12.251	0	12.251
**D HC CAPITAL TRUST - THE CATHOLIC SRI GROWTH PORTFOLIO	1.831	0	1.831
**D SCHWAB INTERNATIONAL EQUITY ETF	344	0	344
**D SCHWAB INTERNATIONAL SMALL COMPANY INDEX ETF	1.083.931	0	1.083.931
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	235.676	0	235.676
**D JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	79.265	0	79.265
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	82.143	0	82.143
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	34.821	0	34.821
**D JOHN HANCOCK MULTI-FACTOR DEVELOPED INTERNATIONAL ETF	23.022	0	23.022
**D FEDERATED HERMES KAUFMANN FUND	52.242	0	52.242
**D FEDERATED KAUFMANN FUND II	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN SMALL CAP FUND	26.900	0	26.900
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROFI-FONDS SRA	1.132.500	0	1.132.500
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FUND	55.930	0	55.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	351.102	0	351.102
**D PENSION BENEFIT GUARANTY CORPORATION	929.451	0	929.451
**D INTL KAPITALANLAGEGESELLSCHAFT MBH FOR LABRIVENTURANTEN	27.513	0	27.513
**D INTL KAPITALANLAGEGESELLSCHAFT MBH FOR BANROINGSFONDS	18.000	0	18.000
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.083	0	23.083
**D INTL KAPITALANLAGEGESELLSCHAFT MBH FOR BANROINGSFONDS	22.479	0	22.479
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	131.566	0	131.566
**D INTL 401(K) PLUS PLAN TRUST	24.069	0	24.069
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	3.628	0	3.628
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS GLOBAL MANAGED BETA FUND	66.772	0	66.772
**D ROSSER INVESTMENT TRUST COMPANY COLLECTIVE EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D ROSSER INVESTMENT TRUST COMPANY COLLECTIVE EMPLOYEE BENEFIT FUNDS TRUST	18.378	0	18.378
**D AB VPER AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	31	0	31
**D AB VPER AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	133	0	133
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMPROFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.594	0	6.594
**D IMI RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIPONDS AKTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.659	0	1.618.659
**D COLLEGE RETIREMENT EQUITIES FUND	782.803	0	782.803
**D TILACREF INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TILACREF INTERNATIONAL EQUITY INDEX FUND	1.197.013	0	1.197.013
**D TRUST II BAILEY GIFFORD INTERNATIONAL PORTFOLIO	1.197.013	0	1.197.013
**D BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112

Azionisti: 1.958 Teste: 2
Azionisti in proprio: 0 Azionisti in delega: 1.958
Pagina 38
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla prestazione ausiliaria)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA RISULTATO DELLE VOIAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI



Cognome		Tot. Voti		Proprio		Delega	
**D VALIC COMPANY I INTERNATIONAL EQUITY FUND		65,769	0	0	0	65,769	0
**D STATE OF MINNESOTA		257,790	0	0	0	257,790	0
**D MERRILL LYNCH PIERCE FENNER SMITH CORP EQUITY FUND		37,346	0	0	0	37,346	0
**D FRANK RUSSELL INVESTMENT CO II PLC		26,037	0	0	0	26,037	0
**D SPDR MSCI ACWI EXUS ETF		1,283	0	0	0	1,283	0
**D SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		323,377	0	0	0	323,377	0
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		12,967	0	0	0	12,967	0
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST ST PORTFOLIO		1,674	0	0	0	1,674	0
**D THE WELLINGTON TR CO REAL ESTATE INVESTMENT TR		225,746	0	0	0	225,746	0
**D ARCH COMMON TRUST FUNDS TRUSTIN RESEARCH EQUITY PORTFO		52,949	0	0	0	52,949	0
**D SPDR PORTFOLIO EUROPE ETF		13,632	0	0	0	13,632	0
**D SSB MSCI ITALY INDEX SECURITIES/EMERGING COMMON TRUST FUND		452,556	0	0	0	452,556	0
**D M INTERNATIONAL EQUITY FUND		4,430	0	0	0	4,430	0
**D INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST		64,769	0	0	0	64,769	0
**D COLUMBIA THREADNEEDLE (UK) ICVC - CT SELECT EUROPEAN EQUITY FUND		341,847	0	0	0	341,847	0
**D MFG INVESTMENT FUNDS (I) - M+G EUROPEAN SUSTAIN PARIS ALIGNED FUND		1,331,135	0	0	0	1,331,135	0
**D STITCHING PHILIPS PENSIONFONDS		10,867	0	0	0	10,867	0
**D NOW PENSIONS TRUST		5,489	0	0	0	5,489	0
**D NATIONAL EMPLOYMENT SAVINGS TRUST		51,480	0	0	0	51,480	0
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND		356,016	0	0	0	356,016	0
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		15,446	0	0	0	15,446	0
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR ID EX - U.K. EQUITY INDEX FUND		175,730	0	0	0	175,730	0
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		342,415	0	0	0	342,415	0
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE		39,284	0	0	0	39,284	0
**D HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S GREENED INDEX EQUITY FUND		5,802	0	0	0	5,802	0
**D NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		495,479	0	0	0	495,479	0
**D NATWEST ST JAMES'S PLACE GLOBAL/EQUITY UNITY TRUST		12,817	0	0	0	12,817	0
**D EMILY INVESTMENTS GLOBAL ICVC EMILY BALANCED INTERNATIONALFUND		54,857	0	0	0	54,857	0
**D P RUSSELL INVS ICVC EP RUSSELLINVS INT GROWTH ASSETS FUND		12,696	0	0	0	12,696	0
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND		9,670	0	0	0	9,670	0
**D MEMBER INTERNATIONAL EQUITY POOLED FUND		610,196	0	0	0	610,196	0
**D FIDELITY COVENTON TRUST FIDELITY DISRUPTIVE FINANCE ETF		2,561,411	0	0	0	2,561,411	0
**D FIDELITY COVENTON TRUST FIDELITY DISRUPTIVE FINANCE ETF		272,161	0	0	0	272,161	0
**D FIDELITY COVENTON TRUST FIDELITY DISRUPTIVE FINANCE ETF		103,465	0	0	0	103,465	0
**D FIDELITY COVENTON TRUST FIDELITY DISRUPTIVE FINANCE ETF		465,748	0	0	0	465,748	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND I		39,003	0	0	0	39,003	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND II		10,573	0	0	0	10,573	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND III		36,522	0	0	0	36,522	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND IV		40,012	0	0	0	40,012	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND V		109,530	0	0	0	109,530	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND VI		236,503	0	0	0	236,503	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND VII		225,852	0	0	0	225,852	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND VIII		1,880	0	0	0	1,880	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND IX		9,223	0	0	0	9,223	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND X		3,664	0	0	0	3,664	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND XI		4,112	0	0	0	4,112	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND XII		2,103	0	0	0	2,103	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND XIII		19,833	0	0	0	19,833	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND XIV		1,814	0	0	0	1,814	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND XV		178,646	0	0	0	178,646	0
**D ARCONVEST (CANADA) GLOBAL ALL-COUNTRY FUND XVI		165,903	0	0	0	165,903	0

Azionisti: 1,958 Tanti: 2
Azionisti in proprio: 0 Azionisti in delega: 1,958

Pagina 39
DPF delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce emessa all'assemblea)
**DP delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce emessa all'assemblea)
N: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE
Oggetto: 8. Autorizzazione all'acquisto e alla disposizione di azioni proprie a servizio del Sistema Incentivante 2024 PFA
FAVOREVOLI

Cognome	Tot. voti	Proprio	Delega
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750	0	32.750
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313	0	54.313
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND	10.490	0	10.490
**D EURIZON AM TR MEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON AZIONI ITALIA	38.703	0	38.703
**D EURIZON PIR ITALIA AZIONI	728.400	0	728.400
**D EURIZON PROSPETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROSPETTO ITALIA 70	150.509	0	150.509
**D DMS MULTI ASSET PIR FUND	57.000	0	57.000
**D DMS PROSPETTO PIR FUND	674.989	0	674.989
**D EURIZON AM SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	74.019	0	74.019
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	73.714	0	73.714
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	2.064	0	2.064
**D BLACKROCK GLOBAL INDEX FUNDS	35.348	0	35.348
**D BLACKROCK EUROZONE FOCUS FUND	67.866	0	67.866
**D DRS LUX FUND SOLUTIONS	1.459.299	0	1.459.299
**D AREO - DRS WELTFONDS - ESG	15.670	0	15.670
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069	0	163.069
**D AXA WORLD FUNDS SICAV	5.361.915	0	5.361.915
**D EURIZON FUND	415.045	0	415.045
**D EURIZON NEXT 2.0	29.253	0	29.253
**D MULTIBRAND SICAV/IF	15.470	0	15.470
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	33.077	0	33.077
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	23.417	0	23.417
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	221.005	0	221.005
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	107.204	0	107.204
**D EPSILON ASSOCIATI SGR - EPSILONSR QVALUE	1.807	0	1.807
**D MULTIFLEX SICAV	73.908	0	73.908
**D GOLDMAN SACHS FUNDS	6.188	0	6.188
**D EURIZON INVESTMENT SICAV	131.309	0	131.309
**D OSSLIM LUX	13.303	0	13.303
**D ALLIANZ GLOBAL INVESTORS FUND	730.075	0	730.075
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	624.730	0	624.730

Totale voti 448.481.066
Percentuale votanti % 92,942031
Percentuale Capitale % 73,401225

Azionisti: 1.958 T.este:
 Azionisti in proprio: 0 Azionisti in delega:

2 1.958
 DE: delega alla persona fisica sopra indicata con il numero della scheda marginale
 **D: delega alla persona fisica sopra indicata con il numero della scheda marginale (votazione effettuata alla gestione assistita)
 RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda marginale

Assemblea Straordinaria del 24 aprile 2024ESITO VOTAZIONE

Oggetto : 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

Hanno partecipato alla votazione:

n° 1.998 azionisti che rappresentano in proprio o per delega

n° 482.538.485 azioni ordinarie

Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	480.507.363	99,579076	99,579076	78,642850
Contrari	2.015.864	0,417762	0,417762	0,329929
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276

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.

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

CONTRARI

Cognome	Tot. Voti	Proprio	Delega
2. COMPUTERSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D AVIVA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	2.049	0	2.049
**D AVIVA LIFE & PENSIONS IRELAND DAC	177	0	177
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	22.636	0	22.636
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.573	0	1.573
**D AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	1.163	0	1.163
**D UNIVERSITIES SUPERANNUATION SCHEME	8.994	0	8.994
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	89.226	0	89.226
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	68.741	0	68.741
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	87.974	0	87.974
**D AVIVA INVESTORS UK FUND SERVICES LIMITED	5.754	0	5.754
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	43.910	0	43.910
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	82.580	0	82.580
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 80:40 GLOBAL EQUITY INDEX FUND	29.319	0	29.319
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	19.677	0	19.677
**D MERSEIDE PENSION FUND	947.652	0	947.652
Totale voti	2.015.864		281.266
Percentuale votanti %	0,417762		
Percentuale Capitale %	0,329929		



Azionisti: 18
Azionisti in proprio: 0
Teste: 0
Pagina 1
2 DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica
13 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (Non sono ammessi proponenti assistiti)
RL* rappresenta l'agente alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

Cognome		ASTENUTI		Tot. Voti		Proprio		Delega	
2.	COMPUTERSHARE SGA RAPER.. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI			0	0	0	0	0	0
**D TOLLESON INTERNATIONAL EQUITY LP				15.258	15.258	0	0	15.258	15.258
Totale voti				15.258					
Percentuale votanti %				0,003162					
Percentuale Capitale %				0,002497					

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMPTONSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ARBAMATTEI AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO GOMMA PLASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** FREVEDI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
2. COMPTONSHARE SPA RAEPER. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
D** STOCK SMALL CAES OFF	1.130.000	0	1.130.000
**D HELABA INVEST KAG NBB HI KAPPA 10 SPONDS	12.100	0	12.100
**D HELABA INV KAPITALANL GES MBR HI SZVA 2	15.550	0	15.550
**D DEKA INVESTMENT GMBH GLOBALE AKTIEN	12.760	0	12.760
**D DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536	0	24.536
**D MASTERINVEST KAPITALANLAGE GMBH	2.273	0	2.273
**D BELTIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
**D CANOTIAN BUSINESS EQUITIES SA	71.608	0	71.608
**D BELTIUS EQUITIES NV	864.033	0	864.033
**D BELTIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
**D TR BANK AT EUROPROTECT UI	17.716	0	17.716
**D BELTIUS PENSION FUND LOW EQUITIES	746	0	746
**D BELTIUS PENSION FUND EX ITI EU	64.038	0	64.038
**D LIA FUND SERV AG MID L1B IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	751	0	751
**D UNIVERSITAT BASEL	17.372	0	17.372
**D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	16.022	0	16.022
**D PROFARIS SMALL MID CAP WELT CREDIT SUISSE FUNDS	236.209	0	236.209
**D AXA VORSORGE FONDS III EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	65.247	0	65.247
**D CSIF CH EQUITY EMI CREDIT SUISSE FUNDS AG	21.480	0	21.480
**D WIF-DMS OI EURO SMT EXT	24.640	0	24.640
**D PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	18.080	0	18.080
**D CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	15.382	0	15.382
**D AXA VORSORGE FONDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	370	0	370
**D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	16.391	0	16.391
**D WORLD TRADE ORGANIZATION PENSION PLAN	1.421	0	1.421
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	4.562	0	4.562
**D PICTET - GLOBAL MEGATREND SELECTION	25.432	0	25.432
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	538.519	0	538.519
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	18.684	0	18.684
**D PICTET - DIGITAL	4.812	0	4.812
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	1.938.081	0	1.938.081
**D PICTET CH - GLOBAL EQUITIES	13.168	0	13.168
**D DECALLA SICAV - SUSTAINABLE SOCIETY	4.615	0	4.615
**D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	105.000	0	105.000
**D PACTIC RESOURCES FUND LIMITED	7.641	0	7.641
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	16.813	0	16.813
**D PICTET - EUROPE INDEX	59.265	0	59.265
**D PICTET-EUROLAND INDEX	37.201	0	37.201
**D PROTEA FUND - ORCADIA EQUITIES EMO SRI EX-FOSSIL	29.683	0	29.683
**D PICTET - MUNDY ASSET GLOBAL OPPORTUNITIES	5.695	0	5.695
**D ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZ-FONDS AKONW-AR SEGMENT ORMLCO-AKTIEIN	6.140	0	6.140
**D DEKA INVESTMENT GMBH W/ELB-FUNDMASTER I W/ELB-FM I UOS CS	29.449	0	29.449

Pagina 3

Azionisti: 1.979

Teste: 0

Azionisti in proprio: 0

Azionisti in delega: 1.979

DIP delega alla persona fisica sopra indicata con il numero della scheda magnetica

RU delega alla persona fisica sopra indicata con il numero della scheda magnetica (velocit  di esecuzione assistita)

RU* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AGIFI AMBITION	18.464	0	18.464
**D HELIOS	85.061	0	85.061
**D STICHTING AHOLD DELHAIZE PENSION	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UT-INSNET-BAP-FONDS	1.366	0	1.366
**D AZIMUT CAPITAL MANAGEMENT SGR S.P.A.	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D LBPM ISR AVENIR EURO	12.120	0	12.120
**D BNP PARIBAS RENDACTIS ISR	19.559	0	19.559
**D ERI DAYENINVEST FONDS ACTIEN EUROPA	17.520	0	17.520
**D BEPANGNE CROISSANCE	475.000	0	475.000
**D BNP ACTIONS EUROPE	14.250	0	14.250
**D BNP ACTIONS EURO	485.558	0	485.558
**D AXA VALEURS EURO	486.000	0	486.000
**D CADANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D VILLIERS ACTIONS EUROPE CANDRIAM	1.634.530	0	1.634.530
**D ALLIANZGI-FONDS SUPERISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D SCANDIUM	185.000	0	185.000
**D TOTALENERGIES ACTIONS EUROPEENES	351.331	0	351.331
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6.200	0	6.200
**D EPHOSPHORE	41.924	0	41.924
**D BNP PARIBAS ACTIONS RENDEMENT ISR	66.913	0	66.913
**D DIVERSIS DYNAMIQUE	11.531	0	11.531
**D FCP SODIUM I	25.467	0	25.467
**D AXA AA DIVERSIFIE INDICIEL 1	42.191	0	42.191
**D INVESTITORT FLESSIBILE	52.700	0	52.700
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	100.264	0	100.264
**D IRCANTEC ACTIONS EUROPE CANDRIAM 2	685.033	0	685.033
**D FRANCE D ACTIONS 2	74.682	0	74.682
**D ME AMUNDI ACTIONS EURO	49.671	0	49.671
**D ADAMSIA SOCIAL JUSTICE ALL CAP GLOBAL ETF	5.250	0	5.250
**D ARABELLE ROTHSCHILD	8.188	0	8.188
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX RAUDELNFONDS EUROPA	8.180	0	8.180
**D AICP-UI-FONDS	2.398	0	2.398
**D ACTING DUURZAAM INDEX RAUDELNFONDS WERELD	14.453	0	14.453
**D IRCANTEC ACTIONS EUROPE AXA IM	175.000	0	175.000
**D HENDERSON GAMMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	500.000	0	500.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	51.684	0	51.684
**D COMPT - EUROPE	36.544	0	36.544
**D ERAEP ACTIONS EUROPE I	26.971	0	26.971
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	2.875.416	0	2.875.416
**D BESTSELECT - UBS SRI GLOBAL EQUITY	4.475	0	4.475
**D AMP INTERNATIONAL EQUITY INDEX FUND	42.656	0	42.656
**D BANGADELL 2000 FF	5.000	0	5.000
**D PHILADELPHIA GAS WORKS PENSION PLAN	49.187	0	49.187
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EROTIF MASTERFONDS	340	0	340
**D BNP PARIBAS EASY ICADV - BNP PARIBAS EASY NCSI WORLD ESG FILTERED MIN TE UCITS ETF	1.162	0	1.162
	24.933	0	24.933
	1.942	0	1.942

Pagina 4

Aziendi: 1.979 Teste: 1.979 2 Di* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 0 Azionisti in delega: 1.979 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione seguita)
RI* approssimativa legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS.	14.142	0	14.142
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	3.398	0	3.398
**D AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	3.811	0	3.811
**D TEAM QUANT - EQUITY EUROZONE DEFI	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D TEAM QUANT - EQUITY WORLD DEFI	9.097	0	9.097
**D MERCER UNHEGDED OVERSEAS SHARES TRUST	393.618	0	393.618
**D ACTIAM DUREZAAM INDEX FANDELLENFONDS EUROPA	44.189	0	44.189
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS EME ISR	214.284	0	214.284
**D ALLEANZA OBBLIGAZIONARIO	374.990	0	374.990
**D AXA OPTIMAL INCOME	139.650	0	139.650
**D BS PREVISION EMERGES EPSV DE EMPLEO	1.020	0	1.020
**D FONDOPARK FF	2.351	0	2.351
**D FRI EQUITY-MANAGER INTERNATIONAL EQUITY FUND	87.329	0	87.329
**D JPM HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.701	0	253.701
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK AI-FONDS	432.688	0	432.688
**D GULDBARK KAPITAL FONDEN	6.120	0	6.120
**D AZTE - AZ EQUITY NES GENERATIONS	16.432	0	16.432
**D BNP PARIBAS PASY - MSC EUROPE SRI S-SERIES 5 CAPPED	372.731	0	372.731
**D TWO SUPERANNUATION FUND	6.086	0	6.086
**D GENERALI ITALIA SEA	143.030	0	143.030
**D ALLIANZGI FONDS LUNA A	58.949	0	58.949
**D BEIURN	575.954	0	575.954
**D KAYE ANDERSON RUDNICK INVESTMENT MANAGEMENT LLC	38.382	0	38.382
**D AXA GENERATION EQUILIBRE	4.306	0	4.306
**D SABADELL PLAMIFICACION 25, FI	137.234	0	137.234
**D INVESTITORI LONGEVITY	2.754	0	2.754
**D AE FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	22.800	0	22.800
**D BNE WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	243.900	0	243.900
**D BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	13.898	0	13.898
**D DUNHAM INTERNATIONAL STOCK FUND	30.006	0	30.006
**D JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	6.555	0	6.555
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK A3-FONDS	193.090	0	193.090
**D AZTE - AZ ALLOCATION - GLOBAL GOALS	671.000	0	671.000
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	5.569	0	5.569
**D FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	507.000	0	507.000
**D ZEPHYR - OPTIMISED PLUS 2	4.020	0	4.020
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	9.379	0	9.379
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	2.463	0	2.463
**D ERAFT ACTIONS EURO IV	939	0	939
**D DERA-MASTER-HAER I	334.515	0	334.515
**D DIVERSIS	28.019	0	28.019
**D AQUARIUS INTERNATIONAL FUND	30.669	0	30.669
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WME-UNIVERSAL-FONDS	224.761	0	224.761
**D SABADELL 70, FI	720	0	720
**D ALLENZIMMUELLER S FAKTEN	2.284	0	2.284
**D AXA GENERALI EUROPE ACTIONS	19.011	0	19.011
**D DNCA INVEST-EURO DIVIDEND GROWER	201.400	0	201.400
	645.546	0	645.546



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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione delegata)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.979 Teste: 2
Azionisti in proprio: 0 Azionisti in delega: 1.979

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Votl	Proprio	Delega
**D MERCER WHOLESALE FUNDS	2.175	0	2.175
**D TTC WORLD EQUITY FUND QP, LP	545.054	0	545.054
**D BNP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	48.943	0	48.943
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D FERRONTANTICA 92 FF	467	0	467
**D BAYERINVEST NEW FUNDS	49.000	0	49.000
**D PER EQUITY AXA ASSICURAZIONI	173.000	0	173.000
**D ERAFF ACTIONS EURO I	52.700	0	52.700
**D BANGORUELL 36, F.E.	1.686	0	1.686
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JANUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D JPMORGAN PENSION FUND	467	0	467
**D THEM QUANT - ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARTIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNISUPER	8.633	0	8.633
**D INVERSADELL 25, FI	11.997	0	11.997
**D FONECONOMISTS. FONS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D ANP WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D THEM QUANT - EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FUNDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D ZEPHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.887	0	371.887
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB-5% CAPPED	171.991	0	171.991
**D INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSADELL 50, FI	8.123	0	8.123
**D INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.026	0	71.026
**D THEM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	10.259	0	10.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	17.600	0	17.600
**D SIMPLICITY HEDGED GLOBAL SHARE FUND	15.937	0	15.937
**D SIMPLICITY UNHEDGED GLOBAL SHARE FUND	8.992	0	8.992
**D PARIBAS EASY MSCI EUROPE EX-CL-ENHANCED CATHOLIC VALUES	67.480	0	67.480
**D BNP PARIBAS EASY MSCI WORLD SRI S-SERIES 5 CAPPED	5.320	0	5.320
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	79.827	0	79.827
**D AZ FUND 1 AZ ALLOCATION GLOBAL	140.000	0	140.000
**D G.A.-FUND-B - EQUITY BROAD EURO P	4.042	0	4.042
**D AZ FUND 1 AZ ALLOCATION FIR ITALIAN EXCELLENCE 30	18.124	0	18.124
**D AKTIEF EUROPA - UI	12.100	0	12.100
**D INVESTITORI EUROPA	9.291	0	9.291
**D BNP PARIBAS NEXT TECH	12.160	0	12.160
**D BNP PARIBAS APOLLO MEDICAL TECH	71.736	0	71.736
**D FOREIGN STOCK INDEX MOTHER FUND	69.980	0	69.980
**D SHINKO GLOBAL EQUITY INDEX MOTHER FUND	31.840	0	31.840
**D FIDELITY GLOBAL - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	76	0	76
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	94.191	0	94.191
	90.196	0	90.196

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D NATIXIS AM FUNDS	32.601	0	32.601
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	12.451	0	12.451
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	11.916	0	11.916
**D FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.427.012	0	2.427.012
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945	0	676.945
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY SALER STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (LOX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAN FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY SALER STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	245.618	0	245.618
**D FIDELITY SALER STREET TRUST: FIDELITY SAI INTERNATIONAL QUALITY INDEX FUND	186.245	0	186.245
**D NUVEN FIA INTERNATIONAL EQUITY INDEX FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D ING DIRECT SICAV	28.532	0	28.532
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.750.366	0	2.750.366
**D SCHRODER GAIA	117.938	0	117.938
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962	0	962
**D FIDELITY INVESTMENTS TRUST: FIDELITY SAI INTERNATIONAL SMALL COMPANION FUND	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE EUROPEAN EX OK CONT FD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMN CONT FD	10.648	0	10.648
**D FIDELITY FUNDS - ITALY POOL	960.383	0	960.383
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.606	0	14.606
**D VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	14.010	0	14.010
**D SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	4.628	0	4.628
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	22.145	0	22.145
**D SCHRODER INTERNATIONAL ALPHA TRUST	77.000	0	77.000
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	241.972	0	241.972
**D SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	120.963	0	120.963
**D FIDELITY FUNDS - EUROPEE POOL	2.145	0	2.145
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTR/400025521	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TWA GLOBAL EQUITY INDEX MOTHER FUND	19.939	0	19.939
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTR/400021492	11.161	0	11.161
**D SCHRODER INTERNATIONAL EQUITY TRUST	266.304	0	266.304
**D FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	8.670	0	8.670
**D FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	3.295	0	3.295
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAWA/WELLINGTON DURABLE COMP ANIES FUND (FOFS ONLY) (QII ONLY)	328.013	0	328.013
**D KAYE ANDERSON RUDNICK INTERNATIONAL SMALL CAP CIT	16.600	0	16.600
**D CUSTODY BANK OF JAPAN LTD RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	49.215	0	49.215
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	7.048	0	7.048
**D CREDIT SUISSE INDEX FUND (EFC) ICAV	665.010	0	665.010
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	14.563	0	14.563
	139.375	0	139.375



LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

Cognome

FAVOREVOLI

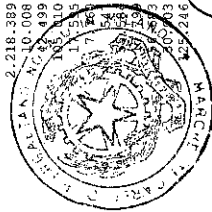
	Tot. Voti	Proprio	Delega
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KORUSAL INDEX MOTHER FUND	295	0	295
**D SCHRODER GALA	42.780	0	42.780
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	52.182	0	52.182
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	50.032	0	50.032
**D SCHRODER DIVERSIFIED GROWTH TRUST	20.038	0	20.038
**D CAC-AM SMALL & MIDCAP EURO	146.000	0	146.000
**D TRUSTEAM ROC	100.000	0	100.000
**D TRUSTEAM SELECTIVE RECOVERY	6.900	0	6.900
**D TRUSTEAM ROC EUROPE	113.776	0	113.776
**D OHMAN MANKAD GLOBAL	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000
**D TRUSTEAM REGENERATION SCHEME	12.788	0	12.788
**D MSCI EQUITY INDEX FUND B - ITALY (MSIBT)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D KAPITALFORENIGEN PENSUM INVEST, PST 3 GLOBALE AKTIER 3	32.053	0	32.053
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D TORFIN DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	166.648	0	166.648
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.173	0	2.173
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	6.653	0	6.653
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	34.692	0	34.692
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	147.015	0	147.015
**D NORDEA WORLD PASSIVE FUND	14.596	0	14.596
**D T. ROME PRICE FUNDS SICAV	47.808	0	47.808
**D STICHTING PENSIONFONDS PROVISUM	8.220	0	8.220
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)	1.952	0	1.952
**D BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	62.207	0	62.207
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	51.260	0	51.260
**D SCHRODER INTERNATIONAL SELECTION FUND	9.872.653	0	9.872.653
**D MINISTRY OF ECONOMY AND FINANCE	271.910	0	271.910
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	775	0	775
**D SEC MASTER PENSION TRUST	129.721	0	129.721
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX TRUST	62.827	0	62.827
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.920	0	7.920
**D ROBECO CAPITAL GROWTH FUNDS	700.159	0	700.159
**D NATIONAL PENSION INSURANCE FUND	84.841	0	84.841
**D JPMORGAN CHASE RETIREMENT PLAN	11.403	0	11.403
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D MSCI WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077	0	4.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981	0	6.981
**D JML INTERNATIONAL INDEX FUND	84.598	0	84.598
**D STICHTING PENSIONFONDS VOOR HUISARTSEN	43.162	0	43.162
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D HC REME	3.221	0	3.221
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D DANKE INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	43.797	0	43.797
**D MAIN I - UNIVERSAL - FONDS	40.480	0	40.480
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VGV PGLFONDS PAL	16.459	0	16.459
**D GENERAL MOTORS PENSIONFONDS OFF	1.639	0	1.639
**D SUBELA-FONDS	5.333	0	5.333
**D VANGUARD EDUCATORY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D UBS ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	82.742	0	82.742
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	135	0	135
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	54.382	0	54.382
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	4.366	0	4.366
**D NIS LIMITED	5.975	0	5.975
**D MBI SMART FUND C LLC	10.842	0	10.842
**D TRINITY COLLEGE CAMBRIDGE	14.406	0	14.406
**D BLACKROCK CUN MSCI ACWI EX-CANADA INDEX FUND	2.425	0	2.425
**D GENERAL MOTORS (VNL) PENSION PLAN	16.573	0	16.573
**D BLACKROCK GLOBAL ALLOCATION V.I.: FUND OF BLACKROCK VARIABLE SERIES FUNDS, IRC	34.668	0	34.668
**D BLACKROCK EX-U.S. INT INDEX FUND BZ	98.661	0	98.661
**D EUROPE EQUITY INDEX FUND	1.031	0	1.031
**D AUSTRALIAN SUPER ANEX ESG SCREENED FUND (EURXGMB)	29.275	0	29.275
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	669.130	0	669.130
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	3.281	0	3.281
**D VGV PGLFONDS METZLER	285.000	0	285.000
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	60.478	0	60.478
**D NORDEA 1 SICAV	219.430	0	219.430
**D FOVEERUNA PENSION UNIVERSAL	18.435	0	18.435
**D VERDIPAPIFONDET EQUINOR AKSJER EUROPA	26.000	0	26.000
**D PSF	101.901	0	101.901
**D BLACKROCK INDEX SELECTION FUND	488.617	0	488.617
**D MAIN VI-UNIVERSAL-FONDS	1.210	0	1.210
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	193.334	0	193.334
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	5.173	0	5.173
**D SCHRODER PENSION MANAGEMENT LIMITED	372.767	0	372.767
**D HESTA	61.639	0	61.639
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	786.239	0	786.239
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	2.032.690	0	2.032.690
**D T. ROWE PRICE GLOBAL ALLOCATION FUND	9.424	0	9.424
**D FLEXSHARES STONX GLOBAL ESG SELECT INDEX FUND	3.448	0	3.448
**D NEW YORK STATE COMMON RETIREMENT FUND	2.218.389	0	2.218.389
**D FORD PENSION UNIVERSAL	10.008	0	10.008
**D TOORFIN DEVELOPED MARKETS EQUITIES (HEDGED) FUND	42.989	0	42.989
**D VANGUARD ESG INTERNATIONAL STOCK ETF	110	0	110
**D MACQUARIE INTERNATIONAL EQUITIES FUND	17.595	0	17.595
**D STRATEGIC INTERNATIONAL EQUITY FUND	7.567	0	7.567
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	54.544	0	54.544
**D IT-EQUITY	17.798	0	17.798
**D SCHRODER MANAGED BALANCED FUND	56.683	0	56.683
**D BLACKROCK CUN WORLD INDEX FUND	30.903	0	30.903
**D VANGUARD TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	125.248	0	125.248
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		0	



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Azionisti: 1.979 Totale: 1.979
Azionisti in proprio: 0 Azionisti in delega: 1.979
DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettiva alla portazione ordinaria)
N/L* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESTO DELLE VOTAZIONE

Oggetto: **I. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74**

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D STELLAR INSURANCE, LTD.	2.452	0	2.452
**D ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	66.113	0	66.113
**D THE SAUDI SECOND INVESTMENT COMPANY	133.453	0	133.453
**D LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G.	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEI SHELL RETIREMENT BENEFIT FUND	848	0	848
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.359	0	11.359
**D BOLLERMANERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D BIRELETS ORANGES JAPAN, S.A.	36.400	0	36.400
**D THRIFT SAVINGS PLAN FUND	2.873.453	0	2.873.453
**D KING SUPERMARKET INTERNATIONAL CORE STOCK FUND	23.809	0	23.809
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	902.026	0	902.026
**D MI-FONDS F44	17.666	0	17.666
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	35.975	0	35.975
**D VANGUARD EDUCUARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	18.512	0	18.512
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	575.777	0	575.777
**D INVESTINGSFÖRENINGEN DANSKE INVEST EUROPA INDEXES KL	9.911	0	9.911
**D CHURCH COMMISSIONERS FOR ENGLAND	13.466	0	13.466
**D HI-KZYK-AI-FONDS	6.243	0	6.243
**D APEX FUND SERVICES PTY LTD	315.473	0	315.473
**D ONEPATH GLOBAL SHARES - LARGE CAP (UNHEGGED) INDEXFOOL	27.461	0	27.461
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	54.125	0	54.125
**D JML/BLACKROCK GLOBAL ALLOCATION FUND	93.744	0	93.744
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEGDED) ETF	10.351	0	10.351
**D EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	6.305	0	6.305
**D ALLIANZGI-FONDS DSPT	40.594	0	40.594
**D T. ROME PRICE INTERNATIONAL DISCOVERY FUND	59.891	0	59.891
**D ESG INSIGHTS WORLD EX USA FUND B	2.257.202	0	2.257.202
**D INVESTINGSFÖRENINGEN NORDEN INVEST GLOBALE AKTIER INDEXES KL	22.211	0	22.211
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	3.295	0	3.295
**D FUNDACAO CALOUSTE GULBENKIAN	479	0	479
**D VANGUARD GLOBAL WELLBESHEI INCOME FUND	9.581	0	9.581
**D EQ ADVISORS TRUST EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	318.613	0	318.613
**D EURA-UNIVERSAL CHONGEN DANSE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	16.009	0	16.009
**D INVESTINGSFÖRENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	3.163	0	3.163
**D ISHARES HOLLESALE INTERNATIONAL EQUITY INDEX FUND	5.291	0	5.291
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	10.408	0	10.408
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	53.626	0	53.626
**D ANDRA AP-FONDEN	96.393	0	96.393
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	1.015	0	1.015
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	31.647	0	31.647
**D STICHTING SHELL PENSIONFONDS	225.326	0	225.326
**D MES INTERNATIONAL NEW DISCOVERY FUND	64.709	0	64.709
**D MES INTERNATIONAL LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	5.056	0	5.056
**D ROBIN 1-FONDS	1.128.619	0	1.128.619
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	218.087	0	218.087
**D INVESTINGSFÖRENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	119.273	0	119.273
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	20.704	0	20.704
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	42.093	0	42.093
	8.410.207	0	8.410.207

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla proiezione assistita)

RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica.

Azionisti: 1.979 Teste: 1.979
Azionisti in proprio: 0 Azionisti in delega: 1.979

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D 1934 GLOBAL INVESTMENT FUND LP	63.114	0	63.114
**D UI-FONDS BAV REI AKTIEN	253.531	0	253.531
**D BSM	141.879	0	141.879
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	32.438	0	32.438
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND FUND	302.760	0	302.760
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	2.723	0	2.723
**D MAINSTAY WMC INTERNATIONAL RESEARCH EQUITY FUND	77.832	0	77.832
**D INVESTINGFOREIGNEN DANKE INVEST GLOBAL INDEXES KL	25.086	0	25.086
**D KAPITALFOREIGNEN DANKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 4	7.302	0	7.302
**D ROBECO UMBRELLA FUND I N.V.	1.773	0	1.773
**D ECHO-FONDS	15.230	0	15.230
**D KAPITALFOREIGNEN DANKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEXES GLOBALE AKTIER	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENCIA INKA	18.953	0	18.953
**D INVESTINGFOREIGNEN DANKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	11.712	0	11.712
**D FORSTA AP - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745	0	61.745
**D EQUINOR PENSION	20.000	0	20.000
**D SHELL FOUNDATION	51.063	0	51.063
**D ESG-AKTIER-UNIVERSAL-FONDS	28.257	0	28.257
**D EES	60.000	0	60.000
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	9.628	0	9.628
**D LS HOLDINGS I LLC	3.742	0	3.742
**D NORDIA GLOBAL PASSIVE FUND	2.547	0	2.547
**D MI-FONDS 392	21.771	0	21.771
**D STATE OF WYOMING	262.105	0	262.105
**D ARROWSTREET GLOBAL EQUITY FUND	40.337	0	40.337
**D TRPH CORPORATION	84.246	0	84.246
**D AZIMUT STRATEGIC TREND	387	0	387
**D AZIMUT TREND	440	0	440
**D BUREAU OF PUBLIC SERVICE PENSION FUND	13.400	0	13.400
**D INVESTINGFOREIGNEN DANKE INVEST EUROPA INDEXES BNF KL	145.593	0	145.593
**D FISCHER FAMILY TRUST	6.896	0	6.896
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.040	0	1.040
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	1.886	0	1.886
**D NATIONWIDE INTERNATIONAL INDEX FUND	11.046	0	11.046
**D OB 2	34.326	0	34.326
**D PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	4.041	0	4.041
**D AZIMUT TRADING	1.058	0	1.058
**D CC AND L Q 140/40 FUND	5.237	0	5.237
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	3.796	0	3.796
**D CONVICTION PATRIMOINE	10.900	0	10.900
**D DEAM L	65.010	0	65.010
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	185.000	0	185.000
**D MW INV STRAT EUREKA FUND AC	8.900	0	8.900
**D ARROWSTREET EAFE ALPHA-EXTENSION TROST FUND	49.879	0	49.879
**D ARROWSTREET INTERNATIONAL-EQUITY - EAFE EXTENSION FUND	3.353	0	3.353
**D DENA INVESTMENT GMBH W/DK.NSCI EURO.CL.CH.ESG UCITS ETF	15.202	0	15.202
	25.230	0	25.230



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2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.979

1.979

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla polsazione assistita)
 KL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOIAZIONE

Oggetto: I. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/ARIDEKA	800.000	0	800.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMU GL.C.ESG UCITS ETF	24.385	0	24.385
**D DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF	7.240	0	7.240
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/NASDAQ-FONDS AUSSCHUETUNG PLUS	809	0	809
**D DEKA INVESTMENT GMBH W/MASTER 172 W/ASTEN REBENWERKE	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	5.658	0	5.658
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATE EQUITY FUND	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATE EQUITY FUND - BEST IN PROG.	18.000	0	18.000
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATE EQUITY FUND - BEST IN PROG.	487.700	0	487.700
**D ANVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA FENSIOLSENSFONDS	439.080	0	439.080
**D ANVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA FENSIOLSENSFONDS	29.888.102	0	29.888.102
**D EUROPEALIC GROWTH FUND	147.416	0	147.416
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	32.629	0	32.629
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	1.830.884	0	1.830.884
**D JPMORGAN INVESTMENT FUNDS	266.271	0	266.271
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	55.818	0	55.818
**D CAPITAL INTERNATIONAL FUND	2.079.356	0	2.079.356
**D AMERICAN FUNDS GLOBAL BALANCED FUND	78.230	0	78.230
**D JPMORGAN FUNDS	38.727	0	38.727
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.218	0	2.218
**D JPMORGAN GLOBAL ALLOCATION FUND	113.215	0	113.215
**D ARGENTIA DP	1.599.856	0	1.599.856
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	9.145.763	0	9.145.763
**D CAPITAL WORLD GROWTH AND INCOME FUND	9.255	0	9.255
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	108.689	0	108.689
**D JEFFREY LLC	139.569	0	139.569
**D JPMORGAN BETABUILDERS EUROPE ETF	437.795	0	437.795
**D MASTERFONDS BANTHUS	142.000	0	142.000
**D LORENTZ POCKET CROISSANC	16.643	0	16.643
**D ICANTEC F&B AMUNDI	2.418	0	2.418
**D DEGREEF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	6.500	0	6.500
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	15.125	0	15.125
**D CAPITAL GROUP ENVELOPE BENEFIT INVESTMENT TRUST	2.734.981	0	2.734.981
**D CREDIT, LLC PENSION TRUST FUND (EASE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	776	0	776
**D DEKA VALDE PLUS	311.385	0	311.385
**D ECE VILLERS ACTIONS EUROPE CPR AM	38.894	0	38.894
**D LEMNIA GLOBAL EQUITY	173.838	0	173.838
**D MASTER TRUST BANK OF JAPAN LTD. RE: JPM KORUSAI REI MOTHER FUND (LDN)	460.945	0	460.945
**D JPMORGAN FTFS (IRELAND) ICAY-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	36.118	0	36.118
**D JPMORGAN FTFS (IRELAND) ICAY-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	17.762	0	17.762
**D JPMORGAN FTFS (IRELAND) ICAY-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	538.229	0	538.229
**D JPMORGAN FTFS (IRELAND) ICAY - EUROPE RESEARCH ENHAM INDEX EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN FTFS (IRELAND) ICAY - EUROPE RESEARCH ENHAM INDEX EQ (ESG) UCITS ETF	111.886	0	111.886
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	23.059	0	23.059
**D AMUNDI HK PORTFOLIOS	76.937	0	76.937
**D REALDANIA	55.500	0	55.500
**D VITASOY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	607	0	607
**D PRICOS DEFENSIVE	22.134	0	22.134

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.811	0	1.811
**D BEST INVESTMENT CORPORATION	24.722	0	24.722
**D THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D PLATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	2.389	0	2.389
**D BEST INVESTMENT CORPORATION	49.537	0	49.537
**D HBSIC LIFE (INTERNATIONAL) LIMITED	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D PLATO INST I FUND EURO EQUITY	15.512	0	15.512
**D HANG SENG INSURANCE COMPANY LIMITED	63.163	0	63.163
**D SCHRODER INSTITUTIONAL POOLED FUNDS	4.372	0	4.372
**D HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D KBC INSTITUTIONAL FUND SRI EURO	75.378	0	75.378
**D KBC INST FUND SRI WORLD EQUITY	41.225	0	41.225
**D HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	3.726	0	3.726
**D CIVIL SERVICE EMPLOYEES PENSION FUND	9.908	0	9.908
**D HBSIC POOLED INVESTMENT FUND - HBSIC POOLED EUROPE EQUITY INDEX TRACKING FUND	18.294	0	18.294
**D PRICOS	866.067	0	866.067
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	8.239	0	8.239
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	3.378	0	3.378
**D RESOURSE LIMITED	289.226	0	289.226
**D HBSIC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	1	0	1
**D HBSIC POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	8.940	0	8.940
**D PLATO RI WORLD	531.122	0	531.122
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	591	0	591
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	2.947	0	2.947
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	3.711	0	3.711
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	52.795	0	52.795
**D PHOENIX UNIT TRUST MANAGERS LIMITED	513	0	513
**D HBSIC ETFs PUBLIC LIMITED COMPANY - HBSIC MSCI EUROPE CLIMATE PARTS ALIGNED UCITS ETF	83.738	0	83.738
**D MAG (LUX) BLACKROCK EUROPE EX UK UCITS FUND	2.485.968	0	2.485.968
**D HBSIC ETFs PUBLIC LIMITED COMPANY - HBSIC MSCI WORLD CLIMATE PARTS ALIGNED UCITS ETF	1.735	0	1.735
**D AMUNDI ETF ICAV - AMUNDI SAF 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	699.208	0	699.208
**D STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	7.178	0	7.178
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	48.013	0	48.013
**D IFSL MARLBOROUGH EUROPEAN SPECIAL SITUATIONS FUND	92.350	0	92.350
**D HBSIC GLOBAL INVESTMENT FUNDS	93.072	0	93.072
**D AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	186.000	0	186.000
**D AMUNDI MSCI ACWI SRI PAB UCITS ETF	227.555	0	227.555
**D HBSIC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	114.880	0	114.880
**D ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	2.125	0	2.125
**D AXA INVESTMENT MANAGERS UK LIMITED	346.456	0	346.456
**D HBSIC ETFs ELC	100.225	0	100.225
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	131.522	0	131.522
	35.742	0	35.742
	85.260	0	85.260



Pagina 13

2 DG* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.979 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione astensione)

RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.979 Teste:

Azionisti in proprio: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI ETF ICNV	22.906	0	22.906
**D HSBC EITS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	10.647	0	10.647
**D INTERNATIONALER KAPITALANLEGESSELTSCHAFT MBH	514.243	0	514.243
**D INTERNATIONALER KAPITALANLEGESSELTSCHAFT MBH	43.117	0	43.117
**D AMUNDI DEUTSCHLAND WERT	42.117	0	42.117
**D KAIRAS INTERNATIONAL SICAV-ITALIA	245.640	0	245.640
**D KAIRAS INTERNATIONAL SICAV- LOMAX	134.509	0	134.509
**D THE E. M. FOUNDATION	13.000	0	13.000
**D ANTHEM MASTER TRUST	66.340	0	66.340
**D II	7.360	0	7.360
**D PREVINDAL FONDO PENSIONE	14.278	0	14.278
**D IF IST - EUROPE INDEX SRI	12.363	0	12.363
**D DPAM B	2.797.703	0	2.797.703
**D DPAM DBI	114.100	0	114.100
**D IF IST - GLOBE INDEX	22.562	0	22.562
**D AVADIS FUND - AKTIEN SMALL CAPS	54.172	0	54.172
**D IF IST - GLOBE INDEX SRI	1.937	0	1.937
**D AVADIS FUND-AKTIEN WELT D02 SELECT AST 2	4.844	0	4.844
**D AVADIS FUND-AKTIEN WELT AST 2	12.232	0	12.232
**D MAGNESIUM	351.222	0	351.222
**D KUTXABANK PENSIONES, S.A., SGPF	141.753	0	141.753
**D KUTXABANK GESTION SGIC, S.A.	417.993	0	417.993
**D LUMINA-MARSHALL WAGE UCITS SICAV-LUMINA-MW SYSTEMATIC ALPHA	114.384	0	114.384
**D CHURCH OF THE HOLYCOMFORTER	478	0	478
**D LUMINA MARSHALLWAGE UCITS SICAV LOMINA MW TOPMARKET NEUT	463	0	463
**D EXETER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSFOR EMPLOYE	117.205	0	117.205
**D OVERSEAS SERIES	457.557	0	457.557
**D PRO BLEND MODERATE TERM SERIES	6.961	0	6.961
**D PRO BLEND MODERATE TERM SERIES	14.768	0	14.768
**D PRO BLEND MODERATE TERM SERIES	15.563	0	15.563
**D BAKERY ANDCONFECTIONERY UNION AND INDUSTRYINTERNATIONAL PE	21.396	0	21.396
**D PRO BLEND CONSERVATIVE TERM SERIES	2.957	0	2.957
**D MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	2.075	0	2.075
**D BRUCE POWERPENSION PLAN	99.904	0	99.904
**D CCANDL U S ONKREDIT NEUTRAL ONSHORE FUNDII	18	0	18
**D PNC BANK NACUSTODIAN FOR ISBW LOCAL	19.940	0	19.940
**D VIRTUS GLOBAL FUNDS PUBLIC LTD CO	7.822	0	7.822
**D INFERRIAL INTERNATIONAL EQUITY POOL	21.962	0	21.962
**D CIBC INTERNATIONAL EQUITY INDEX ETF	1.140	0	1.140
**D CIBC INTERNATIONAL INDEX FUND	29.498	0	29.498
**D CIBC EUROPEAN INDEX FUND	2.938	0	2.938
**D CIBC EUROPEAN EQUITY FUND	314.136	0	314.136
**D CIBC INTERNATIONAL EQUITY INDEX POOL	921	0	921
**D STATE OF WISCONSIN INVESTMENT BOARD	148.145	0	148.145
**D AUTORIDADE MONETARIA DE MACAU	10.803	0	10.803
**D BALLIE GIFFORD INTERNATIONAL ALPHA FUND	1.968.894	0	1.968.894
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	22.615	0	22.615
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	28.235	0	28.235
**D AMERICAN ELECTRIC POWER SYSTEM RETIREE MEDICAL TRUST FOR CE S	11.246	0	11.246
**D INVESTINGSTOFRENINGEN NYKREDIT INVEST ENKROS GLOBALE ANTI	23.527	0	23.527
**D KAPITALFORENINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	5.412	0	5.412

Copia su supporto informatico conforme al documento originale su supporto cartaceo, ai sensi dell'art. 22, D.Lgs. 7 marzo 2005 n. 82, in termine utile di registrazione per il Registro Imprese di Milano-Monza-Brianza-Lodi

Firmato Carlo Marchetti

Milano, 17 MAGGIO 2024

Assolto ai sensi del decreto 22 febbraio 2007 mediante M.U.I.

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FÀVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D WINTOBL NON US EQUITY OFFSHORE MASTER LP	454.836	0	454.836
**D NAMEST TDS DEP BNVM RM GLO EQ FUND	133.118	0	133.118
**D SHANDS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	70.374	0	70.374
**D MERA PENSION TRUST DEFINED BENEFIT PLAN	29.509	0	29.509
**D BNVM MELLON DT NSI INTERNATIONAL STOCK INDEX FUND	25.986	0	25.986
**D ADVANCED SERIES TRUST AST T ROWE PRICE GROWTH OPPORTUNIT	41.839	0	41.839
**D TIMESQUARE CAPITAL MANAGEMENT	143.877	0	143.877
**D INVESCO MARKETS II PLC	25.498	0	25.498
**D GEORGIA TECH FOUNDATION INC	566.260	0	566.260
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	81.053	0	81.053
**D LEGAL AND GENERAL UCITS ETF PLC	74.102	0	74.102
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPATH FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D NOTABILITY AS SOLE TRUSTEE OF THE NOTABILITY ENDOWMENT TRUST	5.304	0	5.304
**D OSSIAN IRL ICAY	248	0	248
**D MCILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D SOLUTIONS FOR QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D TOWNSHEND SPRIER INVESTMENT PORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D DANMARKS GRUNDSKOLESFOND	1.801	0	1.801
**D IMPERIAL GLOBAL EQUITY INCOME POOL	15.151	0	15.151
**D CONSOLIDATED EDISON RETIREMENT PLAN	13.157	0	13.157
**D HARBIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR	10.092	0	10.092
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	93.932	0	93.932
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	5.501	0	5.501
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	18.161	0	18.161
**D SUPERVALU INC MASTER INVESTMENT TRUST	24.851	0	24.851
**D CERVURITE INTERNATIONAL LLC	108.193	0	108.193
**D CARL VICTOR PAGE MEMORIAL FOUNDATION	27.213	0	27.213
**D ACHMEA VARIABLE SECURITIES HEALTH FUND	2.721	0	2.721
**D STICHTING PENSIOENFONDS NOTARIAAT	2.956	0	2.956
**D NV HAGELUNIE	2.323	0	2.323
**D DEUTSCHE DCS EQ	909.256	0	909.256
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	135.541	0	135.541
**D GOLDMAN SACHS ASSET MANAGEMENT LP	32.198	0	32.198
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	12.983	0	12.983
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	3.537.165	0	3.537.165
**D LPP I GLOBAL EQUITIES FUND	8.246	0	8.246
**D FLORIDA GLOBAL EQUITY FUND LLC	218.838	0	218.838
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	87.193	0	87.193
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGLED TRUST	99.406	0	99.406
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND			



Pagina 15

DFT delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione consuntiva)

RLT: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

2

1.979

Azionisti:

Azionisti in proprio:

1.979

Teste:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONI:

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TEXAS UTILITIES QUIL MGT PARTNERSHIP	1.611	0	1.611
**D FMS INVESTMENT CMH ON BEHALF OF FMS FONDS DIV EVO	2.680	0	2.680
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	0	27.516
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	1	0	1
**D TO INTERNATIONAL EQUITY INDEX ETF	38.690	0	38.690
**D TO EUROPEAN INDEX FUND	3.697	0	3.697
**D ELIZABETH E RIGORDAN	2.461	0	2.461
**D BRUCE P BICKNER TRUST MAMER INTL	1.142	0	1.142
**D BFB INVESTMENT LP	1.195	0	1.195
**D CHARLES A FEAGIN 2012 TRUST FBO MOR	5.105	0	5.105
**D ELISABETH ROGSMAN	1.171	0	1.171
**D ELISABETH HOLDINGS LLC	1.695	0	1.695
**D CAROL L BARNETT CHARITABLE REMAIND 10571068350	7.126	0	7.126
**D CAROL J BARNETT CRUT II	3.787	0	3.787
**D RED BLAZER INVESTMENTS VENTURE LLC	5.825	0	5.825
**D DEUS FINANCIAL LLC	11.110	0	11.110
**D L BUONNANO TRUST T SMITH SR	9.323	0	9.323
**D DORIS CHRISTOPHER	41.936	0	41.936
**D WS DEPENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CATHERINE KING	1.229	0	1.229
**D JOHN MCCARTNEY	1.894	0	1.894
**D GAIL MCCLACHLAN	3.753	0	3.753
**D L SHIGLEY REV TR 11 18 04 MAMER ADR	2.271	0	2.271
**D MURKIN 1992 GIFT TRUST	3.380	0	3.380
**D JOHN NEVINS	2.203	0	2.203
**D THOMAS P PSCHAL TR DTD 3 31 94 MAMER	2.770	0	2.770
**D JAMES C TUCKER TR DTD 6 18 92 MAMER	2.538	0	2.538
**D SUGAN ZUCKER	1.505	0	1.505
**D TO EMERALD INTERNATIONAL EQUITY INDEX FUND	118.913	0	118.913
**D STITCHING DEPOSITORY BFG DEVELOPED MARKETS EQUITY FOOL	919.623	0	919.623
**D WINDWISSE MSCI EAFE INDEX NON LENDING	16.697	0	16.697
**D CHARLES FEAGIN	16.593	0	16.593
**D EXSC FAMILY TRUST M POND 11 FAMILY TRUST	2.528	0	2.528
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811	0	48.811
**D BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD.	540.704	0	540.704
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	87.362	0	87.362
**D 1895 FONDS STITCHING 1	36.229	0	36.229
**D COUNTY OF SANTA CLARA	11.547	0	11.547
**D VASIEDIPATIRONDEN SPARINVEST INDEX BAREDDYCTIGE GLOBALE ANTIER ETIK KL ID SPARINVEST SA	6.405	0	6.405
**D VASIEDIPATIRONDEN SPARINVEST INDEX BAREDDYCTIGE EUROPA KL	14.511	0	14.511
**D VIRTUS MFI INTERNATIONAL VALUE FUND	97.062	0	97.062
**D FIONEER GLOBAL EQUITY FUND	466.614	0	466.614
**D FIONEER INTERNATIONAL EQUITY FUND	1.018.382	0	1.018.382
**D FIONEER MULTI ASSET INCOME FUND	1.142.789	0	1.142.789
**D FIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.908	0	3.908

Pagina 16

Azionisti: 1.979 Teste: 1.979 0 Azionisti in delega: 1.979
 Azionisti in proprio: 1.979
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
 KL- rappresentanza legale da persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.437.241	0	3.437.241
**D BCT POLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	4.128	0	4.128
**D SHELL NEDERLAND PENSIONFONDS STICHTING	2.179	0	2.179
**D ARIZONA STATE RETIREMENT SYSTEM	171.579	0	171.579
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.659	0	3.659
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D XTRACKERS MSCI KOKUSAI EQUITY ETF	5.803	0	5.803
**D KNIGHTS OF COLONBUS MASTER TRUST	18.558	0	18.558
**D IQ CANORIAM ESG INTERNATIONAL EQUITY ETF	9.291	0	9.291
**D INVESTINGFORENIGEN SPARINVEST INDEX EUROPA VALUE KL	8.501	0	8.501
**D CITY RETIREMENT SAVINGS PLAN	19.596	0	19.596
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	66.862
**D THE ESB PENSION FUND	13.013	0	13.013
**D XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	3.520	0	3.520
**D AIB GROUP IRISH PENSION SCHEME	21.268	0	21.268
**D BANK OF KOREA	37.113	0	37.113
**D ALASKA PERMANENT FUND CORPORATION	12.063	0	12.063
**D INTERNATIONAL EQUITY FUND	1.536	0	1.536
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	19.588	0	19.588
**D SIEMENS DIVERSIFIED GROWTH	42.090	0	42.090
**D SIEMENS EMO EQUITIES	14.608	0	14.608
**D FLORIDA RETIREMENT SYSTEM	170.036	0	170.036
**D INVESCO EUROPEAN GROWTH FUND	25.731	0	25.731
**D INVESCO EUROPLUS FUND	239.594	0	239.594
**D CAPITALFORENIGEN END INVEST GLOBALE AKTIER III	11.770	0	11.770
**D INVESTINGFORENIGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	6.403	0	6.403
**D INVESTINGFORENIGEN NYKREDIT INVEST TATISK ALLOEING	5.891	0	5.891
**D INVESCO MARKETS III PLC	29.587	0	29.587
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	22.590	0	22.590
**D INVESCO FISE RAFI DEVELOPED MARKETS EX U S ETF	8.983	0	8.983
**D AMG TIMESSQUARE GLOBAL SMALL CAP FUND	11.912	0	11.912
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	13.505	0	13.505
**D STICHTING BEDRIJFTAKENSPONDS VOOR HET SCHILDERS AFW ENKINGS ENGLASZEBEDRIJF	12.906	0	12.906
**D 1395 FONDS FOR	12.182	0	12.182
**D BLACKROCK LIFE LIMITED	65.505	0	65.505
**D VIRTUS GLOBAL SMALL CAP FUND	3.362	0	3.362
**D EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	1.256.296	0	1.256.296
**D INVESCO FUNDS	4.279	0	4.279
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	38	0	38
**D INVESCO MARKETS II PUBLIC LTD CO	52.512	0	52.512
**D GREAT WEST INTERNATIONAL INDEX FUND	9.983	0	9.983
**D UNIVERSITY OF NOTRE DAME DU LAC	1.191.050	0	1.191.050
**D ISHARES VII PUBLIC LIMITED COMPANY	41.685	0	41.685
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	178.165	0	178.165
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	38.477	0	38.477
**D ENSIGN PEAK ADVISORS INC	9.903	0	9.903
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	237.735	0	237.735
**D BLACKROCK GLOBAL FUNDS	856.016	0	856.016
**D DIVERSIFIED INTERNATIONAL FUND			



Pagina 17

DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

Teste:

1.979

Azionisti:

Teste:

0

Azionisti in proprio:

1.979

Teste:

0

Azionisti in delega:

1.979

Teste:

0

Azionisti in delega:

1.979

Teste:

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Azionisti in delega:

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	50.395	0	50.395
**D PRINCIPAL FUNDS INC OVERSEAS FUND	20.255	0	20.255
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	26.661	0	26.661
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	151.659	0	151.659
**D ABB PENSION FUND	1.403	0	1.403
**D INVESCO S AND F EUROPE 350 EQUAL WEIGHT INDEX ETF	1.082	0	1.082
**D SPILLCO REFINANCING TRUST	71.830	0	71.830
**D SPILLCO EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	9.246.386	0	9.246.386
**D METROPOLITAN LIFE NEW YORK LIFE AMERICAN DISTRICT RETIREMENT FUND	86.852	0	86.852
**D HANCOCK INVESTMENT MANAGEMENT DISTRICT RETIREMENT FUND	81.146	0	81.146
**D HANCOCK INVESTMENT MANAGEMENT DISTRICT RETIREMENT FUND	20.614	0	20.614
**D IO 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	284.768	0	284.768
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	959	0	959
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	520.000	0	520.000
**D AVA MFS FINANCIAL DESIGNATED ACTIVITY CO.	3.652	0	3.652
**D XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	175.060	0	175.060
**D EMPLOYEES AND PIPEFITTERS NATIONAL PENSION FUND	789	0	789
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D VOYA BALANCED PORTFOLIO	672	0	672
**D THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNATE WORD CHARITABLE TRUST	32.226	0	32.226
**D INCARNATE WORD CHARITABLE TRUST	1.076	0	1.076
**D COUNSEL DEFENSIVE GLOBAL EQUITY	89.287	0	89.287
**D ARIZONA PSPRS TRUST	89.366	0	89.366
**D DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BFT	5.470	0	5.470
**D SEMPER ENERGY PENSION MASTER TRUST	3.025	0	3.025
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	17.509	0	17.509
**D UPMC MASTER TRUST	43.505	0	43.505
**D UPMC BASIC RETIREMENT PLAN	238.480	0	238.480
**D COUNSEL INTERNATIONAL GROWTH	19.800	0	19.800
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	9.714	0	9.714
**D INVESTINGFORENTERN LAGERNES INVEST LI ANTIER GLOBALE	15.334	0	15.334
**D INVESTINGFORENTERN LAGERNES INVEST KLI ANTIER GLOBALE	15.334	0	15.334
**D PORTFOLIO INVESTINGFORENTERN LAGERNES INVEST KLI ANTIER GLOBALE	1.528.421	0	1.528.421
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	20.800	0	20.800
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	57.333	0	57.333
**D STANDARD BANK OF SOUTH AFRICA LTD	142.503	0	142.503
**D ARROWSTREET US GROUP TRUST	197.002	0	197.002
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	32.238	0	32.238
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	2.062	0	2.062
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	267	0	267
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	614	0	614
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	22.029	0	22.029
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	1.432	0	1.432
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	15.637	0	15.637
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	1.773.748	0	1.773.748
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	296.534	0	296.534
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	155.817	0	155.817
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	12.040	0	12.040
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	2.244	0	2.244
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	20.646	0	20.646

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Azionisti: 2
Azionisti in proprio: 1.979
Teste: 1.979
Azionisti in delega: 0

Delega alla persona fisica sopra indicata con il numero della scheda magnetica

Delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

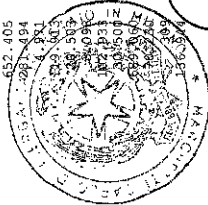
Ricomparsa legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D VIRTUS RSC INTERNATIONAL SMALL CAP FUND	2.850.514	0	2.850.514
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986	0	7.986
**D GRAYHAWK GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STITCHING PENSIONFONDS UWV	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D MSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	2.702	0	2.702
**D MSP MINNESOTA RETAIL PRAIRIE II	3.389	0	3.389
**D VANGUARD INTL HIGH DIV YLD INDEX FD	366.310	0	366.310
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.281	0	24.281
**D STITCHING CZ FUND DEPOSITARY	7.214	0	7.214
**D STITCHING PENSIONFONDS HOOGOVENS	28.631	0	28.631
**D DEAM FONDS ZEV	5.101	0	5.101
**D FIDELITY SAI INTERNATIONAL INDEX FUND	242.826	0	242.826
**D VIRTUS TACTICAL ALLOCATION FUND	266.906	0	266.906
**D SHELL CANADA 2007 PENSION PLAN	672	0	672
**D AURION GLOBAL EQUITY FUND	2.211	0	2.211
**D RELIABILITI LLC	488.002	0	488.002
**D ALL INTERNATIONAL INDEX FUND	45.709	0	45.709
**D ALL DFA INTERNATIONAL CORE EQUITY FUND	15.429	0	15.429
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	44.491	0	44.491
**D FIRST TRUST GLOBAL EQUITY IN	17.802	0	17.802
**D FIRST TRUST GLOBAL EQUITY AND BENEFIT FUND OF COOK COUNTY	989	0	989
**D VANGUARD GLOBAL DIVIDEND FUND	15.085	0	15.085
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	136.362	0	136.362
**D ALABAMA TRUST FUND	96.114	0	96.114
**D COX ENTERPRISES INC MASTER TRUST	173.821	0	173.821
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	152.867	0	152.867
**D MAPFRE MSV LIFE PLC	173.935	0	173.935
**D ISHARES PUBLIC LIMITED COMPANY	115.209	0	115.209
**D ACHMEA PENSION EN LEVENSVZERKERINGEN NV	519.821	0	519.821
**D PMT INKA FONDS	14.829	0	14.829
**D INKA PRAEK	30.726	0	30.726
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	10.074	0	10.074
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	97.890	0	97.890
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	652.405	0	652.405
**D RETIREMENT BENEFITS INVESTMENT FUND	281.494	0	281.494
**D POOL REINSURANCE CO LTD	4.971	0	4.971
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	19.913	0	19.913
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	20.503	0	20.503
**D AMG TIMESQUARE INTERNATIONAL SMALL CAP FUND	3.098	0	3.098
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	102.933	0	102.933
**D BLACKROCK SOLUTIONS FUNDS ICAY	30.500	0	30.500
**D PENSION RESERVES INVESTMENT TRUST FUND	689.060	0	689.060
**D THE HKSHR GOVERNMENT SCHOLARSHIP FUND	70.230	0	70.230
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	209	0	209
	236.944	0	236.944



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Delega alla persona fisica sopra indicata con il numero della scheda magnetica
Delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla proiezione sonora)
RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.979
Azionisti in proprio: 0
Azionisti in delega: 1.979

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D DORE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING FUND	25.722	0	25.722
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	303.485	0	303.485
**D QUALITY EDUCATION FUND	1.093	0	1.093
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	2.144.103	0	2.144.103
**D ADVANCE PLANNING LIMITED	1.581	0	1.581
**D DIGIMITH FRC ARRANGEMENT LIMITED	2.266	0	2.266
**D AMERICAN PUBLIC RETIREMENT SYSTEM OF OHIO	675.632	0	675.632
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	11.895	0	11.895
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	24.563	0	24.563
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	1	0	1
**D MSEC INTERNATIONAL EQUITY INDEX FUND	414	0	414
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	8.234	0	8.234
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR DE ZOETWAARENINDUSTR	91.201	0	91.201
**D GOLDMAN SACHS ETF ICAY	5.035	0	5.035
**D ALTE LEIFZIGER TRUST INVESTMENT GESELLSCHAFT MEH	4.163	0	4.163
**D AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	77	0	77
**D PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	6.868	0	6.868
**D ENERGY INSURANCE MUTUAL LIMITED	2.484	0	2.484
**D MIDDLETOWN WORKS HOURLY AND SALARIED UNION	2.034	0	2.034
**D METROPOLITAN LIFE INSURANCE COMPANY	243	0	243
**D IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	2.865	0	2.865
**D SOCIOPAC ACTIONS - MID CAP	24.797	0	24.797
**D SILVER INVESCO EURO EQUITY	11.740	0	11.740
**D SG ACTIONS MONDE SELECTION	29.736	0	29.736
**D LYXOR FTSE MIB UCITS ETF	180.704	0	180.704
**D LYXOR MSCI EUROPE UCITS ETF	106.659	0	106.659
**D SEB ACTIONS INTERNATIONALES	164.839	0	164.839
**D SG ACTIONS ESG EURO EQUITY SCOR AC	515.025	0	515.025
**D OFI INVEST ESG EURO EQUITY SMI	42.119	0	42.119
**D LUXINDEX FUND - LYXOR MSCI EMU	12.945	0	12.945
**D MULTI UNITS LUX-LYXOR CORE MSC	44.043	0	44.043
**D LYXOR CORE MSCI WORLD (DR) UCI	13.544	0	13.544
**D MU LUX - LYXOR EURO STOXX BANK	36.711	0	36.711
**D MUL - LUX FTSE IT ALL CAP PIR 2	53.168	0	53.168
**D LYXOR MSCI EUROPE ESG LEADERS	36.188	0	36.188
**D LIF-LYXOR MSCI WORLD CATHOL PR	1.116.229	0	1.116.229
**D MUL-LYX NET ZERO 50 SP EURO2 C	16.241	0	16.241
**D PROGETT AZ SOST	135.632	0	135.632
**D ASI PROG AZIONE SOSTENIB III	9.014	0	9.014
**D AMIF - EMU EQUITY	331.509	0	331.509
**D AMIF - EUROPEAN EQUITY	598	0	598
**D AIF- TACTICAL PORTFOLIO INCOME	779	0	779
**D ASI - BILANC PERCOR ANTI VI	34.683	0	34.683
**D ASI BIL PER ATTIVO III	28.605	0	28.605
**D MUL MONDI MSCI EUROPE CLIMATE	13.884	0	13.884
**D EFPEFLUX SICAV AZIONARIO EURO	7.698	0	7.698
	7.564	0	7.564
	39.991	0	39.991
	54.822	0	54.822

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ASI - BILANCIATO PERC ATTIV II	2.968	0	2.968
**D AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	292.722	0	292.722
**D AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	755.000	0	755.000
**D AMUNDI SGR SPA/CORE PENSION FONDO PENSIONE APERTO	207.101	0	207.101
**D AMUNDI SGR SPA/SECONDENSIONE FONDO PENSIONE APERTO	509.336	0	509.336
**D SEI GLOBAL MASTER FUND PLC THE	4.935	0	4.935
**D AB SICAV III - DYNAMIC ALL MAR	1.552	0	1.552
**D KOKUSAI EQUITY INDEX FUND, A S	15.212	0	15.212
**D MORGAN STANLEY PATHWAY FUNDS -	16.668	0	16.668
**D MORGAN STANLEY PATHWAY FUNDS -	16.200	0	16.200
**D METZLER UNIVERSAL TRUST KILMOR	34.442	0	34.442
**D BRIDGE BUILDER INTERNATIONAL E	27.722	0	27.722
**D GREEN CENTURY MSCI INTERNATIONAL	3.777	0	3.777
**D CUSTODY BANK OF JAPAN, LTD.	25.557	0	25.557
**D BRIDGE BUILDER TAX MANAGED	13.861	0	13.861
**D DESTINATIONS INTERNATIONAL EQU	976	0	976
**D NZAM EURO STOXX PARIS-ALIGNED	334.000	0	334.000
**D METZLER INTERNATIONAL INVESTME	64.547	0	64.547
**D BLACKROCK GLOBAL ALLOCATION FU	140.033	0	140.033
**D MORGAN STANLEY PATHWAY	27.881	0	27.881
**D VEU LOW CARBON WORLD EQUITIES	65.593	0	65.593
**D VEU LOW CARBON WORLD EQUITIES	243.123	0	243.123
**D OBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	87.296	0	87.296
**D OBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	2.246	0	2.246
**D OBS (LUX) REF SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	1.430	0	1.430
**D OBS (LUX) STRATEG SICAV SAP DYNAMIC (USD)	3.111	0	3.111
**D OBS (LUX) STRATEG SICAV - SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	756	0	756
**D OBS (LUX) STRATEG SICAV - ALLOCATION PF DEFENSIVE (USD)	154.556	0	154.556
**D OBS (LUX) SICAV I	403	0	403
**D MICROS BANK (LUX) FONDS INTERSTOCK	1.280	0	1.280
**D MICROS BANK (LUX) FONDS 50	1.560	0	1.560
**D MICROS BANK (LUX) FONDS 40 (EUR)	920	0	920
**D MICROS BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D LGTASUPER	32.562	0	32.562
**D PRIME SUPER	2.306	0	2.306
**D KARRICK LIMITED	803	0	803
**D SYDBANK A/S	28.409	0	28.409
**D FOUNDATION BOTNAR..	31.151	0	31.151
**D OBS FUND MANAGEMENT (SWITZERLAND) AG.	359.314	0	359.314
**D OBS FUND MANAGEMENT (SWITZERLAND) AG.	10.820	0	10.820
**D CREDIT SUISSE FUNDS AG	28.489	0	28.489
**D OBS FUND MGT (CH) AG - CH12438-TRIANGULUS - AKTIEN DEWMARK HEDGED	27.571	0	27.571
**D OBS FUND MGT (CH) AG - CH12448-TRIANGULUS - AKTIEN DEWMARK	10.582	0	10.582
**D OBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEIN WELT	166.974	0	166.974
**D GIAS	1.648.862	0	1.648.862
**D NORGES BANK	2.748.822	0	2.748.822
**D GOVERNMENT OF NORWAY	24.383	0	24.383
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	10.655	0	10.655
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	49.156	0	49.156
**D LGTM MANAGERS (EUROPE) LIMITED	18.019	0	18.019
**D LEGAL AND GENERAL CCF	18.019	0	18.019

Pagina 21

2 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.979

1.979

0

Azionisti: Azionisti in proprio: Azionisti in delega: Azionisti in delega.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione segreta)

RC: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

Deleg	Tot. Voti	Proprio
**D BANK OF BOTSWANA	4.933	0
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	217.081	0
**D GENERAL ORGANIZATION FOR SOCIAL INSURANCE	655.895	0
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	17.639	0
**D INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	1.237	0
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	11.104	0
**D WHEELS COMMON INVESTMENT FUND	1.344	0
**D STICHTING BEDRIJFSTAKENSIOENFONDS VOOR DE DETAILHANDEL	49.683	0
**D HL MULTI-MANAGER SPECIAL SITUATIONS TRUST	47.430	0
**D LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	7.338	0
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	38.024	0
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	20.777	0
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	11.939	0
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	9.403	0
**D JUPITER EUROPEAN SMALLER COMPANIES FUND	18.462	0
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND	417.330	0
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	8.200.572	0
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	329.160	0
**D TRUE POTENTIAL PICTET BALANCED	62.597	0
**D TRUE POTENTIAL PICTET GROWTH	8.318	0
**D TRUE POTENTIAL PICTET CAUTIONS	9.499	0
**D TRUE POTENTIAL PICTET PRESERVATIVE	1.456	0
**D TRUE POTENTIAL PICTET DEFENSIVE	2.147	0
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386	0
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	2.383.828	0
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447	0
**D STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	3.920	0
**D BARINGS INTERNATIONAL UMBRELLA FUND	62.740	0
**D LEGAL & GENERAL ICAV	354	0
**D NORTHERN TRUST KITS FOR FUND	98.858	0
**D VERDIPAYFONDEIT KLP AKSJEUROPA INDEXES	29.362	0
**D VERDIPAYFONDEIT KLP AKSJEUROPA INDEXES	98.343	0
**D SCHLIMBERGER INTERNATIONAL STAFF RETIREMENT FUND ECF-SIF	2.553	0
**D MELCHIOR SELECTED TRUST	417.360	0
**D STICHTING BLUE SKY LIQUID ASSET FUNDS	9.809	0
**D PUBLIC SECTOR PENSION INVESTMENT BOARD	575.189	0
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	648.423	0
**D BAKER HUGHES INCORPORATED MASTER TRUST	192.596	0
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	40.237	0
**D CSAA INSURANCE EXCHANGE	1.654	0
**D SUTHER HEALTH MASTER RETIREMENT TRUST	95.900	0
**D THE INVESTMENT COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	1.860	0
**D NORTHERN TRUST GROUP TRUST AGREEMENT	34.186	0
**D SCHLIMBERGER GROUP TRUST AGREEMENT	14.749	0
**D LCHARBUS PENSION MASTER TRUST	95.180	0
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369	0
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	30.043	0
**D CHEVRON MASTER PENSION TRUST	9.924	0
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	6.020	0
**D THE MINERCO FOUNDATION TRUST	5.417	0

Pagina 22

DE# delega alla persona fisica sopra indicata con il numero della scheda magnetica

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

RL¹¹ rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1979 Teste:

Azionisti:	1.979	Teste:
Azionisti in proprio:	0	Azionisti in delega:

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EQUIPUSPER	11.610	0	11.610
**D STICHTING PENSIOENFONDS SAGITTARIUS	14.005	0	14.005
**D STICHTING PNE PENSIOENFONDS	83.423	0	83.423
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	473.509	0	473.509
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	24.671	0	24.671
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	85.429	0	85.429
**D HEE COMMON CONTRACTUAL FUND.	3.257	0	3.257
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	563.201	0	563.201
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEES	3.565	0	3.565
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	5.950	0	5.950
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	6.045	0	6.045
**D STEUART L. WALTON FAMILY TRUST UAD 03/19/13	1.543	0	1.543
**D ST. MARY'S HEALTHCARE	178	0	178
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	30.359	0	30.359
**D R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	1.200	0	1.200
**D RUTGERS THE STATE UNIVERSITY	7.934	0	7.934
**D NINE MILE POINT NDT QUALIFIED PARTNERSHIP	3.600	0	3.600
**D METLIFE 401(K) PLAN TRUST	331.702	0	331.702
**D NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	92.352	0	92.352
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	0	3.940
**D IBM PERSONAL PENSION PLAN TRUST	1.578	0	1.578
**D CONSIDERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	65.279	0	65.279
**D CONSTELLATION PENSION MASTER TRUST	2.472	0	2.472
**D CONSTELLATION FITZPATRICK QUALIFIED FUND	132.022	0	132.022
**D CUSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	64.000	0	64.000
**D TRUST FOR THE PENSION PLAN OF THE CHOBBS CORPORATION	1.400	0	1.400
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	200	0	200
**D CRYSTIC EUROBIOS FOUNDATION	8.245	0	8.245
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	180	0	180
**D ALM 2010 FAMILY TRUST.	33.405	0	33.405
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	52.781	0	52.781
**D NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	1.240	0	1.240
**D CONNER CLARK & LUNN COLLECTIVE INVESTMENT TRUST	13.936	0	13.936
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	16.836	0	16.836
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	385.415	0	385.415
**D HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	19.097	0	19.097
**D THE BOARD OF MANAGEMENT OF THE CHINESE PERMANENT CEMETERIES	2.566	0	2.566
**D BEAT DRUGS FUND ASSOCIATION	752	0	752
**D THE HUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	5.604	0	5.604
**D BSA COMMINGLED ENDOWMENT FUND LP	18.540	0	18.540
**D CARROLL AVENUE PARTNERS LLC.	71	0	71
**D BOWERS LLC	18.439	0	18.439
**D DFI LP EQUITY (PASSIVE	1.693	0	1.693
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	3.161	0	3.161
**D DYNASTY INVEST LTD	1.354	0	1.354
**D FUNDO DE PENSÕES	6.241	0	6.241
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	11.985	0	11.985
**D LEGAL & GENERAL MSCI EAFE FUND LLC	44.169	0	44.169
**D BUILDERS ASSET MANAGEMENT LLC	37.059	0	37.059
**D LEHMAN-SPAHN FAMILY PARTNERS LLC	62	0	62



Pagina 23

2 De* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.979

Teste:

1.979

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assembly)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D NEIKE PARTNERSHIP	1.208	0	1.208
**D INTERNATIONAL EQUITY FUND LLC	8.157	0	8.157
**D FELICAN FUND LP	217.416	0	217.416
**D PINK CALL LLC	174	0	174
**D HAWAII LLC	3.169	0	3.169
**D HAWTHORN EM LLC	9.145	0	9.145
**D HAWTHORN EQ LLC	19.517	0	19.517
**D HAWTHORN EQ INVESTMENT PARTNERSHIP	202	0	202
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	2.860	0	2.860
**D FCM INTERNATIONAL LLC	2.951	0	2.951
**D PTFIE LP	4.180	0	4.180
**D GLOBAL BOND FUND WAYCROSSE INC.	21.276	0	21.276
**D THYSEN GLOBAL INVESTMENTS CORP.	537	0	537
**D MFC INTERNATIONAL FUND LLC	7.196	0	7.196
**D INTERMED INTERNATIONAL EQUITY SERIES	15.475	0	15.475
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059	0	2.059
**D SLM PORTFOLIO LLC	2.405	0	2.405
**D SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D CINDY SPRINGS LLC	48.975	0	48.975
**D GOVERNMENT OF GUAM RETIREMENT FUND	71.145	0	71.145
**D K INVESTMENTS SK LIMITED.	63.462	0	63.462
**D LEGAL & GENERAL MSCI EAFE SL FUND LLC	43.955	0	43.955
**D MBB PUBLIC MARKETS I LLC	25.154	0	25.154
**D ASCENSION ALPHA FUND LLC	7.309	0	7.309
**D FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D UNITED NATIONS JOINT STAFF PENSION FUND.	595.043	0	595.043
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	5.157	0	5.157
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PKC	178.379	0	178.379
**D CHEVRON UK PENSION PLAN	3.659	0	3.659
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D FIDELITY SALER STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198	0	19.198
**D FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419	0	1.569.419
**D FIDELITY INVESTMENT TRUST: FIDELITY LEX INTERNATIONAL FUND	49.143	0	49.143
**D FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	216.163	0	216.163
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.610.974	0	1.610.974
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	291.635	0	291.635
**D WITTINGTON ASSET MANAGEMENT LIMITED	1.536	0	1.536
**D RUSSELL WGM INVESTMENTS LIMITED	66.796	0	66.796
**D RAGFORS LIMITED	373	0	373
**D NEW ZEALAND SUPERANNUATION FUND.	360.917	0	360.917
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARFA	98.234	0	98.234
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	26.273	0	26.273
**D MERCER OSS TRUST.	20.782	0	20.782
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	672.227	0	672.227
**D LORD MAYOR'S CHARITABLE FOUNDATION	1.615	0	1.615
**D NT WORLD GREEN TRANSITION INDEX FUND	803	0	803
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	494	0	494
**D WSSP INTERNATIONAL EQUITIES TRUST	17.553	0	17.553
**D MERCER INDEXED INTERNATIONAL SHARES FUND	757.424	0	757.424
	47.788	0	47.788

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AUSTRALIAN CAPITAL TERRITORY	16.190	0	16.190
**D MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	168.317	0	168.317
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.063	0	3.063
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	814	0	814
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	3.995	0	3.995
**D EQUITY TRUSTEES LIMITED	9.321	0	9.321
**D QIC INTERNATIONAL EQUITIES FUND.	4.326	0	4.326
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	248.318	0	248.318
**D JOHN T. WALTON FAMILY TRUST	231.749	0	231.749
**D S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	2.187	0	2.187
**D MOBIUS LIFE LIMITED	8.673	0	8.673
**D HNW TESTAMENTARY TRUST NO. 1	2.768	0	2.768
**D HNW TESTAMENTARY TRUST NO. 3	4.659	0	4.659
**D HNW TESTAMENTARY TRUST NO. 10.	417	0	417
**D HNW TRUST NO. 2 UAD 01/17/03	4.319	0	4.319
**D HNW TRUST NO. 3 UAD 01/17/03	3.879	0	3.879
**D HNW TESTAMENTARY TRUST NO. 2	2.885	0	2.885
**D STEELWORKERS PENSION TRUST	98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST	2.620	0	2.620
**D S. ROBSON WALTON 1999 CHILDRENS TRUST	1.340	0	1.340
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	11.236	0	11.236
**D THE TRUSTEES OF THE HENRY SMITH FOUNDATION INC	15.595	0	15.595
**D SEAR P ANDRAE 2016 TR UAD FEB 8 1991	1.278.552	0	1.278.552
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	1.693	0	1.693
**D ROYAL BOROUGH OF KINGSTON PENSION FUND	41.080	0	41.080
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	13.054	0	13.054
**D PRESEBYTERIAN CHURCH (USA) FOUNDATION	40.171	0	40.171
**D HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	6.124	0	6.124
**D JTW TRUST NO. 2 UAD 9/19/02	27.960	0	27.960
**D JTW TRUST NO. 1 UAD 9/19/02.	3.079	0	3.079
**D JTW TRUST NO. 3 UAD 9/19/02.	2.351	0	2.351
**D THE MISSOURI FOUNDATION FOR HEALTH	3.508	0	3.508
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	1.846	0	1.846
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	1.541	0	1.541
**D THE MEMOURS FOUNDATION PENSION PLAN	176.146	0	176.146
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	562	0	562
**D ARVEST FOUNDATION	8.423	0	8.423
**D BARINGS EUROPE SELECT TRUST	394	0	394
**D DREW M ANDRAE 2016 TR UAD FEB 8 1991.	773.597	0	773.597
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	1.687	0	1.687
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	3.140	0	3.140
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	530	0	530
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	13.295	0	13.295
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT COLLECTIVE FUNDS TRUS	2.121	0	2.121
**D MUNICIPAL RETIREMENT FUND OF THE CITY OF DALLAS.	106.656	0	106.656
**D ALFRED I. DUPONT CHARITABLE TRUST	170.244	0	170.244
**D BOI SCOUTS OF AMERICA MASTER PENSION TRUST	11.899	0	11.899
**D CITY OF FRESNO RETIREMENT SYSTEMS.	10.674	0	10.674
	90.309	0	90.309
	222.541	0	222.541

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DSF=delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.979

Teste:

1.979

Azionisti:

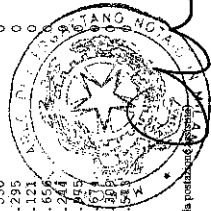
Azionisti in proprio:

0

Azionisti in delega:

0

RL= rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ILLINOIS MUNICIPAL RETIREMENT FUND	198.931	0	198.931
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	41.900	0	41.900
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.213	0	71.213
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	11.715	0	11.715
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	27.715	0	27.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	63.106	0	63.106
**D UTAH STATE RETIREMENT SYSTEMS	90.237	0	90.237
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	4.532	0	4.532
**D USAA GENERAL INSURANCE COMPANY	4.139	0	4.139
**D WYOMING RETIREMENT SYSTEM	7.607	0	7.607
**D ABU DHABI PENSION FUND	6.161	0	6.161
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND	58.482	0	58.482
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	198.980	0	198.980
**D NAV CANADA PENSION PLAN	1.181	0	1.181
**D BLACKROCK AUTHORIZED CONTRACTUAL SCHEME I	27.389	0	27.389
**D ACS 30:70 GLOBAL EQUITY TRACKER FUND	772.076	0	772.076
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	8.491	0	8.491
**D LONDON LGFS CIV AUTHORIZED CONTRACTUAL SCHEME.	1.664	0	1.664
**D STATE TEACHERS RETIREMENT SYSTEM OF OHIO	14.585	0	14.585
**D BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA	456.971	0	456.971
**D LGFS CENTRAL AUTHORIZED CONTRACTUAL SCHEME...	5.299	0	5.299
**D UBS COMMON CONTRACTUAL FUND	6.300	0	6.300
**D BLACKROCK COMMON CONTRACTUAL FUNDS	2.535	0	2.535
**D BLACKROCK UCITS COF	13.175	0	13.175
**D FIDELITY INVESTMENT TRUST:FIDELITY INTERNATIONAL DISCOVERY K	72.306	0	72.306
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	126.560	0	126.560
**D DELA NATURA- EN LEVENSVZERKERINGEN N.V.	484.967	0	484.967
**D KOMUNAL LANDESVZERKASSE GUENSDIG FURSIRKUNGSSELSKAP	246.920	0	246.920
**D RECORD INVEST SCA SICAV RAIF	63.171	0	63.171
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE RANK	5.055	0	5.055
**D STICHTING PENSIOENFONDS PGB	2.444	0	2.444
**D STICHTING BERLIFSSTAKENSFONDS VOOR VLEES VLEESKAREN G	84.089	0	84.089
**D STICHTING BERLIFSSTAKENSFONDS VOOR HET SCHOONMAK EN GL	13.990	0	13.990
**D STICHTING BERLIFSSTAKENSFONDS VOOR HET HANDELSVERKEER	14.198	0	14.198
**D STICHTING BERLIFSSTAKENSFONDS VOOR HET LEVENSMIDDELENDELRUF	28.576	0	28.576
**D STICHTING AP-FONDER	24.516	0	24.516
**D STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	130.077	0	130.077
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	6.559	0	6.559
**D WELLINGTON PAGOSA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	130.569	0	130.569
**D WOLF CREEK INVESTORS (BERMUDA) LP	155.165	0	155.165
**D LMAF IRELAND ICAP - LMAF 910	276.448	0	276.448
**D LMAF IRELAND ICAP - LMAF 910	254	0	254
**D POINT72 LONDON INVESTMENTS LTD.	237.690	0	237.690
**D ARROWSTREET INTERNATIONAL EQUITY ENAF ALPHA EXTENSION FUND	76.148	0	76.148
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.	12.254	0	12.254
**D ARROWSTREET ACMT ALPHA EXTENSION FUND III (CAYMAN) LIMITED	1.790	0	1.790
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	10.804	0	10.804
**D DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC	88	0	88
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	178	0	178
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE PORTFOLIO MARGIN ACT 200.	6.749	0	6.749
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	22.155	0	22.155

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Azionisti: 1.979 Teste: 1.979 2 DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 0 Azionisti in delega: 1.979 *D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AOR INNOVATION FUND L.P. - SE RIES	280	0	280
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	148	0	148
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	23.054	0	23.054
**D ARROWSTREET INTERNATIONAL EQUITY ACWI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	11.545	0	11.545
**D AOR GLOBAL MACRO MASTER ACCOUNT L.P. OGIER FIDUCIARY SERVICES	49.798	0	49.798
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	36.120	0	36.120
**D THE BUTTWOOD FAMILY FOUNDATION	10.760	0	10.760
**D ALEXIARES LLC	7.600	0	7.600
**D THE ALICE K MOORHEAD REVOCABLE TRUST - EQUITY UAD 06/27/11 A K MOORHEAD TTEE AND 12/11/18	3.100	0	3.100
**D THE DAVID A DUFFIELD TRUST UAD 07/14/88	2.432	0	2.432
**D CM GRAT LLC	650	0	650
**D ROSEBINE LLC	2.499	0	2.499
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0	77.973
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0	37.145
**D MEDIUMLUM BEST BRANDS - MEDIUMLUM GLOBAL DEMOGRAPHIC OPPOR	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0	13.363
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0	500.000
**D LGT SELECT FUNDS	6.096	0	6.096
**D MEDIUMLUM BEST BRANDS - COUPON STRATEGY COLLECTION	42.333	0	42.333
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	18.486	0	18.486
**D UNIVERSIS THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	48.719	0	48.719
**D CHIA INDEXED GLOBAL SHARE FUND	2.203	0	2.203
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0	1.306.000
**D FIDELITY INVESTMENTS FUND PORTFOLIO	4.669.000	0	4.669.000
**D JOHN HANCOCK FUNDS - JCI INTERNATIONAL GROWTH FUND	1.045.599	0	1.045.599
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	4.651.614	0	4.651.614
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	22.882	0	22.882
**D THE JUPITER GLOBAL FUND SICAV	10.387	0	10.387
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	2.232.967	0	2.232.967
**D COLONIAL FIRST STATE INVESTMENT FUND 121	14.398	0	14.398
**D SCHWAB INTERNATIONAL INDEX FUND	329.948	0	329.948
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	348.185	0	336.015
**D ABRDN SICAV II	1.457.043	0	1.457.043
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	10.546	0	10.546
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	26.442	0	26.442
**D ONEMARKET'S ITALY ICAP	17.768	0	17.768
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.635.000	0	1.635.000
**D ILLA-LA WORLD ESG SCREENED FUND	3.056	0	4.886
**D ILLA - RAFTING	3.056	0	3.056
**D ILLA-A-ILSDMH	88.142	0	88.142
**D ILLA-A-ILMCPHY	3.446	0	3.446
**D IRISH LIFE CLIMATE FOCUSED FUND	1.764	0	1.764
**D IRISH LIFE ASSURANCE PIC	77.290	0	77.290
**D ILLA-ILSEAFE - SUSTAINABLE EAFE EQUITY	32.869	0	32.869
**D ILLA - A-ILGLOEQ	5.240	0	5.240
**D ILLA - A-ILREZEG	13.982	0	13.982
**D ILLA - A-ILRYEGG	14.164	0	14.164
**D ILLA - A-ILGLOEQ	2.666	0	2.666
**D ILLA - A-ILDSCG	52.129	0	52.129
**D IRISH LIFE ASSURANCE.		0	

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DE* delega alla presente fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione propria)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.979

1.979

Teste:

0 Azionisti in delega.

Azionisti:

Azionisti in proprio:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AEGON CUSTODY B.V.	331.986	0	331.986
**D STITCHING MN SERVICES	191.895	0	191.895
**D STICHTING PENSIOENFONDS METAAL EN TECHNIK MN SERVICES	56.502	0	56.502
**D LARGE CAP INTL PORTFOLIO OF DFA INV	244.712	0	244.712
**D STICHTING PENSIOENFONDS MANDELINGE MD	36.192	0	36.192
**D LEGAL AND GENERAL SUPERFUND (MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	85.076	0	85.076
**D FUTURE WORLDWEALTH EQUITY INDEX FUND (3500)	4.489	0	4.489
**D TSGX SOLACT ESG TRACER EX UNRG (3187)	4.843	0	4.843
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	3.801	0	3.801
**D L AND G ASSUR (PENS MGMT) LTD 1 LGIM PMC CSUF(31670) TESCO INDEX EQUITY TSGM (5270	17.879	0	17.879
**D CITIBANK UK LIMITED AS TRUSTEE OF ABERN (LOTHIAN) EUROPEAN T	784.395	0	784.395
**D CITIBANK UK LIMITED AS TRUSTEE OF ABERN (LOTHIAN) INTERNATIO	64.363	0	64.363
**D OTEGEN COMMUNITY PROPERTY TRST DTD 12/24/2008 AS AMENDED A	609	0	609
**D CESTIL RE CNEALPH GS FD 16	10.903	0	10.903
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	1.359.767	0	1.359.767
**D INVESCO POOLED INVESTMENT FUND - EUROPE FUND	164.597	0	164.597
**D TRANSAMERICA AIM INTERNATIONAL GROW	12.343	0	12.343
**D NMTB/NIK KORUSAL-NH 935026	23.540	0	23.540
**D NMTB/NIK KORUSAL-NH 935034	1.495	0	1.495
**D BERESFORD FUNDS ICAV	2.755	0	2.755
**D ABERN OETC V-ABERN EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D ABERN OETC II-ABERN EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STITCHING PGGM DEPOSITARY	149.317	0	149.317
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND.	10.975	0	10.975
**D THREADNEEDLE (LUX).	6.457.209	0	6.457.209
**D THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	1.113.297	0	1.113.297
**D TWO SIGMA INTERNATIONAL CORE	5.500	0	5.500
**D THREADNEEDLE INVESTMENT FUNDS ICVCA.	3.032.169	0	3.032.169
**D THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	8.282	0	8.282
**D COLUMBIA THREADNEEDLE INVESTMENT FUNDS	1.700	0	1.700
**D HUTCHISON PROVIDENT FUNDING INVESTMENT TRUST.	68.876	0	68.876
**D LEGAL AND GENERAL SUPERFUND (MANAGEMENT) LIMITED	8.351	0	8.351
**D ABERN OETC II-ABERN EUROPE EX UK SMALLER COMPANIES FUND	48.821	0	48.821
**D SMISING GLOBAL CORE EQUITY FUND	2.089	0	2.089
**D LATVIJAS BANKA	5.261	0	5.261
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	106.012	0	106.012
**D CITITRUST LIMITED	12.638	0	12.638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	5.655	0	5.655
**D HOSTELIS POOLED SUPERANNUATION TRUST	24.464	0	24.464
**D ABERN OETC IV-ABERN EUROPEAN EQUITY ENHANCED INDEX FUND	25.338	0	25.338
**D ABERN OETC I-ABERN EUROPEAN EQUITY SMALLER COMPANIES FUND	56.937	0	56.937
**D ABERN OETC IV-ABERN EUROPEAN EQUITY TRACKER FUND	156.033	0	156.033
**D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	35.345	0	35.345
**D UAFF - BLACK ROCK PASSIVE EQUITY	2.607	0	2.607
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	2.568	0	2.568
**D C&I MULTI-STRATEGY FUND	12.611	0	12.611
**D C&I MULTI-STRATEGY FUND	66	0	66
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	1.706	0	1.706
**D AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	2.315	0	2.315
**D POINT12 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	58.889	0	58.889
**D AQR TAX AWARE HELIX FUND L.P. C/O COGENSY GLOBAL INC.	480	0	480

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	26.824	0	26.824
**D MARSHALL WACE MASTER FUNDS SEC-SE ALPHA PLUS FUND	83.866	0	83.866
**D MAN INSIGHT LIMITED	8	0	8
**D MANULIFE WORLD INVESTMENT FUND	651.558	0	651.558
**D MANULIFE INVESTMENT EXCHANGE FUND	1.492.556	0	1.492.556
**D MANULIFE TAX-MANAGED GROWTH FUND	6.559	0	6.559
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610	0	760.610
**D MANULIFE DIVERSIFIED INVESTMENT FUND	124.586	0	124.586
**D GS+A INTERNATIONAL FUND	209.860	0	209.860
**D BINCOR GLOBAL DIVIDEND YIELD POOLED FUND	113	0	113
**D BINCOR GLOBAL EQUITY POOLED FUND	40.308	0	40.308
**D THE EMPIRE LIFE INSURANCE COMPANY.	310.847	0	310.847
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.460	0	12.460
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE WINTEG FOUNDATION	1	0	1
**D STEADYHAND GLOBAL SMALL-CAP EQUITY FUND	52.600	0	52.600
**D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN.	72.206	0	72.206
**D DIVERSIFIED FUND OF CANADA - DEC GLOBAL EQUITY FUND	11.170	0	11.170
**D ABN AMRO ASSET MANAGEMENT	1	0	1
**D ROBINSON INVESTMENTS LTD C/O STEPHEN R. MENICH	75.563	0	75.563
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION FUND.	6.862	0	6.862
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION TRUST COMPANY IN	8.685	0	8.685
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	27	0	27
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	619	0	619
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	1.886	0	1.886
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	3.566	0	3.566
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	4.798	0	4.798
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	11.988	0	11.988
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	309	0	309
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	28.370	0	28.370
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	187.037	0	187.037
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	258	0	258
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	119.380	0	119.380
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	316	0	316
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	588	0	588
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	5.150	0	5.150
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	153	0	153
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	10.148	0	10.148
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	40.000	0	40.000
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	279.117	0	279.117
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	4.194	0	4.194
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	1.306	0	1.306
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	26.820	0	26.820
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	128.986	0	128.986
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	445	0	445
**D WELLS FARGO GLOBAL COUNTRY ALPHA EXTENSION MASTER FUND (CAYMAN)	198.303	0	198.303



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DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione azionaria)

RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

1.979

Teste:

0

Azionisti in delega:

Azionisti:

Azionisti in proprio:

LISTA ESITO DELLE VOTAZIONE.

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AA SSGA ACTIONS INDICE EURO	165.497	0	165.497
**D AGGF MANDAT ACTION	20.170	0	20.170
**D ALLOCATION INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EURO CORE	116.342	0	116.342
**D AMUNDI ACTIONS EUROPE ISR	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	114.655	0	114.655
**D AMUNDI ACTIONS FNC	544.001	0	544.001
**D AMUNDI ETF PEA S P 500 UCITS E	700.000	0	700.000
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685	0	23.685
**D AMUNDI IPSA ACTIONS	14.113	0	14.113
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR	88.874	0	88.874
**D AMUNDI PULSATIONS	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EURO CORE +	3.262	0	3.262
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	10.346	0	10.346
**D AMUNDI TRANSMISSION ACTIONS	26.903	0	26.903
**D AMUNDI TRANSMISSION PATRIMOINE	52.751	0	52.751
**D AP ACTIONS 1 EURO	51.965	0	51.965
**D ARCO QUANT 2	110.895	0	110.895
**D ASSUREDIX	16.500	0	16.500
**D BEL EQUITY EUROPE ESG	79.997	0	79.997
**D BET EURO FUTUR ISR	148.246	0	148.246
**D CARBP DIVERSIFIE ACTION EURO	34.962	0	34.962
**D CNP ASSUR EUROPE CANDSIAM	7.527	0	7.527
**D CONCORDE 96 (ACTION EURO)	897.296	0	897.296
**D CER EURLAND PREMIUM ESG	6.724	0	6.724
**D CER SILVER AGE POCHE COR	413.567	0	413.567
**D DIEZEL	254.750	0	254.750
**D DUKA ACTIONS EURO FME	1.872.723	0	1.872.723
**D DUKA ACTIONS SMALL ET MID CAP EURO	36.000	0	36.000
**D DUKA SRI EURO QUALITY	10.000	0	10.000
**D ECOFI EVENIR PLUS	139.564	0	139.564
**D ECOFI EMPURANCE EURO	538.213	0	538.213
**D ECIUREUIL PROFIL 75 (ACTIONS)	12.643	0	12.643
**D ECIUREUIL PROFIL 90 ACTIONS EUR	34.638	0	34.638
**D EGPARGNE 2 DIVERSIFIE	93.300	0	93.300
**D EPGARNE ETHIQUE ACTIONS	181.496	0	181.496
**D FC CARFINKO (ACTIONS EURO)	280.000	0	280.000
**D FCP CARP - INDQ	53.000	0	53.000
**D FCP ECIUREUIL RETRAITE EURO ACTIONS 4	68.557	0	68.557
**D FCP GROUPAMA PHARMA DIVERSIFIE	9.929	0	9.929
**D FDRN AMUNDI	4.298	0	4.298
**D FGV ACTIONS EUROPE LM A	2.081.936	0	2.081.936
**D GLOBAL MULTI-FACTOR EQUITY FUND	134.772	0	134.772
**D GROUPAMA AVENIR EURO	47.000	0	47.000
**D GROUPAMA CR AVENIR EUROPE	105.216	0	105.216
**D GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	7.800	0	7.800
**D HSSC EUROPE SMALL & MID CAP	410.000	0	410.000
**D HYNGOS ISR	11.750	0	11.750
**D I2C ACTIONS	712.676	0	712.676
**D IP ACTIONS EURO			
**D LBPAM 3 MOIS			

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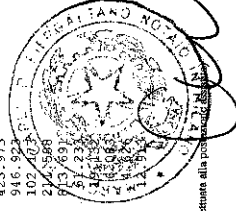
Azionisti: 2 DE* delega alla presente fisica sopra indicata con il numero della scheda magnetica.
Teste: 1.979 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
Azionisti in proprio: 0 Azionisti in delega. RI* rappresentanza, legata alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D LBPM ISR ACTIONS 80	33.080	0	33.080
**D LBPM ISR ACTIONS EURO LARGE CAP	186.154	0	186.154
**D LBPM ISR ACTIONS EURO MIN VOL	1.224	0	1.224
**D LBPM ISR STRATEGIE PEA 1	3.211	0	3.211
**D LBPM ISR STRATEGIE PEA 2	5.401	0	5.401
**D LCL ACTIONS EURO CORE*	34.377	0	34.377
**D LCL ACTIONS MONDE HORS EUROPE EURO	94.922	0	94.922
**D MONGELAS	27.096	0	27.096
**D NEULIZE VIE OPPORTUNITES	58.959	0	58.959
**D OSSIAM GOVERNANCE FOR CLIMAT	27.562	0	27.562
**D OSTROM SRI EUROPE EQUITY	94.688	0	94.688
**D PERP PROG (ACTIONS EUROPE)	28.987	0	28.987
**D PLURI-INVESTISSEMENTS	1.630	0	1.630
**D RENAULT CAREMAKERS SOLID AIR	17.000	0	17.000
**D RICHELIEU GLOBAL INNOVATION	11.612	0	11.612
**D RL PREVOTANCE (ACTIONS EUROPE)	54.868	0	54.868
**D ROES EURO P	77.123	0	77.123
**D ROFS-SMART INDEX EURO	89.523	0	89.523
**D RSC ACTIONS (ACTION EURO)	193.978	0	193.978
**D RSC ACTIONS (ACTIONS EUROPE ESG)	12.733	0	12.733
**D RSC INVESTISSEMENT	58.100	0	58.100
**D RSC STRATEGIQUE (ACTIONS EUROPE ESG)	20.604	0	20.604
**D TOCQUEVILLE FINANCE ISR	7.300	0	7.300
**D TOCQUEVILLE MID CAP EURO ISR	141.942	0	141.942
**D TONI ACTIONS ISR 100	15.637	0	15.637
**D TOTALENERGIES DIVERSITE EQUILIBRE ET SOLIDAIRE	74.294	0	74.294
**D VILLIERS DIAPASON	23.189	0	23.189
**D VIVACCIO ISR ACTIONS	154.499	0	154.499
**D WORLD EQUITIES	1.619	0	1.619
**D AF CLIMATE TRANSITION GLOBAL EQUITY	1.394	0	1.394
**D AMUNDI EURO ISTOCK CLIMATE PARIS ALIGNED PAB	31.802	0	31.802
**D AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	28.126	0	28.126
**D AMUNDI ETSE MIB	394.572	0	394.572
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	19.843	0	19.843
**D AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	2.498	0	2.498
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	175.896	0	175.896
**D AMUNDI FUNDS EURO RISK PARITY	25.548	0	25.548
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	28.783	0	28.783
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	312.409	0	312.409
**D AMUNDI FUNDS MULTI ASSET CONSERVATIVE	15.531	0	15.531
**D AMUNDI FUNDS PIONEER GLOBAL EQUITY	2.032.119	0	2.032.119
**D AMUNDI FUNDS PIONEER INCOME OPPORTUNITIES	423.973	0	423.973
**D AMUNDI FUNDS TOP EUROPEAN PLAYERS	946.923	0	946.923
**D AMUNDI INDEX MSCI EMU SRI	102.173	0	102.173
**D AMUNDI INDEX MSCI EUROPE	214.568	0	214.568
**D AMUNDI INDEX MSCI EUROPE SRI	913.691	0	913.691
**D AMUNDI INDEX MSCI WORLD	51.233	0	51.233
**D AMUNDI INDEX MSCI WORLD SRI	19.132	0	19.132
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.083	0	6.083
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.686	0	4.686
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	14.913	0	14.913



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Dvs delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presenza del presidente)

RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.979 Teste: 1.979

Azionisti in proprio: 0 Azionisti in delega: 1.979

LISTA ESITO DELLE VOTAZIONI

Oggetto: I. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI MSCI EMU ESG LEADERS SELECT	550.135	0	550.135
**D AMUNDI MSCI EMU ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI MSCI EUROPE	30.057	0	30.057
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB	9.832	0	9.832
**D AMUNDI MSCI EUROPE EX SWITZERLAND	55.515	0	55.515
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAR	4.523	0	4.523
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	3.536	0	3.536
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	12.230	0	12.230
**D AMUNDI PRIOR EUROPE 600	456.317	0	456.317
**D AMUNDI STOXX EUROPE 600	360.799	0	360.799
**D AXIOM EUROPEAN BANKS EQUITY	177.249	0	177.249
**D CANDRIAM EQUITIES I - EMU INNOVATION	2.325.096	0	2.325.096
**D CANDRIAM EQUITIES I - EUROPE INNOVATION	1.029.811	0	1.029.811
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES	220.776	0	220.776
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	2.272.508	0	2.272.508
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	868.254	0	868.254
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	1.048.161	0	1.048.161
**D CANDRIAM SUSTAINABLE EQUITY EMU	34.859	0	34.859
**D CLEOME INDEX - EMU EQUITIES	76.225	0	76.225
**D CLEOME INDEX - EUROPE EQUITIES	13.875	0	13.875
**D CORDIUS WORLD EQUITIES QUALITY	151.599	0	151.599
**D FONDACO LUX GLOBAL EQUITIES	410.341	0	410.341
**D G FUND - AVENIR SMALL CAP EURO.	240.000	0	240.000
**D G FUND - TOTAL RETURN ALL CAP EUROPE	685	0	685
**D INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	29.035	0	29.035
**D INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	162.500	0	162.500
**D LOF GLOBAL FINTECH	3.636	0	3.636
**D LOF TARGETNETZERO EUROPE EQUITY	6.920	0	6.920
**D LUXCELLENCE-HELVETIA EUROP EQUITY	321.765	0	321.765
**D NEF ETHICAL BALANCED DYNAMIC	26.253	0	26.253
**D OVERMARKETS AMUNDI INNOVATION OFF FID AXA	18.300	0	18.300
**D PAMARKETS AMUNDI INNOVATION OFF FID AXA	4.766	0	4.766
**D P&O LUX MONTLY INVEST POOL AMUNDI	3.381	0	3.381
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	10.000	0	10.000
**D AMUNDI DEUTSCHLAND GNH - SUEBINVEST 43	175.137	0	175.137
**D AMUNDI TOP WORLD	398	0	398
**D AMUNDI WELTPORTFOLIO	8.380	0	8.380
**D AMUNDI DIVIDENDO ITALIA	290.000	0	290.000
**D AMUNDI ESG SELECTION BILANCIATO	14.394	0	14.394
**D AMUNDI ESG SELECTION CONSERVATIVO	5.934	0	5.934
**D AMUNDI ESG SELECTION DINAMICO	7.704	0	7.704
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	24.739	0	24.739
**D AMUNDI PROG INC REALE 2026	4.129	0	4.129
**D AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D AMUNDI PROGETTO INCOME 2028	884	0	884
**D AMUNDI PROGETTO INCOME AGOSTO 2026	3.308	0	3.308
**D AMUNDI PROGETTO INCOME REALE 2027	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	3.063	0	3.063

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2 DE* delega alla presidenza sopra indicata con il numero della scheda magnetica

1.979 **D delega alla presidenza sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.979 Teste:

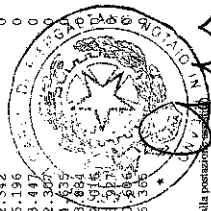
Azionisti in proprio: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ANUNDI PROGETTO INCOME REALE 2027 QUARTRO	1.114	0	1.114
**D ANUNDI PROGETTO INCOME REALE 2027 TRE	1.144	0	1.144
**D ANUNDI VALORE ITALIA PIR	61.500	0	61.500
**D FONDI ANUNDI PROGETTO - ANUNDI PROGETTO INCOME 2026	2.372	0	2.372
**D ASR INSTITUT FONSEN EUR ANDRIEN	54.035	0	54.035
**D COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.	6.431	0	6.431
**D KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	6.087	0	6.087
**D SPA MANDATE BLACKROCK	20.337	0	20.337
**D BEVELLIGING MANDAT SSGA RE AANDELEN	8.056	0	8.056
**D ST PF GASUNIE - GLOBAL EQ MANDATE SSGA	5.629	0	5.629
**D ST PF FMA MANDATE BLACKROCK	7.859	0	7.859
**D ST PF STAPLES MANDATE ALLIANCE CAPITAL	3.340	0	3.340
**D ST PF DE ARCHITECTENUREAUS-DME AWG	6.565	0	6.565
**D ST. PF VOOR DE ARCHITECTENUREAUS-DME SS	6.173	0	6.173
**D CRELAN INVEST BALANCED	3.160	0	3.160
**D CRELAN INVEST DYNAMIC	1.527	0	1.527
**D EDR GLOBAL EQUITIES ROT - DEI	2.172	0	2.172
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	6.866	0	6.866
**D EDR SICAV - EQUITY EURO SOLVE	2.172	0	2.172
**D EDR SICAV - EURO SUSTAINABLE EQUITY	63.407	0	63.407
**D EDR SICAV - EUROPEAN IMPROVERS	1.106.050	0	1.106.050
**D POLLOX	9.430	0	9.430
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	205.620	0	205.620
**D HELVETIA I EUROPA	38.158	0	38.158
**D MEDIOBANCA GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	49.100	0	49.100
**D MEDIOBANCA GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA	1.760.000	0	1.760.000
**D ALLIANZ ALORNTATRA ALL STARS LL STARS	300.000	0	300.000
**D ALLIANZ ALORNTATRA ALL STARS LL STARS	440.000	0	440.000
**D THE ARKONSTREET COMMON CONTRACTUAL FUND	13.000	0	13.000
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	38.812	0	38.812
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	46.692	0	46.692
**D ABM BMO FUNDS	3.848	0	3.848
**D ALLENZA ASSICURAZIONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.190	0	14.190
**D ISHARES EURO STOXX UCITS ETF (DE)	93.116	0	93.116
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	232.217	0	232.217
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	1.062.535	0	1.062.535
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	354.467	0	354.467
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	5.898	0	5.898
**D STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	2.342	0	2.342
**D ARKONSTREET (CANADA) INTERNATIONAL EQUITY INDEX FUND I	6.196	0	6.196
**D THE MONETARY AUTHORITY OF SWITZERE	13.447	0	13.447
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	22.307	0	22.307
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	24.635	0	24.635
**D FLOURISH INVESTMENT CORPORATION	3.884	0	3.884
**D ARKONSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	1.762.076	0	1.762.076
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAO	84.927	0	84.927
**D ISHARES II PUBLIC LIMITED COMPANY	10.806	0	10.806
	1.526.365	0	1.526.365



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DIP* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.979

Teste:

0

Azionisti in delega:

1.979

Teste:

2

DIP* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ISHARES V PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES IIA PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES IV PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D ISHARES IIA PUBLIC LIMITED COMPANY	159.961	0	159.961
**D WELLSFARGO INVESTMENT TRUST	1.588	0	1.588
**D AUSTRALIAN RETIREMENT TRUST	253.418	0	253.418
**D RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	714	0	714
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	15.224	0	15.224
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	3.523	0	3.523
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	2.133	0	2.133
**D AWARE SUPER	495.837	0	495.837
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412	0	15.412
**D RUSSELL INVESTMENTS TAX REFLECTIVE GLOBAL SHARES FUND	39.513	0	39.513
**D RETAIL EMPLOYERS SUPERANNUATION TRUST	2.907.045	0	2.907.045
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.387	0	1.387
**D SEDR 3P WORLD EX AUSTRALIA FUND	6.007	0	6.007
**D NEW AIRWAYS PENSION SCHEME	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	334.331	0	334.331
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS IGV- INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS IGV- EUROPEAN (EX UK) EQUITY FUND	78.823	0	78.823
**D INTERNATIONAL MONETARY FUND	38.260	0	38.260
**D ALLIANCE ACTIONS EURO PHEETI	100.558	0	100.558
**D ARMOISTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812	0	98.812
**D DWS INVESTMENT GHH FOR DWS QI EUROZONE EQUITY	28.388	0	28.388
**D DWS INVESTMENT GHH FOR MULTINDEX EQUITY FUND	5.396	0	5.396
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	364.355	0	364.355
**D ISHARES MSCI EAFE INTERNATIONAL INDEX FUND	1.307.308	0	1.307.308
**D ISHARES MSCI ACWI ETF	139.975	0	139.975
**D ISHARES MSCI EMU ETF	103.342	0	103.342
**D ISHARES MSCI EUROPE ETF	24.001	0	24.001
**D ISHARES MSCI EUROPE ETF	826.069	0	826.069
**D ISHARES MSCI EAFE ETF	96.574	0	96.574
**D ISHARES MSCI EAFE VALUE ETF	1.977.633	0	1.977.633
**D ISHARES MSCI EAFE VALUE ETF	2.072	0	2.072
**D ISHARES MSCI EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI EUROPE FINANCIALS ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE ETF	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	440	0	440
**D ISHARES CORE MSCI EAFE ETF	35.040	0	35.040
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	699.218	0	699.218
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	353.706	0	353.706
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	11.177	0	11.177
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	7.205	0	7.205
**D ISHARES MSCI EUROPE IMI INDEX ETF	194.245	0	194.245
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	11.431	0	11.431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418	0	1.418

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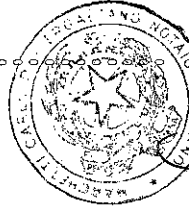
Azionisti: 1.979 Teste: 0 Azionisti in delega: 1.979
2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1.979 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita).
RI* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646	0	6.646
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	221.944	0	221.944
**D MATB NSCI KOKURAI INDEX MOTHER FUND	7.803	0	10.293
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF	6.987	0	7.803
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	5.959	0	6.987
**D AXA IM ETF ICAP	4.658	0	5.058
**D MTRJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	145.092	0	2.877
**D UNIVERSAL-INVESTMENT-GESSELLSCHAFT MEH FOR FINROEN SGB CARBON FOCUS	20.428	0	4.658
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GHEH FOR AXA EUROPA	6.202	0	145.092
**D AXA IM EQUITY TRUST	245.000	0	20.428
**D AMERICAN BUREAU OF SHIPPING	399	0	245.000
**D FISHER GLOBAL SMALL CAP EQUITY FUND	33.033	0	399
**D RTX SAVINGS PLAN MASTER TRUST	166.560	0	33.033
**D BEAR CREEK INC	9.577	0	166.560
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	18.172	0	9.577
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	1.713	0	18.172
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71.501	0	1.713
**D BMO MSCI EAFE INDEX ETF	182.123	0	71.501
**D BMO MSCI ACWI PARTS ALIGNED CLIMATE EQUITY INDEX ETF	16	0	182.123
**D BMO MSCI EAFE ESG LEADERS INDEXETF	4.537	0	16
**D THE CAPTIVE INVESTORS FUND	289.530	0	4.537
**D CAROLIA TAIL RISK MASTER FUND LIMITED	3.886	0	289.530
**D CARDANO COMMON CONTRACTUAL FUND	66.800	0	3.886
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	1.422	0	66.800
**D FUSUAL INVESTMENT FUND GLOBAL EQUITY FUND	23.779	0	1.422
**D CENTRAL PROVENT FUND BOARD	558.489	0	23.779
**D TRUST 1 AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	1.685	0	558.489
**D XTRACERS (IE) PUBLIC LIMITED COMPANY	24.095	0	1.685
**D ABREDEEN INTERNATIONAL SMALL CAP FUND	698.853	0	24.095
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	97.117	0	698.853
**D CAISSE DE DEPOT ET PLACEMENT D'ASSURANCE VIE	1.557	0	97.117
**D DESJARDINS SECURITE FINANCIERE COMPAGNE D'ASSURANCE VIE	491	0	1.557
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.379	0	491
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	35.258	0	1.379
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	25.286	0	35.258
**D CALVERT VE EAFE INTERNATIONAL INDEX PORTFOLIO	5.458	0	25.286
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	673.250	0	5.458
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0	673.250
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	2.604	0	240.916
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	20.886	0	2.604
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	1.804	0	20.886
**D PARKER FOUNDATION INC	43.481	0	1.804
**D EATON VANCE INTERNATIONAL SMALLCAP FUND	27.816	0	43.481
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	3.768	0	27.816
**D FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTY INT'L EQUITY HEDG	52.216	0	3.768
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490	0	52.216
**D FRANKLIN TEMPLETON ICAP	324	0	6.490
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	2.156	0	324



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2 DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.979 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla porzione azionaria)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.979

Totale:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: I. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUND	21.030	0	21.030
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.264	0	5.264
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	57.650	0	57.650
**D FIDELITY EUROPE FUND	70.372	0	70.372
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	23.588	0	23.588
**D FIDELITY SELECT GLOBAL FUND ALLCAP EQUITY INSTITUTIONAL TRUST	3.598	0	3.598
**D FIDELITY DISCOVER FUND	3.167	0	3.167
**D FIDELITY DISCOVER CLASS	7.338	0	7.338
**D FIDELITY GLOBAL EX-1 S. EQUITY INDEX INSTITUTIONAL TRUST	609	0	609
**D FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	438.200	0	438.200
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	201.480	0	201.480
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	583	0	583
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079	0	66.079
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280	0	216.280
**D GAM STAR FUND PLC	3.141.800	0	3.141.800
**D RUSSELL INVESTMENT COMPANY TAMMANGARD INTERNATIONAL EQUITY FUND	686.119	0	686.119
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439	0	5.439
**D GOVERNMENT PENSION INVESTMENT FUND	3.313.141	0	3.313.141
**D AMERICAN FUNDS INSURANCE SERIES INTERNATIONAL FUND	1.271.778	0	1.271.778
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL GROWTH FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIES GLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.805	0	8.805
**D PANGERINE BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D PANGERINE BALANCED GROWTH PORTFOLIO	7.344	0	7.344
**D PANGERINE EQUITY GROWTH PORTFOLIO	9.662	0	9.662
**D FIRST CHURCH CHRIST SCIENTISTS INTERNATIONAL EQUITY INDEX	12.564	0	12.564
**D TRANSAMERICA MEGACAPITAL GLOBAL ALLOCATION VP	24.199	0	24.199
**D TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	3.101	0	3.101
**D JNL/MELLON MSCY WORLD INDEX FUND	83	0	83
**D JNL/JPORGAN GLOBAL ALLOCATION FUND	15	0	15
**D JNL/DFA INTERNATIONAL CORE EQUITY FUND	18.298	0	18.298
**D SINAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	1.259	0	1.259
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	82.908	0	82.908
**D SINAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	3.099	0	3.099
**D SINAMERICA SERIES TRUST- SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.799	0	55.799
**D SINAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	26.772	0	26.772
**D OCEANWORLD PUBLIC LIMITED COMPANY	8.674	0	8.674
**D RUSSELL INVESTMENT COMPANY V PLC	4.616	0	4.616
**D MULTI STYLE MULTI MANAGER FUNDSPLC	107.258	0	107.258
**D INVESCO MSCY WORLD SRI INDEX FUND	393	0	393
**D INVESCO V.I. - EOV INTERNATIONAL EQUITY FUND	1.507.758	0	1.507.758
**D INVESCO EOV EUROPEAN EQUITY FUND	751.371	0	751.371
**D INSTITUTIONAL RETIREMENT TRUST	1.104.169	0	1.104.169
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.352.751	0	1.352.751
**D CANNAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	3.352	0	3.352
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	137.892	0	137.892

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Dp delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla presidenza assistita)

RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

2

1.979

Azionisti:

Azionisti in proprio:

1.979

Teste:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OPEN TRUST	12.437	0	12.437
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D INTE KAPITALANLAGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	90.351	0	90.351
**D LVIP BLACKROCK GLOBAL ALLOCATION FUND	7.734	0	7.734
**D LVIP SSGA INTERNATIONAL INDEX FUND	94.627	0	94.627
**D LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	19.139	0	19.139
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	15.234	0	15.234
**D SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	10.619	0	10.619
**D SPDR MSCI EAFE STRATEGICFACTORSETF	41.494	0	41.494
**D SPDR MSCI WORLD STRATEGICFACTORSETF	41.494	0	41.494
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	1.268	0	1.268
**D RHOMELTNE INTERNATIONAL POOLED INDEX TRUST	15.679	0	15.679
**D MAMER COLLECTIVE INVESTMENT TRUST	1.163.216	0	1.163.216
**D MDPI INTERNATIONAL EQUITY FUND	722.947	0	722.947
**D MDPIH INTERNATIONAL GROWTH FUND	96.843	0	96.843
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	28.014	0	28.014
**D MERCER QIF COMMON CONTRACTUAL FUND	21.704	0	21.704
**D MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	681.866	0	681.866
**D MERCER GLOBAL EQUITY FUND	92.333	0	92.333
**D MERCE FUND	207.465	0	207.465
**D MGI FUND PFC	36.264	0	36.264
**D MGI GOLD TACTICAL STRATEGIES LTD	270.423	0	270.423
**D MGI INVESTMENT EQUITY FUND	19.044	0	19.044
**D MGI INVESTMENT EQUITY FUND	270.423	0	270.423
**D MONTANA BOARD OF INVESTMENTS	25.326	0	25.326
**D MONTANA STATE RETIREMENT PENSION SYSTEM	317.899	0	317.899
**D COMPASS CONSERVATIVE PORTFOLIO	165.453	0	165.453
**D COMPASS BALANCED PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED PORTFOLIO	267.484	0	267.484
**D COMPASS BALANCED PORTFOLIO	363.119	0	363.119
**D COMPASS MAXIMUM GROWTH PORTFOLIO	295.231	0	295.231
**D COMPASS MAXIMUM GROWTH PORTFOLIO	205.977	0	205.977
**D RUSSELL INVESTMENT COMPANY PLC	78.724	0	78.724
**D ATEIS INTERNATIONAL EQUITY POOL	37.606	0	37.606
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	80.295	0	80.295
**D STATE OF NEW JERSEY COMMON PENSION FUND D	206.815	0	206.815
**D JANE TAFT INGALLS TR LTD 12 6 51 FDC AVTN GARY LOMBARDO	1.012	0	1.012
**D CITY OF NEW YORK GROUP TRUST	113.052	0	113.052
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	170.983	0	170.983
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	1.558	0	1.558
**D STICHTING PENSIOENFONDS WERK BN(IRE) INTEGRATIE	80.751	0	80.751
**D PES:PIMCO BAEI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	7.965	0	7.965
**D THE INCUBATION FUND LTD	2.756	0	2.756
**D DWS INVESTMENT GBR FOR DEAMFONDS KGFENSTONEN	5.300	0	5.300
**D DEAM-FONDS CET	7.193	0	7.193
**D THRIVENT INTERNATIONAL INDEX PORTFOLIO	3.170	0	3.170
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	11.457	0	11.457
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	82.519	0	82.519
**D RUSSELL OVERSEAS EQUITY POOL		0	

Azionisti:

1.979

Teste:

0

Azionisti in delega:

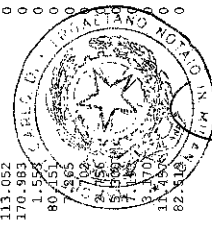
Pagina 37

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.979

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RC* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310	0	1.310
**D RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	1.086	0	1.086
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	194.428	0	194.428
**D THE BANK OF KOREA	1.794	0	1.794
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	65.700	0	65.700
**D DESJARDINS RI DEVELOPED EXOSA EXACANADA LOW CO2 INDEX ETF	863	0	863
**D SCOTIA DIVERSIFIED BALANCED FUND	6.064	0	6.064
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.075	0	1.075
**D SSGA MSCI ACWI BASKET INDEX LONG-TERM DAILY TRUST	3.626	0	3.626
**D SSGA MSCI ACWI BASKET INDEX LONG-TERM DAILY TRUST	370	0	370
**D SSGA MSCI ACWI BASKET INDEX LONG-TERM DAILY TRUST	6.294.056	0	6.294.056
**D HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	1.746	0	1.746
**D STATE STREET IRELAND UNIT TRUST	22.358	0	22.358
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	2.486.808	0	2.486.808
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	127.119	0	127.119
**D SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMEANY	176.855	0	176.855
**D STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN	1.672	0	1.672
**D SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY	112.340	0	112.340
**D SIR DAVID TRENCH FUND FOR RECREATION	5.580	0	5.580
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	859	0	859
**D STATE STREET CCF	8.874	0	8.874
**D TEACHER RETIREMENT SYSTEM OF TEXAS	74.405	0	74.405
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TJ-NONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	254.465	0	254.465
**D TJ-QUALIFIED LLC	41.581	0	41.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D DWS (IRL) ETF PLC	239.086	0	239.086
**D DWS INVESTMENT GMBH FOR DEMFONDS PG EQ	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D METZLER ASSET MANAGEMENT GMBH FOR WIFONDS 415	116.500	0	116.500
**D DWS INVESTMENT GMBH FOR DEMFONDS GSK I	7.439	0	7.439
**D VANGUARD FTSE DEVELOPED EUROPE AAL CAP INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	7.624	0	7.624
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA HIGH DIVIDEND FIELD IND	244.163	0	244.163
**D WELLINGTON DURABLE EQUITIES L.P	151.200	0	151.200
**D WELLINGTON-DCL5 GLOBAL EQUITY FUND	207.428	0	207.428
**D WELLINGTON STATE INVESTMENT BOARD	288.600	0	288.600
**D WASHINGTON INTERNATIONAL HIGH DIVIDEND FUND	3.442	0	3.442
**D WISDMTREE INTERNATIONAL EQUITYFUND	995	0	995
**D WISDMTREE GLOBAL HIGH DIVIDENDFUND	186	0	186
**D WISDMTREE INTERNATIONAL MIDCAPDIVIDEND	1.240	0	1.240
**D WISDMTREE INTERNATIONAL EFFICIENT CORE FUND	782	0	782
**D WISDMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND.	9.557	0	9.557
**D THE WELLINGTON TR CO NATL ASSOCIUMTIPLE COLLECTIVE INVEST FDRS II	470.504	0	470.504
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	903.450	0	903.450
**D WTCN DURABLE COMPANIES PORTFOLIO	1.797.645	0	1.797.645
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	868.618	0	868.618
**D EMPower ANNUITY INSURANCE COMPANY	22.131	0	22.131
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431	0	1.694.431

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2 D6* delega alle persone fisiche sopra indicate con il numero della scheda magnetica

1.979 **D delega alle persone fisiche sopra indicate con il numero della scheda magnetica (votazione effettuata alla posizione assistita)

XL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

Azionisti in proprio:

1.979 Teste:

0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONI

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Corporale	Tot. Voti	Proprio	Delega
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS - ZIF GREEN	25.370	0	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	56.109	0	56.109
**D ZURICH INVEST IC.V	2.592.892	0	2.592.892
**D SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	8.085	0	8.085
**D SSE HSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	11.039	0	11.039
**D SSE MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	5.510	0	5.510
**D STATE STREET TOTAL RETURN VIS FUND	94.843	0	94.843
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	376.852	0	376.852
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD DEVELOPED MARKETS INDEX FUND	824.348	0	824.348
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D INVESCO EQV INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D KAISER FOUNDATION HOSPITALS	2.376	0	2.376
**D KAISER PERMANENTE GROUP TRUST	7.118	0	7.118
**D HC CAPITAL TRUST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	12.251	0	12.251
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	1.831	0	1.831
**D HC CAPITAL TRUST - THE CATHOLIC SRI GROWTH PORTFOLIO	344	0	344
**D SCHWAB INTERNATIONAL EQUITY ETF	1.063.931	0	1.063.931
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORT FUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED HERMES EUROPEAN FUND	26.900	0	26.900
**D FEDERATED KAUFMANN SMALL CAP FUND	1.132.500	0	1.132.500
**D UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR PROUDFONDS SAA	55.930	0	55.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISES INT FUND	351.102	0	351.102
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	229.491	0	229.491
**D PENSION BENEFIT GUARANTY CORPORATION	27.134	0	27.134
**D INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LIPPIVARENTAKTIONEN	18.000	0	18.000
**D UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR REPT UNIVERSAL FONDS	23.097	0	23.097
**D INTE KAPITALANLAGEGESELLSCHAFT MBH FOR ENTSGRUNDUNGSGESELLSCHAFT	62.493	0	62.493
**D MES HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579	0	23.579
**D IEM 401(K) PLUS PLAN TRUST	131.566	0	131.566
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.069	0	24.069
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628	0	3.628
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	66.772	0	66.772
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D SSE CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.378	0	18.378
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AB VESF AB GLOBAL RISK ALLOCATION/MODERATE PORTFOLIO	113	0	113
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.114	0	36.114
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554
**D IEM RETIREMENT PLAN	2.112	0	2.112



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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla porzione assemblea)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.979 Teste: 0

Azionisti in proprio: 0 Azionisti in delega: 1.979

LISTA ESITO DELLE VOTAZIONI

Oggetto: **I. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74**

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FÜR UIFONDS ARTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	782.803	0	782.803
**D TIAACREF INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II BALLIE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013	0	1.197.013
**D BRITNICHROUSE FUNDS TRUST II METALIFE MSCI EAFE INDEX PORTFOLIO	35.112	0	35.112
**D FALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.769	0	65.769
**D MERCER KANSAS CORP EQUITY FUND	257.790	0	257.790
**D MERCER KANSAS CORP EQUITY FUND	37.346	0	37.346
**D FRANK RUSSELL INVESTMENT CO II PLC	26.087	0	26.087
**D SPDR MSCI ACWI EXIS ETF	323.577	0	323.577
**D SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	12.967	0	12.967
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	1.674	0	1.674
**D MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	225.746	0	225.746
**D THE WELLINGTON TR CO NATL ASSOCIOMUTIPLE COLLECTIVE INVESTMENT FDS TR	52.949	0	52.949
**D WTCN COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	13.632	0	13.632
**D SPDR PORTFOLIO EUROPE ETF	452.556	0	452.556
**D SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	4.430	0	4.430
**D M INTERNATIONAL EQUITY FUND	64.769	0	64.769
**D INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	341.847	0	341.847
**D COLUMBIA THREADNEEDLE (UK) ICVCI - CT SELECT EUROPEAN EQUITY FUND	1.331.135	0	1.331.135
**D M&G INVESTMENT FUNDS (I)- M&G EUROPEAN SUSTAIN PARIS ALIGNED FUND	10.867	0	10.867
**D STICHTING PHILIPS PENSIOENFONDS	5.449	0	5.449
**D NOW PENSIONS TRUST	54.480	0	54.480
**D NATIONAL EMPLOYMENT SAVINGS TRUST	396.016	0	396.016
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	15.446	0	15.446
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	175.730	0	175.730
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR ID EX - U.K. EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	39.284	0	39.284
**D VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	5.802	0	5.802
**D FIDELITY EUROPEAN SOCIAL INSURANCE	495.419	0	495.419
**D FIDELITY EUROPEAN SOCIAL INSURANCE	12.817	0	12.817
**D WAREST TRUSTER AND DEPOSITARY LIMITED AS TRUSTEE OF ST. JAMES S PLACE STRATEGIC MANAGE	52.857	0	52.857
**D WAREST ST JAMES S PLACE GLOBAL EQUITY UNIT TRUST	13.696	0	13.696
**D FAMILY INVESTMENTS CHLD TRUST FUND	9.570	0	9.570
**D FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONAL FUND	610.196	0	610.196
**D FP RUSSELL INVS ICVC FP RUSSELLINS INT GROWTH ASSETS FUND	2.561.411	0	2.561.411
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	272.161	0	272.161
**D MAMER INTERNATIONAL EQUITY POOLED FUND	103.465	0	103.465
**D MOUNT NATON INVESTMENTS LIMITED	465.748	0	465.748
**D FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	39.003	0	39.003
**D PRINCIPAL LIFE INSURANCE COMPANY	10.573	0	10.573
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	36.522	0	36.522
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	40.012	0	40.012
**D EURIZON STEF 50 GLOBAL LEADERS ESG GIUGNO 2027	109.530	0	109.530
**D EURIZON GLOBAL LEADERS	236.503	0	236.503
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	225.852	0	225.852
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	1.880	0	1.880
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	9.233	0	9.233
**D EURIZON AM FLEXIBLE TRILOGY			
**D EURIZON AM GLOBAL MULTIASSET 30			

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Azionisti: 1.979 Teste: 1.979 2 De* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 Azionisti in proprio: 0 Azionisti in delega: 1.979 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
 RI* rappresenta legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 1. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare, un aumento gratuito del capitale sociale per un importo massimo di Euro 200.566,74

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EURIZON AM GLOBAL MULTIASSET II	3.664	0	3.664
**D EURIZON AM OBIETTIVO CONTROLLO	4.112	0	4.112
**D EURIZON AM OBIETTIVO STABILITA'	2.103	0	2.103
**D EURIZON AM RILANCIO ITALIA TR	19.833	0	19.833
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.649	0	178.649
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	165.903	0	165.903
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750	0	32.750
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313	0	54.313
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR NEGATREND	10.490	0	10.490
**D EURIZON AM TR NEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON FIR ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROGETTO ITALIA 70	150.509	0	150.509
**D DNS MULTI ASSET FIR FUND	57.000	0	57.000
**D XTRACKERS	674.989	0	674.989
**D EURIZON AM SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	74.019	0	74.019
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	73.714	0	73.714
**D BLACKROCK GLOBAL INDEX FUNDS	2.064	0	2.064
**D BREINBERG EUROZONE FOCUS FUND	35.348	0	35.348
**D EIS LUX FUND SOLUTIONS	67.866	0	67.866
**D ARSUS DERM WELLFONDS ESG	1.459.239	0	1.459.239
**D ARSUS STREET GLOBAL ADVISORS LUXEMBOURG SICAV	15.670	0	15.670
**D DNA WORLD FUNDS SICAV	153.063	0	153.063
**D EURIZON FUND	5.161.712	0	5.161.712
**D EURIZON NEXT 2.0	415.045	0	415.045
**D MULTIBRAND SICAVSIF	29.253	0	29.253
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	15.470	0	15.470
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	33.077	0	33.077
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	23.417	0	23.417
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	221.005	0	221.005
**D EPSILON ASSOCIATI SCR - EPSILONSCR OVALINE	107.204	0	107.204
**D MULTIFLEX SICAV	1.807	0	1.807
**D GOLEMAN SACHS FUNDS	73.908	0	73.908
**D EURIZON INVESTMENT SICAV	6.188	0	6.188
**D OSSIAM LUX	131.309	0	131.309
**D ALLIANZ GLOBAL INVESTORS FUND	18.563	0	18.563
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	730.075	0	730.075
Totale voti	480.507.363		
Percentuale votanti %	99,579076		
Percentuale Capitale %	78,642850		



Pagina 41

DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2 1.979

Azionisti:

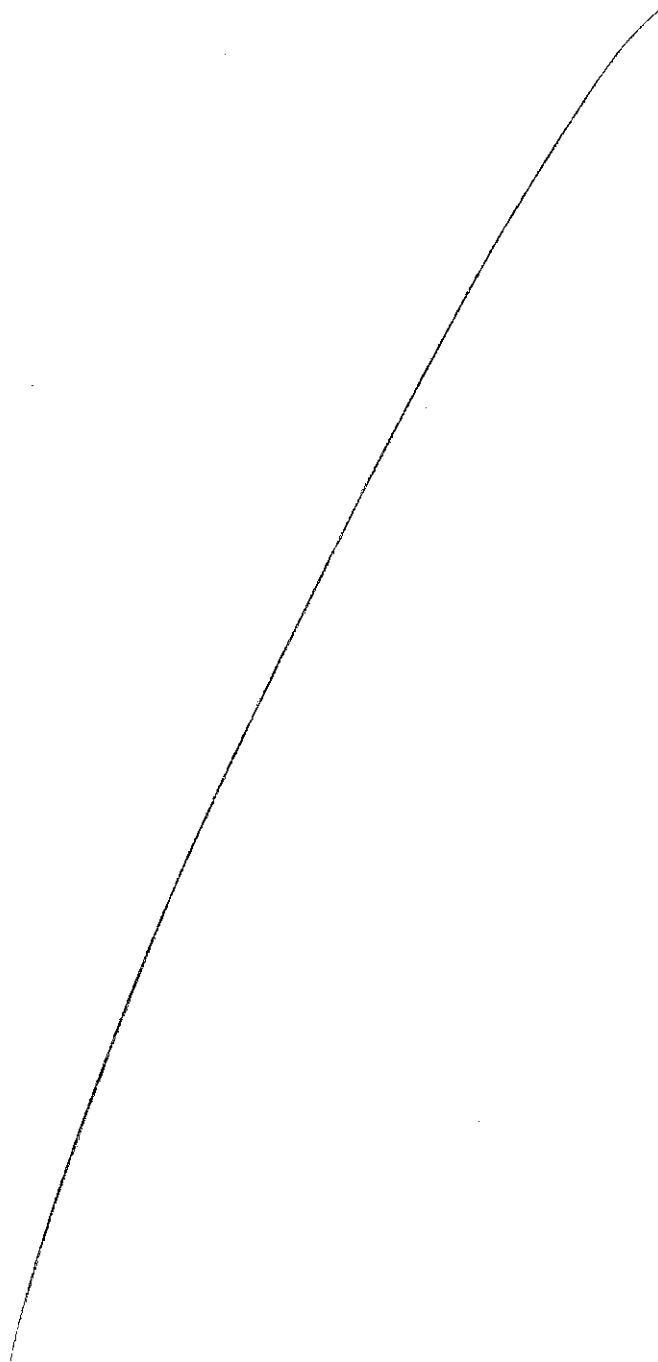
Azionisti in proprio:

1.979

Teste:

0

Azionisti in delega:



Assemblea Straordinaria del 24 aprile 2024

ESITO VOTAZIONE

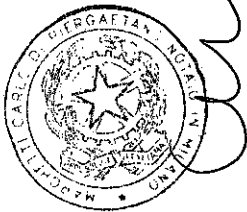
Oggetto : **2. Delega al Consiglio di Amministrazione, ai sensi dell’art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023**

Hanno partecipato alla votazione:

n° 1.998 azionisti che rappresentano in proprio o per delega

n° 482.538.485 azioni ordinarie

Hanno votato:



		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	442.839.008	91,772785	91,772785	72,477811
Contrari	39.684.219	8,224053	8,224053	6,494968
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276

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 VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

CONTRARI

Cognome	Tot. Voti	Proprio	Delega
2. COMPRESHARE SEA RAPER, DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D VILLIERS ACTIONS EUROPE CANVREM	1.634.530	0	1.634.530
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	100.964	0	100.964
**D IBCANTEC ACTIONS EUROPE CNDRIAM Z	685.033	0	685.033
**D IBCANTEC ACTIONS EUROPE AXA IM	500.000	0	500.000
**D ERAFP ACTIONS EUROPE I	2.875.416	0	2.875.416
**D TMI SUPERANNUATION FUND	6.086	0	6.086
**D BNP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	48.943	0	48.943
**D SCHRODER GAIA	117.938	0	117.938
**D SCHRODER INTERNATIONAL ALPHA TRUST	1.158.334	0	1.158.334
**D SCHRODER INTERNATIONAL EQUITY TRUST	266.304	0	266.304
**D SCHRODER DIVERSIFIED GROWTH TRUST	20.038	0	20.038
**D SCHRODER INTERNATIONAL SELECTION FUND	9.872.653	0	9.872.653
**D SCHRODER FENSIOM MANAGEMENT LIMITED	372.767	0	372.767
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	766.239	0	766.239
**D SCHRODER MANAGED BALANCED FUND	17.799	0	17.799
**D BIRELEYS ORANGE JAPAN, S.A.	36.400	0	36.400
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.	119.273	0	119.273
**D BUREAU OF PUBLIC SERVICE PENSION FUND	145.593	0	145.593
**D UNIVERSITIES SUPERANNUATION SCHEME	89.226	0	89.226
**D BEST INVESTMENT CORPORATION	49.537	0	49.537
**D SCHRODER INSTITUTIONAL POOLED FUNDS	4.372	0	4.372
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	2.947	0	2.947
**D AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	52.795	0	52.795
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	133.118	0	133.118
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173
**D WILMINGTON INVESTMENT FUND SERIES SHORT EUROPEAN EQUITY FUND	4.128	0	4.128
**D MORGAN STANLEY INVESTMENT FUND	140.033	0	140.033
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369	0	22.369
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.145	0	71.145
**D THE CAPTIVE INVESTORS FUND	947.652	0	947.652
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	289.580	0	289.580
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079	0	66.079
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280	0	216.280
**D HARTFORD SCHRODERS INTERNATIONAL STOCK FUND	6.294.056	0	6.294.056
**D HARTFORD SCHRODERS DIVERSIFIED GROWTH FUND	1.746	0	1.746
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003

Totale voti 39.684.219
Percentuale votanti % 8,224053
Percentuale Capitale % 6,494968

Azionisti: 40
Azionisti in proprio: 0
Teste: 40
Azionisti in delega: 0



Pagina 1
2 DB* delega alla persona fisica sopra indicata con il numero della scheda magnetica
40 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata all'Assemblea Straordinaria)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

ASTENUTI

Cognome		Tot. Voti		Proprio		Delega	
2.	COMPUTERSHARE SPA RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0	0	0	0
**D TOLLESON INTERNATIONAL EQUITY LP		15.258	15.258	0	0	15.258	15.258
Totale voti		15.258					
Percentuale votanti %		0,003162					
Percentuale Capitale %		0,002497					

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

Codice	Tot. Voti	Proprio	Delega
*RA*COMPENSARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ARBATEMATI AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO GOMMA PLASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** PREVEDI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
D** 2 COMPENSARE SPA RAFFR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-MOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
D** STOCK SMALL CAPS OFF	1.130.000	0	1.130.000
D** MELARA INVEST KAG MBH HI KAPPA 10 SFONDS	12.100	0	12.100
D** MELARA INV KAPITALIAN GES MBH HI SAVA 2	15.550	0	15.550
D** DEKA INVESTMENT GMBH GLOBALE AKTIEN	12.760	0	12.760
D** DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536	0	24.536
D** MASTERINVEST KAPITALANLAGE GMBH	2.273	0	2.273
D** BELTIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
D** CARLIAM BUSINESS EQUITIES SA	71.608	0	71.608
D** BELTIUS EQUITIES NV	864.033	0	864.033
D** BELTIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
D** VA BANK KT EUROPROTECT OH	17.716	0	17.716
D** EURO INVEST EUROPEA PLUS	148	0	148
D** BELTIUS INVESTMENT LOW EQUITIES	64.098	0	64.098
D** LE AL IMPACT EQUITY EU	751	0	751
D** LLB FUND SERV AG AND LLB IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	17.372	0	17.372
D** UNIVERSITAT BASEL	16.022	0	16.022
D** CSIP 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG FUND	236.209	0	236.209
D** PROPRIS SMALL AND MID CAP MFLT CREDIT SUISSE FUNDS AG MANDAT THREADNEEDLE AM	65.247	0	65.247
D** AXA VORSORGE FUNDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	21.480	0	21.480
D** CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	24.640	0	24.640
D** WIF-DWS QI EURO SHT EXT	18.080	0	18.080
D** FK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	15.382	0	15.382
D** CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	370	0	370
D** AXA VORSORGE FUNDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	16.391	0	16.391
D** CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	1.421	0	1.421
D** WORLD TRADE ORGANIZATION PENSION PLAN	4.582	0	4.582
D** PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	25.252	0	25.252
D** PICTET CH INSTITUTIONAL - GLOBAL MEGATRENDS SELECTION	538.519	0	538.519
D** PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	19.684	0	19.684
D** PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	4.812	0	4.812
D** PICTET - DIGITAL	1.938.081	0	1.938.081
D** PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	13.168	0	13.168
D** PICTET CH - GLOBAL EQUITIES	4.615	0	4.615
D** DECALIA STICAM SUSTAINABLE SOCIETY	105.000	0	105.000
D** PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	66.941	0	66.941
D** PICTET CH INSTITUTIONAL - LIMITED	16.813	0	16.813
D** PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	59.265	0	59.265
D** PICTET - EUROPE INDEX	37.201	0	37.201
D** PICTET-EUROLAND INDEX	29.503	0	29.503
D** PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL	5.655	0	5.655
D** PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	6.110	0	6.110
D** ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZ-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIVEN	29.449	0	29.449
D** DEKA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-FM 1 105 CS	0	0	0

Azionisti:	1.957	Teste:
Azionisti in proprio:	0	Azionisti in delega:

Pagina 3

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

***D-delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresenta legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AGIPI AVENTION	18.464	0	18.464
**D RELIOS	85.061	0	85.061
**D ELICHTING AOLD DELHAIZE PENSION	2.097	0	2.097
**D UNIVERSAL-INVESTMENT ACTIONS OPTIMISE	85.011	0	85.011
**D UL-NSMPT-BANK	1.366	0	1.366
**D AEMUT CAPITAL MANAGEMENT SCR S.P.A.	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D LEPM ISR AVENIR EURO	12.720	0	12.720
**D BNP PARIBAS RENACTIS ISR	40.189	0	40.189
**D ERI BAVENINVEST FONDS AKTIEN EUROPA	17.520	0	17.520
**D EGEPARGNE CROISSANCE	475.000	0	475.000
**D BROGLIE	14.250	0	14.250
**D AGIPI ACTIONS EUROPE	485.558	0	485.558
**D AXA VALEURS EURO	486.000	0	486.000
**D CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D ALLIANZ-I-FONDS SURPRISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D SCANDIUM	185.000	0	185.000
**D TOTALENERGIES ACTIONS EUROPEENES	351.331	0	351.331
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6.200	0	6.200
**D PHOSPHORE	41.924	0	41.924
**D BNP PARIBAS ACTIONS RENDEMENT ISR	66.913	0	66.913
**D DIVERSIS DYNAMIQUE	11.531	0	11.531
**D CCP SODIUM I	25.467	0	25.467
**D AXA AA DIVERSITE INDICIEL 1	42.191	0	42.191
**D INVESTITURI FLESSIBILE	52.700	0	52.700
**D FRANKFURT ACTIONS 2	74.682	0	74.682
**D BNP PARIBAS ACTIONS EURO	49.671	0	49.671
**D ROASTING SOCIAL JUSTICE ALL CAP GLOBAL ETF	5.250	0	5.250
**D BARBELLE ROYNSCHILD	2.268	0	2.268
**D ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX ANDELENFONDS EUROPA	8.180	0	8.180
**D ACP-I-FONDS	2.398	0	2.398
**D ACTIAM DUURZAAM INDEX ANDELENFONDS WERELD	14.453	0	14.453
**D AL FUND 1 A2 EQUITY EUROPE	175.000	0	175.000
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	51.684	0	51.684
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	26.944	0	26.944
**D COMPT - EUROPE	24.971	0	24.971
**D ANP INTERNATIONAL EQUITY INDEX FUND HEDGED	14.475	0	14.475
**D CEP GROWTH SMC	42.656	0	42.656
**D BESTSELECT - UBS SRI GLOBAL EQUITY	5.000	0	5.000
**D ANP INTERNATIONAL EQUITY INDEX FUND	49.187	0	49.187
**D BANSHADELL 2000 FF	340	0	340
**D PHILADELPHIA GAS WORKS PENSION PLAN	1.162	0	1.162
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	24.933	0	24.933
**D BNP PARIBAS EASY ICNAV - BNP PARIBAS EASY NCSI WORLD ESG FILTERED MIN TE UCITS ETF	1.942	0	1.942
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	14.142	0	14.142
**D ENHANCED INDEX INTERNATIONAL SHARE FUND	3.398	0	3.398
**D AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	3.811	0	3.811
**D TREMANT QUANT - EQUITY EUROZONE DREI	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303

Pagina 4

Delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero dell' scheda magnetica (votazione effettuata alla postazione resident)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2

1,957

1.957

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THEM GUNT - EQUITY WORLD DEFI	39.097	0	39.097
**D MERCE UNWIDGED OVERSEAS SHARES TRUST	393.516	0	393.516
**D ACTIM DUISZAAM INDEX PANDELENFONDS EUROPA	44.169	0	44.169
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS PME ISR	214.284	0	214.284
**D AXA OPTIMAL ACTIONS	374.990	0	374.990
**D AXA OPTIMAL ACTIONS	139.650	0	139.650
**D ALLEANZA OBBLIGAZIONARIO	1.020	0	1.020
**D RS PREVISION EMPRESAS BESV DE EMPLEO	2.351	0	2.351
**D FONGOLBANK FP	87.329	0	87.329
**D PFM MULTI-MANAGER INTERNATIONAL EQUITY FUND	253.701	0	253.701
**D JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	432.688	0	432.688
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK A1-FONDS	6.120	0	6.120
**D GUIDEMARK WORLD EX-US FUND	16.432	0	16.432
**D AZIF - AZ EQUITY - NEW GENERATIONS	372.731	0	372.731
**D BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED	143.030	0	143.030
**D GENERALI ITALIA SPA	58.949	0	58.949
**D ALLIANZGI-SUBFONDS BAT-LS 2	575.954	0	575.954
**D ALLIANZGI FONDS LUNA A	38.382	0	38.382
**D RETURN	4.306	0	4.306
**D WAYNE ANDERSON RUTNICK INVESTMENT MANAGEMENT LLC	137.234	0	137.234
**D AXA GENERATION EQUILIBRE	2.754	0	2.754
**D SARADELL PLANIFICACION 25, FI	22.800	0	22.800
**D INVESTITORI LONGEVITY	249.000	0	249.000
**D AZ FUND I AZ ALLOCATION PFR ITALIAN EXCELLENCE 70	13.898	0	13.898
**D BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	30.000	0	30.000
**D BFI GLOBAL INVESTMENT FUND- BFI EUROPEAN FINANCIAL EQUITIES L/S	6.555	0	6.555
**D DUREAN INTERNATIONAL STOCK FUND	193.090	0	193.090
**D JANS HENDERSON EUROPEAN SMALLER COMPANIES FUND	671.000	0	671.000
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK A3-FONDS	5.569	0	5.569
**D AZIF - AZ ALLOCATION	507.000	0	507.000
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	4.020	0	4.020
**D FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- BING EQUITY	9.939	0	9.939
**D ZEPHYR - OPTIMISED PLUS 2	2.443	0	2.443
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	939	0	939
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	334.515	0	334.515
**D ERAFP ACTIONS EURO IV	28.019	0	28.019
**D DEKA-MASTER-HAEC I	30.669	0	30.669
**D DIVERSIS	224.761	0	224.761
**D AQUARIUS INTERNATIONAL FUND	720	0	720
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	2.284	0	2.284
**D INVERSADELL 70, FI	19.011	0	19.011
**D ALLIANZGI S AKTIEN	201.400	0	201.400
**D AXA GENERATION EUROPE ACTIONS	645.516	0	645.516
**D OMCA INVEST-EURO DIVIDEND GROWER	12.193	0	12.193
**D MERCER WHOLESALE FUNDS	2.175	0	2.175
**D TTC WORLD EQUITY FUND QP, LP	545.054	0	545.054
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D FERRATILANTICA 92 FP	467	0	467
**D BAYERNINVEST WPF FONDS	49.000	0	49.000
**D EIR EQUITY AXA ASSICURAZIONI	175.090	0	175.090

Azionisti:

1.957 Tester:

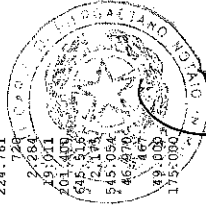
0 Azionisti in delega:

Pagina 5

DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assisa)

RLT rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BRAFF ACTIONS EURO I	524.700	0	524.700
**D BARSABELLI 36, F.P.	1.686	0	1.686
**D BARSABELLI ASSOCIATION INC.	104.816	0	104.816
**D DANIEL HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FC	467	0	467
**D THEM QUANT - NEW ENERGY OPPORTUNITIES	4.229	0	4.229
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNISUPER	8.653	0	8.653
**D INVERSADELLI 25, FI	11.997	0	11.997
**D FONECONOMISTES, FONS DE PENSIONS	4.496	0	4.496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D AMP WHOLESALE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D THEAM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FUNDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D ZEEHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.887	0	371.887
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED	171.991	0	171.991
**C INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSADELLI 50, FI	8.123	0	8.123
**D INVESTORS WHOLESALE GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D THEM QUANT FUNDS WORLD CLIMATE NAVIGATOR 90% PROTECTED	80.259	0	80.259
**D THEAM QUANT- EQUITY WORLD GLOBAL GOALS	17.600	0	17.600
**D THEAM QUANT- EQUITY WORLD GLOBAL GOALS	15.037	0	15.037
**D SIMPLICITY UNHEADED GLOBAL SHARE FUND	8.992	0	8.992
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	67.480	0	67.480
**D AZ FUND 1-AZ ALLOCATION-SURVEILANCE BALANCED CATHOLIC VALUES	3.329	0	3.329
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	78.827	0	78.827
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	146.000	0	146.000
**D AZ FUND 1 AZ ALLOCATION GLOBAL	4.042	0	4.042
**D G.A.-FUND-B - EQUITY BROAD EURO P	18.124	0	18.124
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	12.100	0	12.100
**D AKTIEN EUROPA - UI	9.291	0	9.291
**D INVESTITORI EUROPA	12.160	0	12.160
**D BNP PARIBAS NEXT TECH	71.736	0	71.736
**D BNP PARIBAS APOLLO MEDICAL TECH	69.980	0	69.980
**D FOREIGN STOCK INDEX MOTHER FUND	31.840	0	31.840
**D SHINKO GLOBAL EQUITY INDEX MOTHER FUND	76	0	76
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	94.191	0	94.191
**D FIDELITY CONCORD STREET TRUST: FIDELITY ENHANCED EUROPE EQUITY POOL	90.196	0	90.196
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	32.601	0	32.601
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	12.451	0	12.451
**D FIAT GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	11.916	0	11.916
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	2.427.012	0	2.427.012
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	676.945	0	676.945
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	777.565	0	777.565

Pagina 6

DR* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

1.957

Azionisti in proprio: 0

Azionisti in delega: 1.957

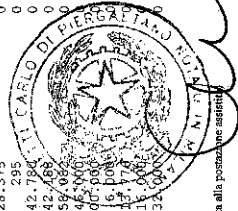
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LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CREDIT SUISSE INDEX FUND (IUX)	686.472	0	686.472
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKIN 18420-7095	76.000	0	76.000
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MISSAY FOREIGN EQUITY INDEX MOTHER FUND	63.485	0	63.485
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	245.618	0	245.618
**D FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL QUALITY INDEX FUND	186.245	0	186.245
**D NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND	28.855	0	28.855
**D VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	13.071	0	13.071
**D ING DIRECT SICAV	28.532	0	28.532
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	2.750.366	0	2.750.366
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	962	0	962
**D FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL SNA COMPLETION FUND	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPO WRLD EX UK OMN CNT FD	13.684	0	13.684
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD OMN CNT FD	10.648	0	10.648
**D FIDELITY FUNDS - ITALY POOL	860.383	0	860.383
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY FUNDS - INSTITUTIONAL EUROPEAN LARGER COMPANIES POOL	593.729	0	593.729
**D FIDELITY FUNDS - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	14.606	0	14.606
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WORLD II (B) CCF	14.010	0	14.010
**D SEI INSTITUTIONAL MANAGED TRUST: METI ASSET ALLOCATION FUND	4.628	0	4.628
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKIN 18420-7096	22.145	0	22.145
**D SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	76.000	0	76.000
**D FIDELITY FUNDS - EUROPE POOL	241.972	0	241.972
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTB4100025521	120.963	0	120.963
**D EIAM SELECT INTERNATIONAL EQUITY FUND, LLC	2.145	0	2.145
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TIA GLOBAL EQUITY INDEX MOTHER FUND	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	19.939	0	19.939
**D FIDELITY UCITS II ICAM/FIDELITY MSCI WORLD INDEX FUND	11.161	0	11.161
**D FIDELITY UCITS II ICAM/FIDELITY MSCI EUROPE INDEX FUND	8.260	0	8.260
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTE DAINA/WEILLINGTON DURABLE COMP ANIES FUND (FOFS ONLY) (QII ONLY)	3.295	0	3.295
**D ORHAN VARNAD EUROPA	328.013	0	328.013
**D KAYNE ANDERSON RUMICK INTERNATIONAL SMALL CAP CIT	16.600	0	16.600
**D CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	49.215	0	49.215
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	7.048	0	7.048
**D CREDIT SUISSE INDEX FUND (IE) ETF ICAY	665.010	0	665.010
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	14.523	0	14.523
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KORUSAI INDEX MOTHER FUND	128.375	0	128.375
**D SCHRODER GAIA	295	0	295
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	42.780	0	42.780
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JFY HEIGED) (PRIVATELY PLACED INVESTMENT TRUST)	42.188	0	42.188
**D CM-AM SMALL & MIDCAP EURO	59.082	0	59.082
**D TRUSTEAM ROC	146.000	0	146.000
**D TRUSTEAM SELECTIVE RECOVERY	100.000	0	100.000
**D TRUSTEAM ROC EUROPE	16.000	0	16.000
**D ORHAN VARNAD GLOBAL	113.776	0	113.776
**D TRUSTEAM ROC FLEX	16.000	0	16.000
**D TRUSTEAM ROC FLEX	32.000	0	32.000



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DF delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

Teste:

1.957

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.957

DF delega alla persona fisica sopra indicata con il numero della scheda magnetica

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TELSTRA SUPERNANNATION SCHEME	12.788	0	12.788
**D MSCI EQUITY INDEX FUND B - ITALY (MSTBI)	220.807	0	220.807
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	4.400.872	0	4.400.872
**D NAFITALFORNENING PENGAM INVEST, PSI 3 GLOBALE AKTIER 3	32.053	0	32.053
**D JPMORGAN CHASE RETIREMENT PLAN	257.214	0	257.214
**D BLACKROCK PRACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	23.610	0	23.610
**D SCOTIABANK DEVELOPED MARKETS EQUITIES (COVERED) INVESTOR (HEGED) FUND	166.648	0	166.648
**D BLACKROCK VARIABLE FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	2.113	0	2.113
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	3.653	0	3.653
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	147.012	0	147.012
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	14.596	0	14.596
**D NORDEA WORLD PASSIVE FUND	47.808	0	47.808
**D T. ROWE PRICE FUNDS SICAV	8.220	0	8.220
**D STICHTING PENSIOENFONDS PROVIDIM	1.952	0	1.952
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FDEVXFF)	62.207	0	62.207
**D BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	51.260	0	51.260
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	271.910	0	271.910
**D MINISTRY OF ECONOMY AND FINANCE	775	0	775
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	129.721	0	129.721
**D SEC MASTER PENSION TRUST	63.827	0	63.827
**D T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	7.920	0	7.920
**D BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	700.159	0	700.159
**D ROBOCO CAPITAL GROWTH FUNDS	84.841	0	84.841
**D NATIONAL PENSION INSURANCE FUND	11.403	0	11.403
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	8.199	0	8.199
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	59.254	0	59.254
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	6.981	0	6.981
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	84.598	0	84.598
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	43.162	0	43.162
**D ONL INTERNATIONAL INDEX FUND	552.098	0	552.098
**D STICHTING PENSIOENFONDS VOOR HUISARTSEN	3.221	0	3.221
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	23.112	0	23.112
**D EC BATES	6.166	0	6.166
**D BASKET INVEST SICAV	50.038	0	50.038
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	43.797	0	43.797
**D MSCI EUROPE EQUITY INDEX FUND B (EURGESC)	40.480	0	40.480
**D MAIN I - UNIVERSAL - FONDS	40.480	0	40.480
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194
**D VGV POLIFONDS PAI	16.459	0	16.459
**D GENERAL MOTORS PENSIOENFONDS OFF	1.639	0	1.639
**D SUBEIA-FONDS	5.333	0	5.333
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D UBS ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883	0	883
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342

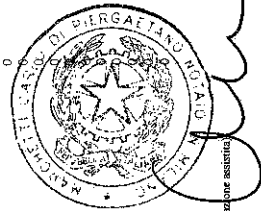
Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D NBS LIMITED	4.366	0	4.366
**D MBR SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VNL) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	16.573	0	16.573
**D AVIVA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D MSCI ACWI EX-U.S. IMI INDEX FUND B2	34.668	0	34.668
**D BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	98.661	0	98.661
**D EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXOWB)	1.031	0	1.031
**D AUSTRALIANSUPER	29.275	0	29.275
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	669.130	0	669.130
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	3.281	0	3.281
**D VGV POOLFONDS METZLER	285.000	0	285.000
**D MASTER TRUST FOR SIMENS SAVINGS PLANS	60.478	0	60.478
**D NORDEA 1 SICAV	219.430	0	219.430
**D OVERSEA PENSION UNIVERSAL	18.435	0	18.435
**D VERDIPAPIFONDET EQUINOR AKSJER EUROPA	26.000	0	26.000
**D PSF	101.901	0	101.901
**D BLACKROCK INDEX SELECTION FUND	488.617	0	488.617
**D MAIN VI-UNIVERSAL-FONDS	1.210	0	1.210
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	193.334	0	193.334
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	5.173	0	5.173
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	2.049	0	2.049
**D REGIA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	61.639	0	61.639
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	177	0	177
**D VANGUARD FUND PARTNERS INTERNATIONAL CORE EQUITY FUND	2.032.690	0	2.032.690
**D VANGUARD FUND PARTNERS INTERNATIONAL CORE EQUITY FUND	3.424	0	3.424
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	2.218.388	0	2.218.388
**D NEW YORK STATE COMMON RETIREMENT FUND	10.008	0	10.008
**D FORD PENSION UNIVERSAL	42.499	0	42.499
**D TCORP DEVELOPED MARKETS EQUITIES (HEGED) FUND	105.010	0	105.010
**D VANGUARD ESG INTERNATIONAL STOCK ETF	17.595	0	17.595
**D WACQUARIE INTERNATIONAL EQUITIES FUND	7.760	0	7.760
**D STRATEGIC INTERNATIONAL EQUITY FUND	22.636	0	22.636
**D AVIVA LIFE & PENSIONS IRELAND DAC	1.573	0	1.573
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	547	0	547
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	55.584	0	55.584
**D TF-EQUITY	30.903	0	30.903
**D BLACKROCK CDN WORLD INDEX FUND	125.246	0	125.246
**D VANTAGE TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	2.652	0	2.652
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	1.163	0	1.163
**D STELLAR INSURANCE, LTD.	66.113	0	66.113
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	133.453	0	133.453
**D ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	43.469	0	43.469
**D THE SHUDI SECOND INVESTMENT COMPANY	20.953	0	20.953
**D LVM LANDMARTSCHAFTLICHER VERSICHERUNGSVEREIN MÜNSTER A.G.	848	0	848
**D ALASKA COMMON TRUST FUND	11.359	0	11.359
**D BRUNEL SHELL RETIREMENT BENEFIT FUND	17.376	0	17.376
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY			
**D BOILERMAKERS NATIONAL ANNUITY TRUST			



Pagina 9

DFT delega alla persona fisica sopra indicata con il numero della scheda magnetica:

2

1.957

Azionisti:

Azionisti in proprio: 0

Azionisti in delega:

1.957

KLT rappresenta l'agente alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THIRTT SAVINGS PLAN	2.873.453	0	2.873.453
**D INVESTMENT INNOVATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL LONGCORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F41	35.975	0	35.975
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTINGSFÖRENINGEN DANSKE INVEST EUROPA INDEXES KL	13.466	0	13.466
**D CHURCH COMMISSIONERS FOR ENGLAND	6.243	0	6.243
**D MI-K2VK-AL-FONDS	315.473	0	315.473
**D APEX FUND SERVICES PTY LTD	27.461	0	27.461
**D ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDED) INDEXPOOL	54.125	0	54.125
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	93.744	0	93.744
**D JNL/BLACKROCK GLOBAL ALLOCATION FUND	10.351	0	10.351
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF	6.305	0	6.305
**D EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	40.584	0	40.584
**D AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.994	0	8.994
**D ALLIANZFI-FONDS DEPT	59.831	0	59.831
**D T. ROME PRICE INTERNATIONAL DISCOVERY FUND	2.257.202	0	2.257.202
**D ESG INSIGHTS WORLD EX USA FUND B	22.211	0	22.211
**D INVESTINGSFÖRENINGEN NORDEA INVEST GLOBALE AKTIER INDEXES KL	3.296	0	3.296
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	479	0	479
**D FUNDACAO CALOUSTE GULBENKIAN	9.581	0	9.581
**D VANGUARD GLOBAL WELLSLEY INCOME FUND	318.613	0	318.613
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	16.009	0	16.009
**D BOMA-UNIVERSAL-FONDS 1	3.163	0	3.163
**D INVESTINGSFÖRENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	5.291	0	5.291
**D ISHARES EUROPEAL TRUSTEERED GLOBAL EQUITY INDEX FUND	10.408	0	10.408
**D GUSTOY BANK OF JAPAN LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	53.626	0	53.626
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	96.393	0	96.393
**D ANDRA AP-FONDEN	5.807	0	5.807
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	1.015	0	1.015
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	31.847	0	31.847
**D STICHTING SHELL PENSIONFONDS	223.326	0	223.326
**D SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	64.709	0	64.709
**D MFS INTERNATIONAL NEW DISCOVERY FUND	5.086	0	5.086
**D ROBIN 1-FONDS	1.128.639	0	1.128.639
**D INVESTINGSFÖRENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	218.087	0	218.087
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	20.704	0	20.704
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	42.093	0	42.093
**D 1934 GLOBAL INVESTMENT FUND LP	8.410.207	0	8.410.207
**D UI-FONDS BAY RBI AKTIEN	63.114	0	63.114
**D BKM	253.531	0	253.531
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND	141.879	0	141.879
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	32.438	0	32.438
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	302.760	0	302.760
**D MAINSTAY WAC INTERNATIONAL RESEARCH EQUITY FUND	2.723	0	2.723
**D INVESTINGSFÖRENINGEN DANSKE INVEST GLOBAL INDEXES KL	77.832	0	77.832
**D KAEITALFÖRENINGEN DANSKE INVEST INSTITUTIONAL APELING DANICA PENSION - AKTIER 4	25.086	0	25.086
**D FORECO UMBRELLA FUND I N.V.	7.302	0	7.302
	1.773	0	1.773

Pagina 10

Azionisti: 1.957 Teste: 1.957
 Azionisti in proprio: 0 Azionisti in delega: 1.957
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce/voce effettuata alla postazione assistita)
 RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EMGO-FONDS	15.220	0	15.220
**D KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL APPELING DANICA LINK - INDEXES GLOBALE ACTIER	15.241	0	15.241
**D FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	8.288	0	8.288
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST	382.712	0	382.712
**D VALENCIA INKA	18.953	0	18.953
**D INVESTIRINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	11.712	0	11.712
**D FORSTA AP - FONDEN	44.364	0	44.364
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	61.745	0	61.745
**D EQUINOR FENSIJON	20.000	0	20.000
**D NVTI INTERNATIONAL INDEX FUND	51.063	0	51.063
**D SHELL FOUNDATION	28.257	0	28.257
**D EBK-AKTIEUNIVERSAL-FONDS	60.000	0	60.000
**D EPS	9.628	0	9.628
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	3.742	0	3.742
**D LB HOLDINGS I LLC	2.547	0	2.547
**D NORDEA GLOBAL PASSIVE FUND	21.771	0	21.771
**D MI-FONDS 392	262.105	0	262.105
**D STATE OF WYOMING	40.337	0	40.337
**D ARROWSTREET GLOBAL EQUITY FUND	84.246	0	84.246
**D TRPH CORPORATION	387	0	387
**D AZIMUT STRATEGIC TREND	440	0	440
**D INVESTIRINGSFORENINGEN DANSKE INVEST EUROEA INDEXES BNF KL	13.400	0	13.400
**D FISCHER FAMILY TRUST	6.896	0	6.896
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND	1.040	0	1.040
**D EQ ADVISORS TRUST - EQ/FAB DYNAMIC MODERATE GROWTH PORTFOLIO	1.886	0	1.886
**D NATIONWIDE INTERNATIONAL INDEX FUND	11.046	0	11.046
**D BREVETRA GLOBAL EQUITY LIMITED PARTNERSHI	34.326	0	34.326
**D AZIMUT TRADING	4.084	0	4.084
**D CC AND L.O. 140/40 FUND	1.058	0	1.058
**D CC AND L.O. GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD	5.237	0	5.237
**D DEAM L	3.786	0	3.786
**D CONVICTION PATRIMOINE	10.900	0	10.900
**D BEST OF FUNDS	66.010	0	66.010
**D TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING	155.000	0	155.000
**D WA INV STRAT EUREKA FUND AC	15.900	0	15.900
**D ARROWSTREET EAFE ALPHA-EXTENSION TRUST FUND	49.879	0	49.879
**D ARROWSTREET INTERNATIONAL-EQUITY - EAFE EXTENSION FUND	3.353	0	3.353
**D DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	25.230	0	25.230
**D DEKA INVESTMENT GMBH W/ARI/DEKA	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF	800.000	0	800.000
**D DEKA INTERNATIONAL S.A. W/DEKA-NACHHALIGKEIT AKTIEN EUROPA	24.985	0	24.985
**D DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF	91.340	0	91.340
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/ANASPA-FONDS AUSSCHUETUNG PLUS	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/MASTER 172 W/AKTIEEN NEBENWERTE	809	0	809
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF	40.000	0	40.000
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.	5.658	0	5.658
	39.933	0	39.933

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DIF: delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

1.957 Teste:

Azionisti in proprio: 0 Azionisti in delega:

**DIF: delega alla persona fisica sopra indicata con il numero della scheda magnetica

**DIF: delega alla persona fisica sopra indicata con il numero della scheda magnetica

KL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica



Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	18.000	0	18.000
**D BEKAFUND ASSET MANAGEMENT SA REPRESENTING ARGENTINA PENSIONSPARFONDS	487.700	0	487.700
**D BEKAFUND CHINA	439.080	0	439.080
**D BEKAFUND ECONOMIC GROWTH FUND	29.888.102	0	29.888.102
**D JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	147.416	0	147.416
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	32.629	0	32.629
**D JPMORGAN INVESTMENT FUNDS	1.830.884	0	1.830.884
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	266.271	0	266.271
**D CAPITAL INTERNATIONAL FUND	55.818	0	55.818
**D AMERICAN FUNDS GLOBAL BALANCED FUND	2.075.356	0	2.075.356
**D JPMORGAN FUNDS	78.230	0	78.230
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	78.230	0	78.230
**D JPMORGAN GLOBAL ALLOCATION FUND	38.777	0	38.777
**D ARGENTA DP	2.216	0	2.216
**D JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	113.215	0	113.215
**D CAPITAL WORLD GROWTH AND INCOME FUND	1.599.856	0	1.599.856
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	9.145.763	0	9.145.763
**D JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	5.355	0	5.355
**D JEFFREY LLC	108.689	0	108.689
**D JPMORGAN BETABUILDERS EUROPE ETF	437.795	0	437.795
**D MASTERFONDS BANTRUS	142.000	0	142.000
**D LORENTZ POCKET CROISSANC	16.643	0	16.643
**D ICOMTEC PAB AMUNDI	2.418	0	2.418
**D DEGRIOF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	6.500	0	6.500
**D JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	15.125	0	15.125
**D CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	2.734.981	0	2.734.981
**D COMEV, LLC	776	0	776
**D JPMORGAN PENSION TRUST FUND (SAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	311.385	0	311.385
**D JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	38.894	0	38.894
**D BEKA VALUE PLUS	173.838	0	173.838
**D FCP VILLIERS ACTIONS EUROPE CFI AM	460.945	0	460.945
**D LEMANIA GLOBAL EQUITY	36.118	0	36.118
**D MASTER TRUST BANK OF JAPAN LTD. PE JPM KOKUSAI REI MOTHER FUND (LDN)	17.762	0	17.762
**D JPMORGAN ETFs (IRELAND) ICNV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	538.229	0	538.229
**D JPMORGAN ETFs (IRELAND) ICNV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	318.681	0	318.681
**D JPMORGAN ETFs (IRELAND) ICNV - EUROZONE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	111.886	0	111.886
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	23.059	0	23.059
**D AMUNDI HK PORTFOLIOS	76.937	0	76.937
**D REALDANIA	55.500	0	55.500
**D VITASO INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	807	0	807
**D PRICOS DEFENSIVE	22.134	0	22.134
**D HELSANA VERBODENDESGEREN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.811	0	1.811
**D BEST INVESTMENT CORPORATION	24.722	0	24.722
**D THE KOMLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D FIATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	2.389	0	2.389
**D HSBC LIFE (INTERNATIONAL) LIMITED	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	2.610	0	2.610
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	7.252	0	7.252
**D FIATO INST I FUND EURO EQUITY	15.512	0	15.512
**D HANG SENG INSURANCE COMPANY LIMITED	63.163	0	63.163
**D HELSANA UNEFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.667	0	1.667

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Azionisti:

1.957 Teste:

Azionisti in proprio:

0 Azionisti in delega:

1.957

Delega alla persona fisica sopra indicata con il numero della scheda magnetica

Delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettiva alla poltrona assistita)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	43.894	0	43.894
**D KBC INSTITUTIONAL FUND SRI EURO	75.378	0	75.378
**D KBC INST FUND SRI WORLD EQUITY	4.226	0	4.226
**D HELSUNA YUGATVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GERUNDENES VERMOEGEN DUESENDORF	41.225	0	41.225
**D CIVIL SERVICE EMPLOYEES PENSION FUND	3.726	0	3.726
**D HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	9.908	0	9.908
**D PRICOS	18.294	0	18.294
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	866.067	0	866.067
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	8.239	0	8.239
**D REASSURE LIMITED	3.378	0	3.378
**D HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	289.226	0	289.226
**D PRICOS SRI	1	0	1
**D HSBC POOLED INVESTMENT FUND	33.220	0	33.220
**D PLATO INSTITUTIONAL INDEX FUND	15.715	0	15.715
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	8.940	0	8.940
**D PLATO RI WORLD	531.122	0	531.122
**D PLATO INSTIT INDEX END WORLD DEI-RDT	591	0	591
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	3.711	0	3.711
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	68.741	0	68.741
**D HSBC GLOBAL FUNDS ICAV	87.974	0	87.974
**D PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	513	0	513
**D PHENIX UNIT TRUST MANAGERS LIMITED	83.738	0	83.738
**D HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	2.485.968	0	2.485.968
**D HSBC IFAI BLACKROCK EUROPE EX UK EQUITY FUND	1.735	0	1.735
**D HSBC IFAI PUBLIC LIMITED COMPANY HSBC MSCI WORLD CLIMATE PARIS ALIGNED UCITS ETF	699.208	0	699.208
**D AMUNDI EFT INTERNATIONAL DESTINATION ACTIVITY COMPANY	7.178	0	7.178
**D THE MARKS AND SPENCER WORLDWIDE MANAGED FUND	48.013	0	48.013
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30/70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	92.350	0	92.350
**D IFSI MARLBOROUGH EUROPEAN SPECIAL SITUATIONS FUND	93.072	0	93.072
**D AMUNDI EFT ICAY - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	5.754	0	5.754
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50/50 GLOBAL EQUITY INDEX FUND	186.000	0	186.000
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60/40 GLOBAL EQUITY INDEX FUND	227.555	0	227.555
**D AMUNDI MSCI ACWI PAB UCITS ETF	114.860	0	114.860
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	43.910	0	43.910
**D HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	82.580	0	82.580
**D AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60/40 GLOBAL EQUITY INDEX FUND	2.125	0	2.125
**D ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	29.319	0	29.319
**D AXA INVESTMENT MANAGERS UK LIMITED	346.456	0	346.456
**D HSBC ETFs PLC	19.677	0	19.677
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	100.225	0	100.225
**D AMUNDI EFT ICAY	131.522	0	131.522
**D INTERNATIONAL KAPITALANLAGEGESELLSCHAFT MBH	35.442	0	35.442
**D ALLIANZ FV-WS RCM SYSPRO INDEXING EUROLAND	85.260	0	85.260
**D AMUNDI DEUTSCHLAND GMBH	22.906	0	22.906
**D KAIROS INTERNATIONAL SICAV-ITALIA	10.647	0	10.647
**D KAIROS INTERNATIONAL SICAV - MADE IN ITALY	514.243	0	514.243
**D THE E. M. FOUNDATION	95.417	0	95.417
**D ANTHEM MASTER TRUST	42.117	0	42.117
	245.640	0	245.640
	134.509	0	134.509
	13.000	0	13.000
	66.340	0	66.340



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2 Dpr delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.957

0 Azionisti in delega

Azionisti:

Azionisti in proprio:

1.957

Teste:

0 Azionisti in delega

1.957

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votatore efficiente alla protezione azionista)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI.

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D II	7.360	0	7.360
**D REVINDAI FONDO PENSIONE	14.278	0	14.278
**D IEST - EUROPE INDEX SKI	12.363	0	12.363
**D DEAM OBI	2.797.703	0	2.797.703
**D IF 1ST - GLOBE INDEX	117.100	0	117.100
**D AVADIS FUND - ACTIEN SMALL CAPS	22.562	0	22.562
**D IF 1ST - GLOBE INDEX SKI	54.172	0	54.172
**D AVADIS FUND-ACTIEN WELT CO2 SELECT AST 2	1.937	0	1.937
**D AVADIS FUND-ACTIEN WELT AST 2	4.844	0	4.844
**D MAGNESIUM	12.232	0	12.232
**D AVADIS FUND-ACTIEN WELT CO2 SELECT AST 2	351.222	0	351.222
**D KUTXABANK PENSIONES, S.A., SGPP	141.753	0	141.753
**D LUMINA-MARSHALL WACE UCITS SICAV-LUMINA-MW SYSTEMATIC ALPHA	417.993	0	417.993
**D CHURCH OF THE HOLYCOMFORTER	114.384	0	114.384
**D LUMINA MARSHALLWACE UCITS SICAV LUMINA MW TOPSMARKET NEUT	478	0	478
**D EXETER TRUSTCOMPANY COLLECTIVE INVESTMENT FUNDSFOR EMPLOYEE	463	0	463
**D OVERSEAS SERIES	117.205	0	117.205
**D PRO BLEND MODERATE TERM SERIES	457.557	0	457.557
**D PRO BLEND MAXIMUM TERM SERIES	6.961	0	6.961
**D PRO BLEND EXTENDEDTERM SERIES	12.789	0	12.789
**D BAKERY ANDCONFECTIONERY UNION AND INDUSTRYINTERNATIONAL PE	15.565	0	15.565
**D PRO BLENDCONSERVATIVE TERM SERIES	27.396	0	27.396
**D MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	2.957	0	2.957
**D BRUCE POWERPENSION PLAN	2.075	0	2.075
**D CANAD U S MARKET NEUTRAL ONSHORE FUNDI	99.904	0	99.904
**D WFC BANK NACUSTODIAN FOR IEHW LOCAL	18	0	18
**D WFC BANK NACUSTODIAN FOR IEHW LOCAL	19.940	0	19.940
**D TAPREAL INTERNATIONAL EQUITY INDEX ETF	7.822	0	7.822
**D CIBC INTERNATIONAL EQUITY INDEX ETF	21.062	0	21.062
**D CIBC INTERNATIONAL INDEX FUND	1.140	0	1.140
**D CIBC EUROPEAN INDEX FUND	29.498	0	29.498
**D CIBC EUROPEAN EQUITY FUND	2.938	0	2.938
**D CIBC INTERNATIONAL EQUITY INDEX FUND	314.136	0	314.136
**D STATE OF WISCONSIN INVESTMENT BOARD	921	0	921
**D AUTORIDADE MONETARIA DE MACAO	148.145	0	148.145
**D BAILLIE GIFFORD INTERNATIONAL ALPHA FUND	10.803	0	10.803
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	1.968.894	0	1.968.894
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	22.615	0	22.615
**D AMERICAN ELECTRIC POWER MASTER RETIRE MEDICAL TRUST FOR CE S	28.235	0	28.235
**D INVESTINGFORNINEN NYKREDIT INVEST ENGROS GLOBLE ANTI	11.246	0	11.246
**D CAPITALFÖRNINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	23.527	0	23.527
**D VONTobel NON US EQUITY OFFSHORE MASTER LP	5.412	0	5.412
**D SHANDS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	454.836	0	454.836
**D MEBA PENSION TRUST DEFINED BENEFIT PLAN	70.374	0	70.374
**D BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	29.509	0	29.509
**D ADVANCED SERIES TRUST AST T ROME PRICE GROWTH OPPORTUNIT	25.986	0	25.986
**D TIMESQUARE CAPITAL MANAGEMENT	41.839	0	41.839
**D INVESCO MARKETS II PLC	143.877	0	143.877
**D GEORGIA TECH FOUNDATION INC	25.498	0	25.498
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	566.260	0	566.260
	81.053	0	81.053

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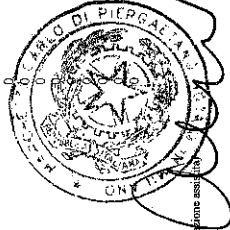
Azionisti: 1.957 Teste: 1.957
Azionisti in proprio: 0 Azionisti in delega: 1.957
Dg* delega alla persona fisica sopra indicata con il numero della scheda magnetica
D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cotazione	Tot. Voti	Proprio	Delega
**D LEGAL AND GENERAL UCITS ETF BIC	74.102	0	74.102
**D VANGUARD FTSE ALL WORLD EX US INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPATH FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERTE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	5.304	0	5.304
**D OSSIAM IRL ICNV	248	0	248
**D MCGILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D VOYA VACS INDEX SERIES I FORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D DANMARKS GRUNDFORSRINGFOND	1.801	0	1.801
**D IMPERIAL GLOBAL EQUITY INCOME POOL	15.151	0	15.151
**D CONSOLIDATED RETIREMENT PLAN	13.157	0	13.157
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR	10.092	0	10.092
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	200	0	200
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.932	0	93.932
**D POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	5.501	0	5.501
**D SUPERVALU INC MASTER INVESTMENT TRUST	18.161	0	18.161
**D CERVORTIE INTERNATIONAL LLC	24.851	0	24.851
**D CARL VICTOR PAGE MEMORIAL FOUNDATION	108.193	0	108.193
**D ACHMEA VARIABLE SECURITIES HEALTH FUND	27.213	0	27.213
**D SLICHTING PENSIONFONDS NOTARIAAT	2.721	0	2.721
**D WAGNER FUND	2.956	0	2.956
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	905.323	0	905.323
**D GOLDMAN SACHS ASSET MANAGEMENT LP	135.581	0	135.581
**D MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	32.198	0	32.198
**D CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	12.983	0	12.983
**D LPP I GLOBAL EQUITIES FUND	3.537.165	0	3.537.165
**D FLORIDA GLOBAL EQUITY FUND LLC	6.246	0	6.246
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	218.838	0	218.838
**D GLOBEFLEX INTERNATIONAL ALL CAP COMMINGLED TRUST	87.193	0	87.193
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND	99.406	0	99.406
**D TEXAS UTILITIES QUAL NOT PARTNERSHIP	1.611	0	1.611
**D DWS INVESTMENT GRH ON BEHALF OF DWS FONDOS ZDV EVO	2.680	0	2.680
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	1	27.516
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	38.890	0	38.890
**D TD EUROPEAN INDEX FUND	3.667	0	3.667
**D ELIZABETH E RIORDAN	2.961	0	2.961
**D BRUCE P BICKNER TRUST MAWR INTL	1.142	0	1.142
**D BFB INVESTMENT LP	1.195	0	1.195
**D CHARLES A PEAIGIN 2012 TRUST FEO MOR	5.105	0	5.105
**D ELIZABETH ROSSMAN	1.171	0	1.171



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DDE delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

1.957 Teste:

Azionisti in proprio: 0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BURNATTI HOLDINGS LLC	1.695	0	1.695
**D CAROL J BARNETT CHARITABLE REMAIND 10571068350	7.126	0	7.126
**D CAROL J BARNETT CRUT II	3.787	0	3.787
**D CDS INVESTMENTS VENTURE LLC	5.825	0	5.825
**D CDS FINANCIAL LLC	11.110	0	11.110
**D L EDWARDS TRUST I SMITH SR	9.323	0	9.323
**D FORIS CHRISTOPHER	41.936	0	41.936
**D NS DEPENDANTS ANNUITY FUND	25.532	0	25.532
**D SCOTT GARRETT	1.286	0	1.286
**D MUNICIPAL EMPLOYEES PENSION PLAN	4.590	0	4.590
**D CATHERINE KING	1.629	0	1.629
**D JOHN MCCARTNEY	1.584	0	1.584
**D GAIL MCLACHLAN	3.753	0	3.753
**D L SHIGLEY REV TR II 16 04 MAWER ADR	2.271	0	2.271
**D MORRIS 1992 GIFT TRUST	3.380	0	3.380
**D JOHN NEVINS	2.203	0	2.203
**D THOMAS P PRCHAL TR DTD 3 31 94 MAWER	2.770	0	2.770
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	2.538	0	2.538
**D SUSAN ZUCKER	1.505	0	1.505
**D TD EMERALD INTERNATIONAL EQUITY INDEX FUND	118.913	0	118.913
**D STITCHING DEPOSITORY ARG DEVELOPED MARKETS EQUITY POOL	919.623	0	919.623
**D WINNIESE MSCI EAFE INDEX NON LENDING	16.657	0	16.657
**D CHARLES FEIGIN	1.593	0	1.593
**D EXEC FAMILY TRUST M POND 11 FAMILY TRUST	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811	0	48.811
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.451	0	48.451
**D BLACKROCK FUND MANGERS INTL EMERGING MARKETS STOCK INDEX FUND	540.704	0	540.704
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	87.362	0	87.362
**D 1895 FONDS STITCHING I	36.229	0	36.229
**D COUNTY OF SANTA CLARA	11.547	0	11.547
**D VASIEDPAPTRONDEN SPARINVEST INDEX BREDEDYGTIGE GLOBALE AKTIER STIK KL ID SPARINVEST AS FILLIAL AF SPARINVEST SA	6.405	0	6.405
**D VIRTUS WF3 INTERNATIONAL VALDE FUND	1.511	0	1.511
**D PIONEER GLOBAL EQUITY FUND	97.062	0	97.062
**D PIONEER INTERNATIONAL EQUITY FUND	466.834	0	466.834
**D PIONEER MULTI ASSET INCOME FUND	1.018.382	0	1.018.382
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	1.142.789	0	1.142.789
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	3.908	0	3.908
**D SHELL NEDERLAND PENSIOENFONDS STITCHING	3.437.241	0	3.437.241
**D ARIZONA STATE RETIREMENT SYSTEM	2.179	0	2.179
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	171.579	0	171.579
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	3.659	0	3.659
**D BNY MELLON INTERNATIONAL EQUITY ETF	3.940	0	3.940
**D BNY MELLON INTERNATIONAL EQUITY ETF	20.201	0	20.201
**D XTRACKERS MSCI KOSUAI EQUITY ETF	5.803	0	5.803
**D KNIGHTS OF COLUMBUS MASTER TRUST	18.558	0	18.558
**D IQ CAPSTRIM ESG INTERNATIONAL EQUITY ETF	9.291	0	9.291
**D INVESTINGFORENGEN SPARINVEST INDEX EUROPA VALUE KL	8.501	0	8.501
**D CITI RETIREMENT SAVINGS PLAN	19.596	0	19.596

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DPS delega alla persona fisica sopra indicata con il numero della scheda magnetica

2 DPS delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.957

Azionisti: 1.957 Teste: 0 Azionisti in delega.

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL: ripresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Codice	Tot.	Voti	Proprio	Delega
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	0	66.862
**D THE ESB FENSTON FUND	13.013	0	0	13.013
**D XTRACROSS NSCI ALL WORLD EX US HEDGED EQUITY ETF	3.520	0	0	3.520
**D AIB GROUP IRISH PENSION SCHEME	16.272	0	0	16.272
**D BANK OF KOREA	21.268	0	0	21.268
**D ALASKA PERMANENT FUND CORPORATION	37.113	0	0	37.113
**D INTERNATIONAL EQUITY FUND	12.063	0	0	12.063
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536	0	0	1.536
**D SIEMENS DIVERSIFIED GROWTH	19.588	0	0	19.588
**D SIEMENS EMU EQUITIES	42.090	0	0	42.090
**D FLORIDA RETIREMENT SYSTEM	14.608	0	0	14.608
**D INVESCO EQV INTERNATIONAL EQUITY CLASS	170.036	0	0	170.036
**D INVESCO INTERNATIONAL GROWTH FUND	25.731	0	0	25.731
**D INVESCO EUROPLUS FUND	239.594	0	0	239.594
**D KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III	11.770	0	0	11.770
**D INVESTINGSTOFRENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	6.403	0	0	6.403
**D INVESTINGSTOFRENINGEN NYKREDIT INVEST TAKTISK ALLOKERING	5.891	0	0	5.891
**D INVESCO MARKETS III PLC	265	0	0	265
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	29.877	0	0	29.877
**D INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF	22.590	0	0	22.590
**D AMG TIMESQUARE GLOBAL SMALL CAP FUND	900	0	0	900
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	11.912	0	0	11.912
**D STICHTING REDUKTAPENSIOENFONDS VOOR HET SCHILDERS AFW ERKENNIS ENGLAETSERDRIJF	13.505	0	0	13.505
**D 1895 FONDS FOR	12.906	0	0	12.906
**D ELACROCK LIFE LIMITED	12.182	0	0	12.182
**D VIRTUS GLOBAL SMALL CAP FUND	65.505	0	0	65.505
**D INVESCO FUNDS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC RECOMMISSIONING MASTER TRUST	3.362	0	0	3.362
**D PACIFIC UAS AND TITANIC INDEX FUND	1.256.296	0	0	1.256.296
**D GREAT WEST INTERNATIONAL INDEX FUND	4.719	0	0	4.719
**D UNIVERSITY OF NOTRE DAME ND LAC	52.512	0	0	52.512
**D SHARES VII PUBLIC LIMITED COMPANY	9.983	0	0	9.983
**D PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	1.191.080	0	0	1.191.080
**D THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	41.685	0	0	41.685
**D ENSIGN PEAK ADVISORS INC	178.165	0	0	178.165
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	38.477	0	0	38.477
**D BLACKROCK GLOBAL FUNDS	9.903	0	0	9.903
**D DIVERSIFIED INTERNATIONAL FUND	237.735	0	0	237.735
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	856.016	0	0	856.016
**D PRINCIPAL FUNDS INC OVERSEAS FUND	50.395	0	0	50.395
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	20.255	0	0	20.255
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	26.661	0	0	26.661
**D ABB PENSION FUND	151.659	0	0	151.659
**D INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.403	0	0	1.403
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	1.082	0	0	1.082
**D STICHTING PENSIOENFONDS ABP	71.830	0	0	71.830
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	9.248.388	0	0	9.248.388
**D HAND COMPOSITE EMPLOYEE BENEFIT TRUST	86.852	0	0	86.852
**D 10 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	81.666	0	0	81.666
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	20.614	0	0	20.614
	284.768	0	0	284.768

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

Teste:

0

Azionisti in delega:

Azionisti in proprio:

Azionisti in delega:

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posta elettronica)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Objetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	959	0	959
**D M&A MFS FUND FOR INVESTED ACTIVITIES CO	520.000	0	520.000
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	3.652	0	3.652
**D FRANKERS AND PIERFITTERS NATIONAL PENSION FUND	175.060	0	175.060
**D EMPLOYERS RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	789	0	789
**D VOYA INTERNATIONAL INDEX PORTFOLIO	42.101	0	42.101
**D BALANCED PORTFOLIO	672	0	672
**D THE CLAUDE MARIE DUBOIS RELIGIOUS AND CHARITABLE TRUST	29.511	0	29.511
**D INCARNATE AGRO CHARITABLE TRUST	32.226	0	32.226
**D COUNSEL DEFENSIVE GLOBAL EQUITY	1.076	0	1.076
**D ARIZONA PSPRS TRUST	89.287	0	89.287
**D DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT	89.366	0	89.366
**D SEMPERA ENERGY PENSION MASTER TRUST	5.470	0	5.470
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	3.025	0	3.025
**D UPMC MASTER TRUST	17.509	0	17.509
**D UPMC BASIC RETIREMENT PLAN	43.505	0	43.505
**D COUNSEL INTERNATIONAL GROWTH	238.480	0	238.480
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	19.800	0	19.800
**D INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE	9.714	0	9.714
**D KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOLJE ADMINISTRATION AS	15.334	0	15.334
**D BLACKROCK LIFE LTD	147.221	0	147.221
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	1.529.004	0	1.529.004
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	30.800	0	30.800
**D STANDARD BANK OF SOUTH AFRICA LTD	57.333	0	57.333
**D ARKOWSTREET US GROUP TRUST	142.503	0	142.503
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	197.002	0	197.002
**D XTRACKERS MSCI EMERGING MARKETS EX NORTH AMERICA SR INDEX ETF	32.238	0	32.238
**D WACKENZIE MAX DIVERSIFICATION NORTH AMERICA DEVELOPED	2.062	0	2.062
**D WACKENZIE MAX DIVERSIFICATION WORLD DEV	267	0	267
**D WACKENZIE MAX DIVERSIFICATION AIA WORLD DEV EX	614	0	614
**D WACKENZIE INTERNATIONAL EQUITY INDEX ETF	22.029	0	22.029
**D XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	15.437	0	15.437
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.748	0	1.773.748
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	296.534	0	296.534
**D EUROPEAN CENTRAL BANK	155.817	0	155.817
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	12.040	0	12.040
**D BNY MELLON PERSONAL INJURY SETTLEMENT TRUST	2.244	0	2.244
**D UBS GAYMAN TRUST 1 UBS TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIRTUS FAR INTERNATIONAL SMALL CAP FUND	2.850.514	0	2.850.514
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D WILMINGTON INTERNATIONAL FUND	7.986	0	7.986
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	28.141	0	28.141
**D GRAYHAWK GLOBAL GROWTH POOL	266	0	266
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	13.831	0	13.831
**D PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	25.698	0	25.698
**D STICHTING PENSIONFONDS OMV	1.006	0	1.006
**D NATIONAL TREASURY MANAGEMENT AGCY	2.702	0	2.702
**D NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	3.389	0	3.389
**D NSP MINNESOTA RETAIL PRAIRIE II			

Pagina 18

DG* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alle posizioni assicurate)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.957 Teste: 2
Azionisti in proprio: 0 Azionisti in delega: 1.957

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VANGUARD INTL HIGH DIV YLD INDEX FD	366.310	0	366.310
**D CITY OF NEW YORK DEFERRED COMPENSATION PLAN	24.281	0	24.281
**D STICHTING CZ FUND DEPOSITARY	7.214	0	7.214
**D STICHTING PENSIONFONDS HOOGVOENS	28.631	0	28.631
**D DEAM FONDS ZDV	5.101	0	5.101
**D FIDELITY SAI INTERNATIONAL INDEX FUND	242.826	0	242.826
**D VIRTUS TACTICAL ALLOCATION FUND	266.906	0	266.906
**D SHELL CANADA 2007 PENSION PLAN	672	0	672
**D EURION GLOBAL EQUITY FUND	2.211	0	2.211
**D RELIABILITY LLC	488.002	0	488.002
**D AEL INTERNATIONAL INDEX FUND	45.709	0	45.709
**D AEL DEF INTERNATIONAL CORE EQUITY FUND	15.429	0	15.429
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	44.491	0	44.491
**D JOHN DEERE PENSION TRUST	17.802	0	17.802
**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	989	0	989
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	15.085	0	15.085
**D VANGUARD GLOBAL DIVIDEND FUND	136.382	0	136.382
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	66.114	0	66.114
**D ALABAMA TRUST FOND	173.621	0	173.621
**D COA ENTERPRISES INC MASTER TRUST	165.567	0	165.567
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	173.915	0	173.915
**D LINDSEY WEST LIFE PLC LINCOLN INVESTMENT LIMITED COMPANY	115.209	0	115.209
**D TOWERS PENSION EN LEVENSVZERKERINGEN NV	519.821	0	519.821
**D MPT INK3 FONDS	14.829	0	14.829
**D INKA PHASE	30.726	0	30.726
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	10.074	0	10.074
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	97.890	0	97.890
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	652.405	0	652.405
**D RETIREMENT BENEFITS INVESTMENT FUND	281.494	0	281.494
**D POOL REINSURANCE CO LTD	4.971	0	4.971
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	19.913	0	19.913
**D PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	2.503	0	2.503
**D AMG TIMESQUARE INTERNATIONAL SMALL CAP FUND	3.098	0	3.098
**D FLORIDA RETIREMENT SYSTEM TRUST FUND	102.933	0	102.933
**D BLACKROCK SOLUTIONS FUNDS ICAY	30.500	0	30.500
**D PENSION RESERVES INVESTMENT TRUST FUND	689.060	0	689.060
**D THE HKSHAR GOVERNMENT SCHOLARSHIP FUND	70.230	0	70.230
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	309	0	309
**D DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	136.944	0	136.944
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	25.722	0	25.722
**D QUALITY EDUCATION FUND	303.485	0	303.485
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	1.093	0	1.093
**D ADVANCE PLANNING LIMITED	2.144.103	0	2.144.103
**D DIGNITY PRE ARRANGEMENT LIMITED	1.581	0	1.581
**D INDIANA PUBLIC RETIREMENT SYSTEM	2.266	0	2.266
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	675.632	0	675.632
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	11.685	0	11.685
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	24.923	0	24.923
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AME	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414	0	414



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DDE delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

Azionisti:

1.957

Azionisti in proprio:

0

Azionisti in delega:

1.957

**DDE delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

Azionisti:

1.957

Azionisti in proprio:

0

Azionisti in delega:

1.957

RL: rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI:

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CUSTODY BANK OF JAPAN, LTD.	3.777	0	3.777
**D BRIDGE BUILDER TEN MANAGED	25.557	0	25.557
**D DESTINATIONS INTERNATIONAL EQU	13.861	0	13.861
**D NZAM EURO STOXX PARIS-ALIGNED	376	0	376
**D METALIER INTERNATIONAL INVESTME	334.000	0	334.000
**D BLACKROCK GLOBAL ALLOCATION FU	64.547	0	64.547
**D MLC INVESTMENTS MLC LIMITED	27.881	0	27.881
**D VEV LOW CARBON WORLD EQUITIES	65.593	0	65.593
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	243.123	0	243.123
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	87.296	0	87.296
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	2.246	0	2.246
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	1.430	0	1.430
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	3.111	0	3.111
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	756	0	756
**D UBS FUND MANAGEMENT(LUXEMBOURG) SA	154.556	0	154.556
**D UBS (LUX) SICAV 1	403	0	403
**D MICROB BANK (LUX) FONDS INTERSTOCK	1.280	0	1.280
**D MICROB BANK (LUX) FONDS 50	1.560	0	1.560
**D MICROB BANK (LUX) FONDS 40 (EUR)	920	0	920
**D MICROB BANK (LUX) FONDS 30	760	0	760
**D STRATEGY SICAV	3.600	0	3.600
**D LGASOPFER	32.562	0	32.562
**D PRIME SUPER	2.308	0	2.308
**D KORRIK LIMITED	803	0	803
**D STURICK A/S	28.409	0	28.409
**D CREDIT SUISSE MANAGEMENT (SWITZERLAND) AG.	31.151	0	31.151
**D UBS FUND MANAGEMENT (LUXEMBOURG) SA	359.314	0	359.314
**D UBS FUND MGT (CU) AG - CHI243B-TELANGULUS - AKTIEN DEUTMARK HEDGEC	10.820	0	10.820
**D UBS FUND MGT (CH) AG - CHI244B-TELANGULUS - AKTIEN DEUTMARK	28.489	0	28.489
**D URS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEIN WELT	27.571	0	27.571
**D GWAS	10.582	0	10.582
**D NORGES BANK	1.66.071	0	1.66.071
**D GOVERNMENT OF NORWAY	1.648.402	0	1.648.402
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	2.748.822	0	2.748.822
**D ASSET MANAGEMENT EXCHANGE UCITS CCF.	25.829	0	25.829
**D LGIM MANAGERS (EUROPE) LIMITED	10.655	0	10.655
**D LEGAL AND GENERAL CCF	49.156	0	49.156
**D BANK OF BOTSWANA.	18.019	0	18.019
**D THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	4.993	0	4.993
**D GENERAL ORGANISATION FOR SOCIAL INSURANCE.	217.081	0	217.081
**D INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	665.895	0	665.895
**D INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	17.639	0	17.639
**D INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	1.237	0	1.237
**D WHEELS COMMON INVESTMENT FUND.	11.104	0	11.104
**D STICHTING BEDRIJFSPENSIOENFONDS VOOR DE DETAILHANDEL	1.344	0	1.344
**D HL MULTI-MANAGER SPECIAL SITUATIONS TRUST.	49.683	0	49.683
**D LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	47.430	0	47.430
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	7.338	0	7.338
**D LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (	38.024	0	38.024
**D LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	20.777	0	20.777
	11.939	0	11.939



Pagina 21

DFF delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assemblea)

RL/ rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti:

Azionisti in proprio:

1.957 Teste:

0 Azionisti in delega:

2

1.957

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU	9.403	0	9.403
**D JUPITER EUROPEAN SMALLER COMPANIES FUND	18.462	0	18.462
**D JUPITER EUROPEAN SPECIAL SITUATIONS FUND.	417.330	0	417.330
**D LEGAL & GENERAL EUROPEAN INDEX TRUST	8.200.572	0	8.200.572
**D LEGAL & GENERAL INTERNATIONAL INDEX TRUST	329.160	0	329.160
**D TRUE POTENTIAL PICTET BALANCED	62.537	0	62.537
**D TRUE POTENTIAL PICTET GROWTH	8.329	0	8.329
**D TRUE POTENTIAL PICTET CAUTIONS	1.456	0	1.456
**D TRUE POTENTIAL PICTET AGGRESSIVE	2.943	0	2.943
**D TRUE POTENTIAL PICTET DEFENSIVE	147	0	147
**D PREMIER MITON EUROPEAN SUSTAINABLE LEADERS FUND	10.386	0	10.386
**D PREMIER MITON EUROPEAN OPPORTUNITIES FUND	2.383.828	0	2.383.828
**D NORTHERN TRUST INVESTMENT FUNDS PUBLIC LIMITED COMPANY	14.447	0	14.447
**D STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	3.920	0	3.920
**D BARINGS INTERNATIONAL UMBRELLA FUND	62.740	0	62.740
**D LEGAL & GENERAL ICAV.	354	0	354
**D NORTHERN TRUST UCITS FOR FUND	98.858	0	98.858
**D VERDIPAFIRFONDET KLP AKSJEUROPA INDEXES.	29.362	0	29.362
**D VERDIPAFIRFONDET KLP AKSJGLOBAL INDEXES	98.343	0	98.343
**D SCHLUNBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	2.553	0	2.553
**D SCHLUNBERGER SELECTED TRUST	417.360	0	417.360
**D STICHTING BLUE SKY LIQUID ASSET FUNDS	9.809	0	9.809
**D PUBLIC SECTOR PENSION INVESTMENT BOARD.	575.189	0	575.189
**D SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	648.423	0	648.423
**D BAKER HUGHES INCORPORATED MASTER TRUST	192.596	0	192.596
**D CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	40.237	0	40.237
**D CSAA INSURANCE EXCHANGE	1.654	0	1.654
**D SUTTER HEALTH MASTER RETIREMENT TRUST	95.900	0	95.900
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	11.800	0	11.800
**D SCHLUNBERGER GROUP TRUST AGREEMENT	34.166	0	34.166
**D LHMARTS PENSION MASTER TRUST	58.749	0	58.749
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	35.180	0	35.180
**D CHEVRON MASTER PENSION TRUST	30.043	0	30.043
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	9.924	0	9.924
**D THE MINEROCO FOUNDATION TRUST	6.020	0	6.020
**D EQUIPSUPER	5.417	0	5.417
**D STICHTING PENSIOENFONDS SAGITTARIUS	11.610	0	11.610
**D STICHTING PME PENSIOENFONDS	14.005	0	14.005
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	85.423	0	85.423
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	475.509	0	475.509
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	24.671	0	24.671
**D HEE COMMON CONTRACTUAL FUND.	85.429	0	85.429
**D NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	3.257	0	3.257
**D UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	563.201	0	563.201
**D THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	3.565	0	3.565
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	5.950	0	5.950
**D STEWART L. WALTON FAMILY TRUST UAD 03/19/13	6.045	0	6.045
**D ST. MARY'S HEALTHCARE	1.543	0	1.543
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE WAR	178	0	178
	30.359	0	30.359

Pagina 22

DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

XL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 2

Azionisti in proprio: 1.957

Azionisti in delega: 0

Teste: 1.957

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

COTIZIONE	Tot. Voti	Proprio	Delega
**D R. E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	1.200	0	1.200
**D HUTCHERS THE STATE UNIVERSITY	7.994	0	7.994
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP	3.600	0	3.600
**D NETLIFE 401(K) PLAN TRUST	331.702	0	331.702
**D NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	92.352	0	92.352
**D PCA TAX SHELTERED ANNUITY PLAN	3.940	0	3.940
**D IEM PERSONAL PENSION PLAN TRUST	1.578	0	1.578
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREES HEALTH CARE AND	1.331	0	1.331
**D CONSTELLATION PENSION MASTER TRUST	65.279	0	65.279
**D CONSTELLATION FITZPATRICK QUALIFIED FUND	2.472	0	2.472
**D BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	64.000	0	64.000
**D TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION	132.022	0	132.022
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	1.400	0	1.400
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND	200	0	200
**D CYSTIC FIBROSIS FOUNDATION	8.245	0	8.245
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	180	0	180
**D AIM 2010 FAMILY TRUST.	33.405	0	33.405
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	52.781	0	52.781
**D NAYWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	1.240	0	1.240
**D CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST	13.996	0	13.996
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	10.836	0	10.836
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	395.415	0	395.415
**D HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	19.087	0	19.087
**D THE BOARD OF MANAGEMENT OF THE CHINESE PERMANENT CEMETERIES	2.586	0	2.586
**D BEAT DRUGS FUND ASSOCIATION	752	0	752
**D THE BUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	5.604	0	5.604
**D BSA COMINGLED ENDOWMENT FUND LP	18.540	0	18.540
**D CARROLL AVENUE PARTNERS LLC.	71	0	71
**D BERNES LLC	18.433	0	18.433
**D BFLP EQUITY (PASSIVE	1.693	0	1.693
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	1.161	0	1.161
**D DYNASTY INVEST LTD	1.584	0	1.584
**D FUNDO DE PENSEES	6.291	0	6.291
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	11.885	0	11.885
**D LEGAL & GENERAL NSCI EAFE FUND LLC	44.169	0	44.169
**D BUILDERS ASSET MANAGEMENT LLC	37.058	0	37.058
**D LEHMAN-STANN FAMILY PARTNERS LLC	62	0	62
**D NELKE PARTNERSHIP	1.208	0	1.208
**D INTERNATIONAL EQUITY FUND LLC	8.157	0	8.157
**D FELICAN FUND LP	217.416	0	217.416
**D PINK CALI LLC	174	0	174
**D HAWAII LLC	3.169	0	3.169
**D HANTHORN DM LLC	9.145	0	9.145
**D HANTHORN EQ LLC	19.517	0	19.517
**D HASLAM FAMILY INVESTMENT PARTNERSHI	202	0	202
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	2.860	0	2.860
**D FCM INTERNATIONAL LLC	2.451	0	2.451
**D RTEIP LP	4.180	0	4.180
**D GLOBAL BOND FUND WAYCROSSE INC	21.276	0	21.276
**D THYSSEN GLOBAL INVESTMENTS CORP.	537	0	537
**D NEC INTERNATIONAL FUND LLC	7.196	0	7.196



Pagina 23

DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica
DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.957 Testi: 1.957
Azionisti in proprio: 0 Azionisti in delega: 1.957

LISTA ESITO DELLE VOTAZIONE

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FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D. INTERMED INTERNATIONAL EQUITY SERIES	15.475	0	15.475
**D. GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	2.059	0	2.059
**D. SIM FORTFOLIO LLC	2.405	0	2.405
**D. SENTINEL INTERNATIONAL FUND	1.064	0	1.064
**D. CINDY SPRINGS SH LIMITED.	48.975	0	48.975
**D. HENRI COHEN FUND	63.462	0	63.462
**D. HENRI COHEN FUND 1 LLC	43.955	0	43.955
**D. HENRI COHEN FUND 2 LLC	25.154	0	25.154
**D. ASCENSION ALPHA FUND	7.309	0	7.309
**D. FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	2.337	0	2.337
**D. UNITED NATIONS JOINT STAFF PENSION FUND	595.043	0	595.043
**D. INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	15.157	0	15.157
**D. NATIONAL COUNCIL FOR SOCIAL SECURITY FUND ERC	178.379	0	178.379
**D. CHEVRON UK PENSION PLAN	3.459	0	3.459
**D. THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	95.055	0	95.055
**D. FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	19.198	0	19.198
**D. FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	1.569.419	0	1.569.419
**D. FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	49.129	0	49.129
**D. FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR OVERSEAS FUND	219.563	0	219.563
**D. FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	1.616.874	0	1.616.874
**D. FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.031.503	0	1.031.503
**D. FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	291.635	0	291.635
**D. FIDELITY INVESTMENT TRUST: FIDELITY ENDURING OPPORTUNITIES FUND	1.536	0	1.536
**D. MITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D. RUSSELL NGW INVESTMENTS LIMITED	373	0	373
**D. HAFORS LIMITED	360.917	0	360.917
**D. NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D. COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.273	0	28.273
**D. MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D. MERCER OSS TRUST.	672.227	0	672.227
**D. MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615	0	1.615
**D. LOAN MAJOR S CHARITABLE FOUNDATION	803	0	803
**D. WORLD GREEN TRANSITION INDEX FUND	494	0	494
**D. EVERETT GREEN TRANSITION INVESTMENT BOARD	17.553	0	17.553
**D. WSPF INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D. MERCER INDEXED INTERNATIONAL SHARES FUND	47.788	0	47.788
**D. AUSTRALIAN CAPITAL TERRITORY	16.137	0	16.137
**D. MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	3.063	0	3.063
**D. SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	814	0	814
**D. INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	3.995	0	3.995
**D. SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	9.321	0	9.321
**D. EQUITY TRUSTEES LIMITED	4.326	0	4.326
**D. QIC INTERNATIONAL EQUITIES FUND.	248.318	0	248.318
**D. ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	231.749	0	231.749
**D. JOHN T. WALTON FAMILY TRUST	2.187	0	2.187
**D. S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	8.673	0	8.673
**D. MORETHS LIFE LIMITED	2.768	0	2.768
**D. HRW TESTAMENTARY TRUST NO. 1	4.659	0	4.659
**D. HRW TESTAMENTARY TRUST NO. 3	417	0	417
**D. HRW TESTAMENTARY TRUST NO. 10.	4.319	0	4.319
**D. HRW TRUST NO. 2 UAD 01/17/03			

Azionisti:

1.957

Teste:

Azionisti in proprio: 0

Azionisti in delega:

Pagina 24

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

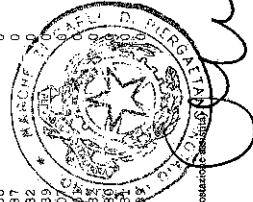
LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome
**D HW TRUST NO. 3 UAD 01/17/03
**D HW TESTAMENTARY TRUST NO. 2
**D STEELWORKERS PENSION TRUST
**D S. ROBSON WALTON 2010 TRUST
**D S. ROBSON WALTON 1999 CHILDRENS TRUST
**D THE TRUSTEES OF THE HENRY SMITH CHARITY
**D THE LAURIE M. TISCH FOUNDATION INC
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST
**D SEAN P ANDRADE 2016 TR UAD FEB 8 1991
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST
**D ROYAL BOROUGH OF KINGSTON PENSION FUND
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND
**D PRESBYTERIAN CHURCH (USA) FOUNDATION
**D HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST
**D JTW TRUST NO. 2 UAD 9/19/02.
**D JTW TRUST NO. 1 UAD 9/19/02.
**D JTW TRUST NO. 3 UAD 9/19/02.
**D JTW TRUST NO. 5 UAD 9/19/02.
**D THE MISSOURI FOUNDATION FOR HEALTH
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND
**D THE REMOURS FOUNDATION PENSION PLAN
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..
**D ARVEST FOUNDATION
**D EARNINGS EUROPE SELECT TRUST
**D ESTATE PLANNING TRUST
**D M. ANDRADE 2016 TR UAD FEB 8 1991
**D CONSTELLATION BEACH BOTTOM UNIT 1 QUALIFIED FUND
**D CONTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST
**D CLINTON NUCLEAR POWER PLANT QUALIFIED FUND
**D THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS
**D MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.
**D ALFRED I. DUPONT CHARITABLE TRUST
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST
**D CITY OF PESCNO RETIREMENT SYSTEMS.
**D ILLINOIS MUNICIPAL RETIREMENT FUND
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA
**D UTAH STATE RETIREMENT SYSTEMS
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY
**D USAA GENERAL INDEMNITY COMPANY
**D USAA CASUALTY INSURANCE COMPANY
**D WYOMING RETIREMENT SYSTEM
**D ABU DHABI PENSION FUND
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FUND
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST
**D NAV CANADA PENSION PLAN

Tot. Voti	Proprio	Delega
3.879	0	3.879
2.885	0	2.885
98.184	0	98.184
2.620	0	2.620
1.340	0	1.340
11.236	0	11.236
15.595	0	15.595
1.278.552	0	1.278.552
1.693	0	1.693
41.080	0	41.080
13.054	0	13.054
40.171	0	40.171
6.124	0	6.124
27.960	0	27.960
3.079	0	3.079
2.351	0	2.351
3.508	0	3.508
1.846	0	1.846
2.541	0	2.541
1.670	0	1.670
176.146	0	176.146
562	0	562
8.423	0	8.423
394	0	394
773.597	0	773.597
1.687	0	1.687
3.140	0	3.140
530	0	530
13.295	0	13.295
2.121	0	2.121
106.656	0	106.656
170.244	0	170.244
11.675	0	11.675
1.674	0	1.674
90.309	0	90.309
222.573	0	222.573
198.931	0	198.931
41.900	0	41.900
71.213	0	71.213
11.715	0	11.715
27.715	0	27.715
63.108	0	63.108
80.287	0	80.287
2.632	0	2.632
4.139	0	4.139
7.607	0	7.607
6.167	0	6.167
58.482	0	58.482
198.980	0	198.980
1.181	0	1.181
27.339	0	27.339



Pagina 25

Ditt' delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (voce/voce effettuate alla postazione)

RL" rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

1.957

Teste:

Azionisti:

Azionisti in proprio:

0 Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

Cognome

FAVOREVOLI

	Tot. Voti	Proprio	Delega
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	772.076	0	772.076
**D ACS 30/70 GLOBAL EQUITY TRACKER FUND	8.491	0	8.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.664	0	1.664
**D LONDON LOGS CIV RETIREMENT CONTRACTUAL SCHEME..	14.585	0	14.585
**D STATE TEACHERS RETIREMENT SYSTEM OF OHIO	456.971	0	456.971
**D EBS CENTRAL AUTHORITY CONTRACTUAL SCHEME..	5.299	0	5.299
**D EBS COMMON CONTRACTUAL SCHEME..	6.300	0	6.300
**D BLACKROCK COMMON CONTRACTUAL FUNDS	12.535	0	12.535
**D BLACKROCK UCITS CCF	12.178	0	12.178
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	70.706	0	70.706
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	126.560	0	126.560
**D DELTA NATURA - EN LEVENVERZEKERINGEN N.V.	484.967	0	484.967
**D KOMMUNAL LANSPENSIOENSKASSE GVENSIDIG FORSLINGSSELSKAP	281.266	0	281.266
**D RECORD INVEST SEA SICAV RAIF	246.920	0	246.920
**D STICHTING KONINGIN WILHEMINA FONDS VOOR DE NEDERLANDSE KANK	63.171	0	63.171
**D NERSEYSIDE PENSION FUND	5.055	0	5.055
**D STICHTING PENSIOENFONDS PGB	2.444	0	2.444
**D STICHTING BEDRIJFSTAKENFONDS VOOR VLEES VLEESWAREN G	84.009	0	84.009
**D STICHTING BEDRIJFSTAKENFONDS VOOR HET SCHOONMAAK EN GL.	13.990	0	13.990
**D STICHTING BEDRIJFSTAKENFONDS VOOR HET BEROEPSVERVOER OVER DE MEG	14.198	0	14.198
**D STICHTING BEDRIJFSTAKENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	28.576	0	28.576
**D STICHTING BEDRIJFSTAKENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	24.516	0	24.516
**D EIJARDE AP-FONDEN.	130.077	0	130.077
**D STICHTING PENSIOENFONDS OEFENBARE BIBLIOTHEKEN	6.559	0	6.559
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.569	0	130.569
**D WELLINGTON PACORA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	155.165	0	155.165
**D WOLF CREEK INVESTORS (BERMUDA) LP	276.448	0	276.448
**D LMAP IRELAND ICNAV - LMAP 910	254	0	254
**D POINT72 LONDON INVESTMENTS LTD.	237.690	0	237.690
**D ARROWSTREET INTERNATIONAL EQUITY ALPHA EXTENSION FUND	76.148	0	76.148
**D ARROWSTREET INTERNATIONAL EQUITY ALPHA EXTENSION FUND II L.L.C.	12.254	0	12.254
**D ARROWSTREET ACWI MACRO EXTENSION FUND (CAYMAN) LP	1.990	0	1.990
**D ARROWSTREET US GROUP TRUST ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	10.104	0	10.104
**D DE SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	68	0	68
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	178	0	178
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED PORTFOLIO MARGIN ACCT 200.	6.749	0	6.749
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	22.155	0	22.155
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	280	0	280
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	148	0	148
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	23.054	0	23.054
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	11.545	0	11.545
**D ARROWSTREET INTERNATIONAL EQUITY ACWI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACCT	49.798	0	49.798
**D AQR GLOBAL MACRO MASTER ACCOUNT L.P. OGER FIDUCIARY SERVICES	36.120	0	36.120
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACCT	10.700	0	10.700
**D THE BOTTOMWOOD FAMILY FOUNDATION	7.600	0	7.600
**D ALEXIARES LLC	3.100	0	3.100
**D THE ALICE K MOOREHEAD REVOCABLE TRUST - EQUITY GRD 06/27/11 A K MOOREHEAD TTEE AND 12/11/18	2.432	0	2.432
**D THE DAVID A DUFFIELD TRUST UAD 07/14/89	650	0	650
**D CM GRAT LLC	2.499	0	2.499
**D ROSEBENE LLC	77.973	0	77.973
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND I	37.145	0	37.145
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		0	

Azionisti:

1.957 Teste:

Azionisti in proprio: 0 Azionisti in delega:

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2 DE delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.957

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata all'ipotesi)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D MEDIUMLUM BEST BRANDS - MEDIUMLUM GLOBAL DEMOGRAPHIC OPPOR	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0	13.363
**D LUM SELECT FUNDS	506.000	0	506.000
**D MEDIUMLUM BEST BRANDS - COUPON STRATEGY COLLECTION	6.936	0	6.936
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	42.333	0	42.333
**D UNIVERSE THE CMT GLOBAL NETWORK FUND - CMT CONTINENTAL EURO	18.486	0	18.486
**D CMLA INDEXED GLOBAL SHARE FUND	48.716	0	48.716
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUPPORTFOLIO	2.203	0	2.203
**D FIDELITY OVERSEAS FUND	1.306.000	0	1.306.000
**D JOHN HANCOCK FUNDS ILLI INTERNATIONAL GROWTH FUND.	4.669.000	0	4.669.000
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	1.045.599	0	1.045.599
**D JBMN-MED CORP GLOBAL EQ TILT	4.651.614	0	4.651.614
**D THE JUPITER GLOBAL FUND SICAV	22.882	0	22.882
**D FRUTENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	10.387	0	10.387
**D COLONIAL FIRST STATE INVESTMENT FUND 121	2.232.967	0	2.232.967
**D SCHWAB INTERNATIONAL INDEX FUND	14.398	0	14.398
**D ABERN SICAV II	29.948	0	29.948
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	338.015	0	338.015
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	41.408	0	41.408
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.457.043	0	1.457.043
**D ILA-LA WORLD ESG SCREENED FUND	10.546	0	10.546
**D ILA-A-ILASCHW	26.442	0	26.442
**D ILA-A-ILASCHW	17.768	0	17.768
**D ILA-A-ILASCHW	4.886	0	4.886
**D ILA-A-ILASCHW	3.056	0	3.056
**D ILA-A-ILASCHW	88.142	0	88.142
**D IRISH LIFE ASSURANCE PLC	3.446	0	3.446
**D ILA-ILASCHW SUSTAINABLE EAFE EQUITY	1.764	0	1.764
**D ILA-A-ILASCHW	77.290	0	77.290
**D ILA-A-ILASCHW	32.869	0	32.869
**D ILA-A-ILASCHW	5.240	0	5.240
**D ILA-A-ILASCHW	13.982	0	13.982
**D ILA-A-ILASCHW	14.154	0	14.154
**D ILA-A-ILASCHW	1.551	0	1.551
**D ILA-A-ILASCHW	2.665	0	2.665
**D ILA-A-ILASCHW	52.139	0	52.139
**D ILA-A-ILASCHW	331.986	0	331.986
**D ILA-A-ILASCHW	191.885	0	191.885
**D ILA-A-ILASCHW	56.502	0	56.502
**D ILA-A-ILASCHW	244.712	0	244.712
**D ILA-A-ILASCHW	36.192	0	36.192
**D ILA-A-ILASCHW	85.076	0	85.076
**D ILA-A-ILASCHW	4.189	0	4.189
**D ILA-A-ILASCHW	3.801	0	3.801
**D ILA-A-ILASCHW	4.848	0	4.848
**D ILA-A-ILASCHW	17.879	0	17.879
**D ILA-A-ILASCHW	784.395	0	784.395
**D ILA-A-ILASCHW	64.363	0	64.363
**D ILA-A-ILASCHW	609	0	609
**D ILA-A-ILASCHW	10.905	0	10.905



Pagina 27

2 DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica

1.957

Azionisti in proprio: 1.957 Teste: 0 Azionisti in delega: 1.957

*D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione magnetica)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	1.359.767	0	1.359.767
**D INVERSCO POOLED INVESTMENT FUND - EUROPE FUND	164.597	0	164.597
**D TRANSMERICA AIM INTERNATIONAL GROW	12.343	0	12.343
**D INT/ATK KONGSAT-NE 935026	23.540	0	23.540
**D BRESERED FUND	1.495	0	1.495
**D ARDIN OETC IV-ARDIN EUROPE EX UK ETHICAL EQUITY FUND	2.755	0	2.755
**D ARDIN OETC II-ARDIN EUROPE EX UK INCOME EQUITY FUND	314.773	0	314.773
**D STITCHING PGM DEPOSITARY	174.957	0	174.957
**D NATIONAL COUNCIL FOR SOCIAL SEC FUND	149.317	0	149.317
**D THREADNEEDLE (LUX)	6.457.205	0	6.457.205
**D TWO SIGMA INTERNATIONAL CORE	1.113.297	0	1.113.297
**D TWO SIGMA INTERNATIONAL CORE	5.500	0	5.500
**D THREADNEEDLE INVESTMENT FUNDS ICVCA.	3.032.169	0	3.032.169
**D TWO SIGMA WORLD CORE FUND LP	8.282	0	8.282
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	1.700	0	1.700
**D HUTCHISON PROVIDENT FUND.	68.876	0	68.876
**D ARDIN OETC II-ARDIN EUROPE EX UK SMALLER COMPANIES FUND	5.581	0	5.581
**D SAMSUNG GLOBAL CORE EQUITY FUND	48.828	0	48.828
**D LATVIJAS BANKA	2.089	0	2.089
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	5.261	0	5.261
**D CITITRUST LIMITED	106.012	0	106.012
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	12.638	0	12.638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	5.655	0	5.655
**D HOSTELUS POOLED SUPERANNUATION TRUST	24.464	0	24.464
**D ARDIN OETC IV-ARDIN EUROPEAN EQUITY ENHANCED INDEX FUND	25.338	0	25.338
**D ARDIN OETC IV-ARDIN EUROPEAN SMALLER COMPANIES FUND	56.937	0	56.937
**D ARDIN OETC IV-ARDIN EUROPEAN EQUITY FRANCHISER FUND	156.033	0	156.033
**D DEF NALONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	35.345	0	35.345
**D DEF BLACK ROCK BASSETT EQUITIES	2.607	0	2.607
**D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	2.568	0	2.568
**D CC41 MULTI-STRATEGY FUND	12.611	0	12.611
**D GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	56	0	56
**D AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC	1.706	0	1.706
**D FOLMT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CANNAN CORPORATE CENTRE	2.316	0	2.316
**D AQR TAX AWARE RELIX FUND L.P. C/O COGENCY GLOBAL INC.	58.889	0	58.889
**D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	480	0	480
**D MARSHALL WACE MASTER FUNDS SEC-SF ALPHA PLUS FUND	26.824	0	26.824
**D VAN INSIGHT LIMITED	83.866	0	83.866
**D MANULIFE WORLD INVESTMENT FUND	8	0	8
**D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	651.558	0	651.558
**D MANULIFE TAX-MANAGED GROWTH FUND	1.492.556	0	1.492.556
**D THE MANUFACTURERS LIFE INSURANCE COMPANY	6.959	0	6.959
**D MANULIFE DIVERSIFIED INVESTMENT FUND	760.610	0	760.610
**D GS+4 INTERNATIONAL FUND	124.586	0	124.586
**D BINCOR GLOBAL DIVIDEND YIELD POOLED FUND	209.880	0	209.880
**D BINCOR GLOBAL EQUITY POOLED FUND	113	0	113
**D THE EMPIRE LIFE INSURANCE COMPANY.	40.308	0	40.308
**D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	310.847	0	310.847
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	17.697	0	17.697
**D EMPIRE LIFE EMBLEM GROWTH PORTFOLIO	21.358	0	21.358

Pagina 28

DPI: delega alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.957 Teste: 0 Azionisti in delega: 1.957

**D: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata all'ipotesi assistita)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	1.216	0	1.216
**D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	6.216	0	6.216
**D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	12.480	0	12.480
**D EMPIRE LIFE EMBLEM AGGRESSIVE GROWTH PORTFOLIO	3.366	0	3.366
**D THE WINNIEG FOUNDATION	1	0	1
**D STEADYHAND GLOBAL SMALL-CAP EQUITY FUND	52.600	0	52.600
**D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	128.250	0	128.250
**D CANADA POST CORPORATION REGISTERED PENSION PLAN	72.206	0	72.206
**D DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	11.170	0	11.170
**D NEIMC SAFE EQUITY INDEX FUND	1	0	1
**D MAJESTIC ASSET MANAGEMENT	75.563	0	75.563
**D ROBSTAR INVESTMENTS LTD C/O STEPHEN R. MENICH	6.862	0	6.862
**D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND	8.685	0	8.685
**D WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	27	0	27
**D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CAYMAN)	619	0	619
**D ARROWSTREET CAPITAL COPLEY FUND LIMITED	1.686	0	1.686
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED	3.666	0	3.666
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	4.719	0	4.719
**D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	11.988	0	11.988
**D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	309	0	309
**D CICAL O MARKET NEUTRAL FUND	28.370	0	28.370
**D M&S EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	187.037	0	187.037
**D MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	258	0	258
**D LMAP 909 SUB FUND OF LMAP IRELAND ICAP	119.380	0	119.380
**D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	316	0	316
**D MARSHALL WACE COMMON CONTRACTUAL FUND - BMCCF WORLD TOPS 150	588	0	588
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	5.150	0	5.150
**D MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FO	153	0	153
**D MARSHALL WACE COMMON CONTRACTUAL FUND-BMCCF WORLD TOPS 130/73	10.148	0	10.148
**D LMA IRELAND-M&P 501	40.000	0	40.000
**D M&S TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	279.117	0	279.117
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	1.194	0	1.194
**D AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	1.306	0	1.306
**D GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	26.820	0	26.820
**D AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	128.986	0	128.986
**D CREDIT SUISSE FUNDS AG - NOVARTIS POOLING FUND I	445	0	445
**D MICHAEL AND MAIRA CAREN TRUST	198.303	0	198.303
**D A.A. CANDELINI DIVERSIFIE	165.497	0	165.497
**D AA SSGA ACTIONS INDICE EURO	20.170	0	20.170
**D AGM MANDAT ACTION	36.772	0	36.772
**D ALLOCATION INVEST EQUITY CORE	116.342	0	116.342
**D AMUNDI ACTIONS EURO ISR	25.176	0	25.176
**D AMUNDI ACTIONS EUROPE ISR	114.655	0	114.655
**D AMUNDI ACTIONS FRANCE ISR	544.001	0	544.001
**D AMUNDI ACTIONS PME	700.000	0	700.000
**D AMUNDI ETF FEA S P 500 UCITS E	23.685	0	23.685
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	17.555	0	17.555
**D AMUNDI IPER ACTIONS	4.113	0	4.113
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAS UNWELTZBEICHEN UCITS ETF DR	98.874	0	98.874
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAS UNWELTZBEICHEN UCITS ETF DR	52.594	0	52.594
**D AMUNDI PULS ACTIONS	323	0	323
**D AMUNDI STRATEGIES ACTIONS EURO CORE +			
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARIY			



LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

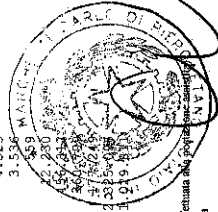
Cognome	Tot. Voti	Proprio	Delega
**D AMONDI TRANSMISSION ACTIONS	3.262	0	3.262
**D AMONDI TRANSMISSION PATRIMOINE	10.346	0	10.346
**D AP ACTIONS 1 EURO	26.903	0	26.903
**D ARCO D'ANTI 2	52.751	0	52.751
**D ARCO D'ANTI 1	51.965	0	51.965
**D BET EQUITY EUROPE ESG	110.895	0	110.895
**D BET EURO FUTUR ISR	16.500	0	16.500
**D CARBP DIVERSITE ACTION EURO	79.997	0	79.997
**D CNP ASSUR EUROPE CAMSIRAM	148.246	0	148.246
**D CONCORDE 96 (ACTION EURO)	34.962	0	34.962
**D CPER EURLAND PREMIUM ESG	897.527	0	897.527
**D CPER SILVER AGE POCHÉ COR	897.526	0	897.526
**D DIEZE	6.724	0	6.724
**D DNCA ACTIONS EURO PME	413.567	0	413.567
**D DNCA ACTIONS SMALL ET MID CAP EURO	254.750	0	254.750
**D DNCA SRI EURO QUALITY	1.872.723	0	1.872.723
**D ECOFI AVENTIR PLUS	36.000	0	36.000
**D ECOFI ENDURANCE EURO	10.000	0	10.000
**D EUREUIL PROFIL 75 (ACTIONS)	139.564	0	139.564
**D EUREUIL PROFIL 90 ACTIONS EUR	558.396	0	558.396
**D ESPARGNE 2 DIVERSIFIE	12.613	0	12.613
**D ESPARGNE ETHIOQUE ACTIONS	30.628	0	30.628
**D FC CARPIMKO (ACTIONS EURO)	93.300	0	93.300
**D FCP CARP - INDU	181.496	0	181.496
**D FCP EUREUIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCP GROUPEAMA PHARMA DIVERSIFIE	53.000	0	53.000
**D EURN AMONDI	68.557	0	68.557
**D FGV ACTIONS EUROPE IM A	9.929	0	9.929
**D GLOBALMULTI-FACTOR EQUITY FUND	4.298	0	4.298
**D GROUPEAMA INVEST EUROPE	2.081.936	0	2.081.936
**D GROUPEAMA CR AVENTIR EUROPE	134.772	0	134.772
**D GROUPEAMA CR TOTAL RETURN ALL CAP EUROPE	47.000	0	47.000
**D WSC EUROPE SMALL & MID CAP	105.216	0	105.216
**D HYMOS ISR	7.800	0	7.800
**D IZC ACTIONS	410.000	0	410.000
**D IP ACTIONS EURO	11.590	0	11.590
**D LEPAM 3 MOIS	712.876	0	712.876
**D LEPAM ISR ACTIONS 80	33.080	0	33.080
**D LEPAM ISR ACTIONS EURO LARGE CAP	186.154	0	186.154
**D LEPAM ISR ACTIONS EURO MIN VOL	1.224	0	1.224
**D LEPAM ISR STRATEGIE PEA 1	3.211	0	3.211
**D LEPAM ISR STRATEGIE PEA 2	5.401	0	5.401
**D LCL ACTIONS MONIE HORS EUROPE EURO	34.377	0	34.377
**D MONGELAS	94.922	0	94.922
**D NEULIZE VIE OPPORTUNITES	27.096	0	27.096
**D OSTIAM GOVERNANCE FOR CLIMAT	58.959	0	58.959
**D OSTRUM SRI EUROPE EQUITY	27.562	0	27.562
**D PERP PROG (ACTIONS EUROPE)	94.688	0	94.688
**D FLURI-INVESTISSEMENTS	28.987	0	28.987
**D RENAULT CAREMAKERS SOLID AIR	1.630	0	1.630
	17.000	0	17.000

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D RICHELIEU GLOBAL INNOVATION	11.612	0	11.612
**D BL PREVOYANCE (ACTIONS EUROPE)	54.866	0	54.866
**D ROPS EURO P	77.123	0	77.123
**D ROPS-SMART INDEX EURO	89.523	0	89.523
**D RSRC ACTIONS (ACTION EURO)	193.978	0	193.978
**D RSRC INVESTISSEMENT	12.733	0	12.733
**D SAFRAN DYNAMIQUE(ACTIONS EUROPE ESG)	58.100	0	58.100
**D STAR PASTEUR	20.604	0	20.604
**D TOCQUEVILLE FINANCE ISR	7.300	0	7.300
**D TOCQUEVILLE MID CAP EURO ISR	141.942	0	141.942
**D TONI ACTIONS ISR 100	15.637	0	15.637
**D TOTALENERGIES DIVERSIFIEE EQUILIBRE ET SOLIDAIRE	74.294	0	74.294
**D VILLIERS DIAPASON	23.189	0	23.189
**D VIVACCIO ISR ACTIONS	154.499	0	154.499
**D WORLD EQUITIES	1.619	0	1.619
**D AF CLIMATE TRANSITION GLOBAL EQUITY	1.994	0	1.994
**D AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB	31.802	0	31.802
**D AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	28.126	0	28.126
**D AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	394.572	0	394.572
**D AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	19.843	0	19.843
**D AMUNDI FUNDS EURO RISK PARITY	2.498	0	2.498
**D AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	175.896	0	175.896
**D AMUNDI FUNDS EUROPEAN EQUITY SMALL CAP	25.548	0	25.548
**D AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIVE	28.783	0	28.783
**D AMUNDI FUNDS EUROPEAN EQUITY OPPORTUNITIES	312.409	0	312.409
**D AMUNDI FUNDS PIONEER GLOBAL OPPORTUNITIES	15.531	0	15.531
**D AMUNDI INDEX MSCI EMI SRI	2.032.119	0	2.032.119
**D AMUNDI INDEX MSCI EUROPE	423.973	0	423.973
**D AMUNDI INDEX MSCI WORLD	946.923	0	946.923
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	102.173	0	102.173
**D AMUNDI MSCI EMU ESG CTS NET ZERO AMBIT	211.588	0	211.588
**D AMUNDI MSCI EMU ESG LEADERS SELECT	913.691	0	913.691
**D AMUNDI MSCI EMU ESG UNIVERSAL SELECT	61.233	0	61.233
**D AMUNDI MSCI EUROPE	18.132	0	18.132
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTS	6.063	0	6.063
**D AMUNDI MSCI EUROPE EX SWITZERLAND	4.636	0	4.636
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	12.913	0	12.913
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTS	550.135	0	550.135
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTS	30.057	0	30.057
**D AMUNDI MSCI EUROPE EX SWITZERLAND	9.832	0	9.832
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	55.515	0	55.515
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTS	4.523	0	4.523
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	3.536	0	3.536
**D AMUNDI STOX EUROPE 600	569	0	569
**D AXIOM EUROPEAN BANKS EQUITY	12.230	0	12.230
**D CANDRIAM EQUITIES L - EMU INNOVATION	456.317	0	456.317
**D CANDRIAM EQUITIES L - EUROPE INNOVATION	360.799	0	360.799
**D CANDRIAM EQUITIES L - EUROPE OPTIMUM QUALITY	177.249	0	177.249
**D CANDRIAM EQUITIES L - EUROPE OPTIMUM QUALITY	2.325.096	0	2.325.096
**D CANDRIAM EQUITIES L - EUROPE OPTIMUM QUALITY	1.029.841	0	1.029.841



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DIT* delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Azionisti: 1.957 Teste: 1.957

Azionisti in proprio: 0 Azionisti in delega:

DIT* delega alla persona fisica sopra indicata con il numero della scheda magnetica

KL* rappresentanza legale all' persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES FOSSIL FREE	220.776	0	220.776
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	2.272.508
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D CANDRIAM SUSTAINABLE EQUITY EMO	1.048.161	0	1.048.161
**D CLAROM INDEX - EMO EQUITIES	34.859	0	34.859
**D CLAROM INDEX - EUROPE EQUITIES	76.225	0	76.225
**D CLAROM WORLD EQUITIES EQUITY	153.875	0	153.875
**D CLAROM WORLD EQUITIES EQUITY	151.399	0	151.399
**D CLAROM WORLD EQUITIES EQUITY	110.541	0	110.541
**D CLAROM WORLD EQUITIES EQUITY	240.004	0	240.004
**D CLAROM WORLD EQUITIES EQUITY	685	0	685
**D CLAROM WORLD EQUITIES EQUITY	29.035	0	29.035
**D CLAROM WORLD EQUITIES EQUITY	162.500	0	162.500
**D CLAROM WORLD EQUITIES EQUITY	3.636	0	3.636
**D CLAROM WORLD EQUITIES EQUITY	6.920	0	6.920
**D CLAROM WORLD EQUITIES EQUITY	321.765	0	321.765
**D CLAROM WORLD EQUITIES EQUITY	26.253	0	26.253
**D CLAROM WORLD EQUITIES EQUITY	48.091	0	48.091
**D CLAROM WORLD EQUITIES EQUITY	18.300	0	18.300
**D CLAROM WORLD EQUITIES EQUITY	4.766	0	4.766
**D CLAROM WORLD EQUITIES EQUITY	3.381	0	3.381
**D CLAROM WORLD EQUITIES EQUITY	10.000	0	10.000
**D CLAROM WORLD EQUITIES EQUITY	175.137	0	175.137
**D CLAROM WORLD EQUITIES EQUITY	398	0	398
**D CLAROM WORLD EQUITIES EQUITY	8.380	0	8.380
**D CLAROM WORLD EQUITIES EQUITY	290.000	0	290.000
**D CLAROM WORLD EQUITIES EQUITY	14.394	0	14.394
**D CLAROM WORLD EQUITIES EQUITY	5.934	0	5.934
**D CLAROM WORLD EQUITIES EQUITY	7.704	0	7.704
**D CLAROM WORLD EQUITIES EQUITY	24.739	0	24.739
**D CLAROM WORLD EQUITIES EQUITY	4.129	0	4.129
**D CLAROM WORLD EQUITIES EQUITY	3.896	0	3.896
**D CLAROM WORLD EQUITIES EQUITY	4.831	0	4.831
**D CLAROM WORLD EQUITIES EQUITY	3.881	0	3.881
**D CLAROM WORLD EQUITIES EQUITY	3.208	0	3.208
**D CLAROM WORLD EQUITIES EQUITY	5.278	0	5.278
**D CLAROM WORLD EQUITIES EQUITY	3.063	0	3.063
**D CLAROM WORLD EQUITIES EQUITY	1.114	0	1.114
**D CLAROM WORLD EQUITIES EQUITY	1.144	0	1.144
**D CLAROM WORLD EQUITIES EQUITY	61.500	0	61.500
**D CLAROM WORLD EQUITIES EQUITY	2.372	0	2.372
**D CLAROM WORLD EQUITIES EQUITY	54.055	0	54.055
**D CLAROM WORLD EQUITIES EQUITY	6.431	0	6.431
**D CLAROM WORLD EQUITIES EQUITY	6.067	0	6.067
**D CLAROM WORLD EQUITIES EQUITY	20.337	0	20.337
**D CLAROM WORLD EQUITIES EQUITY	8.056	0	8.056
**D CLAROM WORLD EQUITIES EQUITY	5.629	0	5.629
**D CLAROM WORLD EQUITIES EQUITY	7.859	0	7.859
**D CLAROM WORLD EQUITIES EQUITY	3.340	0	3.340
**D CLAROM WORLD EQUITIES EQUITY	6.565	0	6.565
**D CLAROM WORLD EQUITIES EQUITY	6.173	0	6.173

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Corporazione	Tot. Voti	Proprio	Delega
**D CRELAN INVEST BALANCED	3.160	0	3.160
**D CRELAN INVEST DYNAMIC	1.527	0	1.527
**D EDM GLOBAL EQUITIES RIT - DEI	6.966	0	6.966
**D EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRM)	2.172	0	2.172
**D EDM SICAV - EQUITY EURO SOLVE	63.407	0	63.407
**D EDR SICAV - EURO SUSTAINABLE EQUITY	1.106.050	0	1.106.050
**D EDR SICAV - EUROPEAN IMPROVERS	9.430	0	9.430
**D POLIUX	11.100	0	11.100
**D EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	205.620	0	205.620
**D EDMOND DE ROTHSCHILD FUND EQUITY OPPORTUNITIES	36.158	0	36.158
**D HELVETIA I EUROPA	49.100	0	49.100
**D MEDICOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	1.760.000	0	1.760.000
**D MEDICOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA	300.000	0	300.000
**D ALLIANZ AZIONI ITALIA ALL STARS LL STARS	440.000	0	440.000
**D ALLIANZ ITALIA 50 SPECIAL	13.000	0	13.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	38.812	0	38.812
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	3.848	0	3.848
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	46.692	0	46.692
**D AEN AMRO FUNDS	491.829	0	491.829
**D ALEAZZA ASSICURAZIONI SPA	14.190	0	14.190
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (OE)	14.190	0	14.190
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	232.217	0	232.217
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	204.604	0	204.604
**D CAMARA FENSION PLAN INVESTMENT BOARD (CPPIB)	1.062.535	0	1.062.535
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	354.467	0	354.467
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	5.898	0	5.898
**D STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	2.342	0	2.342
**D STREET INTERNATIONAL EQUITIES INDEX TRUST DEVELOPED MARKET EX US FUND I	6.196	0	6.196
**D STREET INTERNATIONAL EQUITIES INDEX TRUST DEVELOPED MARKET EX US FUND II	13.447	0	13.447
**D THE MONEY MARKET AUTHORITY OF SWITZERLAND	22.307	0	22.307
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	24.635	0	24.635
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	3.884	0	3.884
**D FLOURISH INVESTMENT CORPORATION	1.762.016	0	1.762.016
**D ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	83.324	0	83.324
**D FUND DE SECURAGIA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAO	10.566	0	10.566
**D ISHARES II PUBLIC LIMITED COMPANY	1.526.385	0	1.526.385
**D ISHARES V PUBLIC LIMITED COMPANY	36.598	0	36.598
**D ISHARES III PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES IV PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D ISHARES VI PUBLIC LIMITED COMPANY	159.961	0	159.961
**D WISDOMTREE ISSUER ICAN	1.588	0	1.588
**D AUSTRALIAN RETIREMENT TRUST	253.418	0	253.418
**D RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	714	0	714
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	15.221	0	15.221
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	9.523	0	9.523
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	2.133	0	2.133
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	1.837	0	1.837
**D AWARE SUPER	15.412	0	15.412
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	39.513	0	39.513
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	2.907.045	0	2.907.045
**D RETAIL EMPLOYEES SUPERANNUATION TRUST		0	



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1.957

Azionisti in proprio:

Teste: 1.957

Azionisti in delega: 0

DPF delega alle persone fisiche sopra indicate con il numero della scheda impugnatoria (votazione)
**D delega alle persone fisiche sopra indicate con il numero della scheda impugnatoria (votazione)
RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda impugnatoria

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.387	0	1.387
**D INTERNATIONAL EQUITIES SECTOR TRUST	6.007	0	6.007
**D NEW HORIZONS AUSTRALIA FUND	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	334.331	0	334.331
**D SCOTTISH WIDOWS INVESTMENT FUNDS IVCV-INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS IVCV- EUROPEAN (EX UK)EQUITY FUND	78.823	0	78.823
**D INTERNATIONAL MONETARY FUND	36.260	0	36.260
**D ALLIANZ ACTIONS EURO PNEETI	180.512	0	180.512
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	96.812	0	96.812
**D DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY	25.368	0	25.368
**D DWS INVESTMENT GMBH FOR MULTINDEX EQUITY FUND	5.396	0	5.396
**D ISHARES MSCI EAFE INTERNATIONALINDEX FUND	364.355	0	364.355
**D BLACKROCK ENHANCED INTERNATIONAL DIVIDEND TRUST	1.307.308	0	1.307.308
**D ISHARES MSCI ACWI ETF	139.975	0	139.975
**D ISHARES MSCI AQWI EX U.S. ETF	103.342	0	103.342
**D ISHARES GLOBAL FINANCIALS ETF	24.001	0	24.001
**D ISHARES MSCI EUROZONE ETF	826.089	0	826.089
**D ISHARES EUROPE ETF	96.874	0	96.874
**D ISHARES MSCI EAFE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE VALUE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI KOKUSAI ETF	2.072	0	2.072
**D ISHARES MSCI EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI ITALY ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE ETF	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	35.440	0	35.440
**D ISHARES CORE MSCI EAFE	35.040	0	35.040
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	3.537.905	0	3.537.905
**D ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF	699.218	0	699.218
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	353.706	0	353.706
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	11.177	0	11.177
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX	194.245	0	194.245
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.431	0	1.431
**D ISHARES INTERNATIONAL FUNDAMENTAL AND TECHNOLOGY ETF	1.418	0	1.418
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	6.646	0	6.646
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	221.944	0	221.944
**D MATB MSCI KOKUSAI INDEX MOTHER FUND	10.293	0	10.293
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF	7.803	0	7.803
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	6.687	0	6.687
**D AXA IN ETF ICAP	5.058	0	5.058
**D AXA IN ETF ICAP	2.877	0	2.877
**D MTBJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4.698	0	4.698
**D INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092	0	145.092
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINROEN SCRB CARBON FOCUS	6.462	0	6.462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROEA	20.208	0	20.208
**D AXA IN EQUITY TRUST	245.000	0	245.000
**D AMERICAN BUREAU OF SHIPPING	399	0	399
**D FISHER GLOBAL SMALL CAP EQUITY FUND	33.033	0	33.033

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DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
 RL* rappresentanza legittima alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.957 Teste: 1.957
 Azionisti in proprio: 0 Azionisti in delega: 1.957

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Codice	Tot. Voti	Proprio	Delega
**D RIV SAVINGS PLAN MASTER TRUST	166.560	0	166.560
**D BEAR CREEK INC.	9.577	0	9.577
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	18.172	0	18.172
**D CHINAMC MSCI EUROPE QUALITY HEDGED TO USD ETF	1.713	0	1.713
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	71.501	0	71.501
**D BMO MSCI EAFE INDEX ETF	182.123	0	182.123
**D BMO MSCI ACWI ALIGNED CLIMATE EQUITY INDEX ETF	4.537	0	4.537
**D BMO MSCI EAFE ESG LEADERS INDEXETF	3.886	0	3.886
**D CAPULA TAIL RISK MASTER FUND LIMITED	66.800	0	66.800
**D THE CAPTIVE INVESTORS FUND	1.422	0	1.422
**D CARDANO COMMON CONTRACTUAL FUND	558.489	0	558.489
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	23.779	0	23.779
**D CENTRAL PROVIDENT FUND BOARD	1.685	0	1.685
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	24.095	0	24.095
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	698.853	0	698.853
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	97.117	0	97.117
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	1.557	0	1.557
**D Caisse de Depot et Placement Quebec	491	0	491
**D DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	1.379	0	1.379
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.535	0	1.535
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	35.236	0	35.236
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	254.686	0	254.686
**D CALVERT VE EAFE INTERNATIONAL INDEX PORTFOLIO	5.458	0	5.458
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	673.250	0	673.250
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	240.916	0	240.916
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTH INVENCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	2.604	0	2.604
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	20.886	0	20.886
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	1.804	0	1.804
**D PARKER FOUNDATION INC	43.481	0	43.481
**D BAYOR VANCE INTERNATIONAL SMALLCAP FUND	27.816	0	27.816
**D BAYOR VANCE INTERNATIONAL EMERGING MARKETS FUND	3.768	0	3.768
**D FRANKLIN INTERNATIONAL EQUITY TRUST FRANKLIN ALBERTQ INT L EQUITY HELG	52.216	0	52.216
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490	0	6.490
**D FRANKLIN TEMPLETON ICV	324	0	324
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN EAFE EUROZONE ETF	2.156	0	2.156
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	21.030	0	21.030
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	5.220	0	5.220
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	57.550	0	57.550
**D FIDELITY EUROPE FUND	70.372	0	70.372
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	23.810	0	23.810
**D FIDELITY SELECT GLOBAL PLAS ALLCAP EQUITY INSTITUTIONAL TRUST	3.598	0	3.598
**D FIDELITY LONGTERM LEADERS FUND	3.167	0	3.167
**D FIDELITY DISRUPTORS CLASS	7.338	0	7.338
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	609	0	609
**D FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	438.200	0	438.200
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	201.480	0	201.480
**D GAM STAR FUND PLC	141.800	0	141.800
**D RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	686.119	0	686.119
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439	0	5.439



LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega*
**D GOVERNMENT PENSION INVESTMENT FUND	3.313.141	0	3.313.141
**D AMERICAN FUNDS INSURANCE SERIESINTERNATIONAL FUND	1.271.778	0	1.271.778
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND	141.544	0	141.544
**D SCOTIA INTERNATIONAL EQUITY INDEX TRADING ETF	29.029	0	29.029
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	7.729	0	7.729
**D HOBSON MUNICIPAL EMPLOYEES PENSION SYSTEM	1.448	0	1.448
**D TANGERINE BALANCED INCOME PORTFOLIO	8.805	0	8.805
**D TANGERINE BALANCED GROWTH PORTFOLIO	7.923	0	7.923
**D TANGERINE EQUITY GROWTH PORTFOLIO	1.584	0	1.584
**D FIRST CHURCH OF CHRIST SCIENTIST	9.562	0	9.562
**D TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	12.564	0	12.564
**D TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	24.199	0	24.199
**D JNL/MELLON NSCI WORLD INDEX FUND	3.101	0	3.101
**D JNL/JPMORGAN GLOBAL ALLOCATION FUND	83	0	83
**D JNL/DFA INTERNATIONAL CORE EQUITY FUND	15	0	15
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	18.298	0	18.298
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	1.259	0	1.259
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	82.908	0	82.908
**D SUNAMERICA SERIES TRUST- SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	3.099	0	3.099
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.799	0	55.799
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	26.772	0	26.772
**D OPENWORLD PUBLIC LIMITED COMPANY	8.674	0	8.674
**D RUSSELL INVESTMENT COMPANY V PLC	4.616	0	4.616
**D MULTI STYLE MULTI MANAGER FUNDSPLC	107.258	0	107.258
**D INVESCO NSCI WORLD SRI INDEX FUND	393	0	393
**D INVESCO V.I. EQV INTERNATIONAL EQUITY FUND	1.507.758	0	1.507.758
**D INVESCO EQUITY INDEX FUND	751.371	0	751.371
**D INVESCO FUND RETIREMENT TRUST	1.104.169	0	1.104.169
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	1.352.751	0	1.352.751
**D CAYMAN ISLANDS CHAMBER OF COMMERCE FUND	3.352	0	3.352
**D STATE STREET GLOBAL ALL CAP EQUITY EMUS INDEX PORTFOLIO	137.892	0	137.892
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OPER TRUST	12.437	0	12.437
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D INTE KAPITALANLAGESELKSCHAFT MBH RUR DC EUROLAND EQUITIES	90.351	0	90.351
**D LVTP BLACKROCK GLOBAL ALLOCATION FUND	7.734	0	7.734
**D LVTP SSGA INTERNATIONAL INDEX FUND	94.627	0	94.627
**D LVTP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	19.139	0	19.139
**D SPDR PORTFOLIO NSCI GLOBAL STOCK MARKET ETF	15.234	0	15.234
**D SPDR NSCI EAFE FOSSIL FUEL RESERVES FREE ETF	10.619	0	10.619
**D SPDR NSCI EAFE STRATEGICFACTORSETF	41.494	0	41.494
**D SPDR NSCI WORLD STRATEGICFACTORS ETF	924	0	924
**D SPDR NSCI AOM LOW CARBON TARGET ETF	1.268	0	1.268
**D RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	15.679	0	15.679
**D POWER COLLECTIVE INVESTMENT TRUST	1.163.216	0	1.163.216
**D MPM INTERNATIONAL EQUITY FUND	722.947	0	722.947
**D MPM INTERNATIONAL GROWTH FUND	96.843	0	96.843
**D MPM INTERNATIONAL EQUITY INDEX FUND	28.014	0	28.014
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	21.704	0	21.704

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MERCER QIF COMMON CONTRACTUAL FUND	681.866	0	681.866
**D MERCER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	92.393	0	92.393
**D MERCER GLOBAL EQUITY FUND	207.465	0	207.465
**D MGI FUNDS PLC	36.264	0	36.264
**D MARGOLD TACTICAL STRATEGIES LTD	19.044	0	19.044
**D NAWER TAX EFFECTIVE BALANCED FUND	270.423	0	270.423
**D NAWER INTERNATIONAL EQUITY FUND	7.068.520	0	7.068.520
**D MERCER UCITS COMMON CONTRACTUALFUND	25.326	0	25.326
**D MONTANA BOARD OF INVESTMENTS	317.899	0	317.899
**D MARYLAND STATE RETIREMENT PENSION SYSTEM	165.453	0	165.453
**D COMPASS CONSERVATIVE BALANCED PORTFOLIO	46.639	0	46.639
**D COMPASS BALANCED PORTFOLIO	267.484	0	267.484
**D COMPASS BALANCED GROWTH PORTFOLIO	363.119	0	363.119
**D COMPASS MAXIMOM GROWTH PORTFOLIO	295.231	0	295.231
**D ATBIS INTERNATIONAL EQUITY POOL	205.977	0	205.977
**D TALCOTT RESOLUTION LIFE INSURANCE COMPANY	78.724	0	78.724
**D STATE OF NEW JERSEY COMMON PENSION FUND D	37.606	0	37.606
**D JANE TAFT INGALLS TR DTD 12 6 51 EDC ATTN GARY LOMBARD	80.295	0	80.295
**D CITY OF NEW YORK GROUP TRUST	5.612	0	5.612
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	206.455	0	206.455
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	1.012	0	1.012
**D THE INVESTITION FUND LTD	113.052	0	113.052
**D F&S-FINCO RAPI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	170.983	0	170.983
**D THE INVESTMENT GMBH FOR DEMONDS KGPENSIONEN	1.553	0	1.553
**D DEAM-FONDS CPT	80.151	0	80.151
**D TRILUENT INTERNATIONAL INDEX PORTFOLIO	7.265	0	7.265
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	2.756	0	2.756
**D RUSSELL OVERSEAS EQUITY POOL	5.300	0	5.300
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	7.193	0	7.193
**D RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	3.170	0	3.170
**D THE BANK OF KOREA	11.457	0	11.457
**D ALBERTA INVESTMENT MANAGEMENT CORPORATION	82.516	0	82.516
**D DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETP	1.310	0	1.310
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.086	0	1.086
**D SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	194.428	0	194.428
**D SELF-FINANCING POSTSECONDARY EDUCATION FUND	65.700	0	65.700
**D STATE STREET IRELAND UNIT TRUST	983	0	983
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	6.064	0	6.064
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	1.075	0	1.075
**D SSGA SPDR EFES EUROPE II PUBLICLIMITED COMPANY	3.626	0	3.626
**D STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN	370	0	370
**D SSGA SPDR EFES EUROPE I PUBLIC LIMITED COMPANY	22.358	0	22.358
**D SIR DAVID TRENCH FUND FOR RECREATION	2.486.808	0	2.486.808
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SVN100	127.119	0	127.119
	176.855	0	176.855
	1.672	0	1.672
	112.340	0	112.340
	5.580	0	5.580
	859	0	859



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Azionisti: 1.957 Tester: 0 Azionisti in delega: 1.957

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (Votante)
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (Votante)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell' art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D STATE STREET CCF	8.874	0	8.874
**D TEACHER RETIREMENT SYSTEM OF TEXAS	74.405	0	74.405
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D FU-NONQUALIFIED LLC	58.024	0	58.024
**D FIDUCIARIES CONSOLIDATED RETIREMENT SYSTEM	294.465	0	294.465
**D FIDUCIARIES CONSOLIDATED RETIREMENT SYSTEM	41.581	0	41.581
**D INTL GLOBAL VENTURE EQUITIES FUND	443.413	0	443.413
**D DBS (IRELAND) PLC	239.086	0	239.086
**D DBS INVESTMENT CMH FOR DEAMFONDS PG EO	15.639	0	15.639
**D AXA INVESTMENT MANAGERS SCHWIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - ECONOMIC TRENDS EQUITY	96.408	0	96.408
**D NETELLER ASSET MANAGEMENT CMH FOR MIFONDS 415	118.000	0	118.000
**D DBS INVESTMENT CMH FOR DEAMFONDS GSK 1	7.250	0	7.250
**D DBS INVESTMENT CMH FOR DEAMFONDS GSK 1	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	7.624	0	7.624
**D VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	244.163	0	244.163
**D WELLINGTON COMPUND GROWTH, L.P.	151.200	0	151.200
**D WELLINGTON DUPABLE ENTERPRISES, L.P	207.428	0	207.428
**D WASHINGTON STATE INVESTMENT BOARD	288.600	0	288.600
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL EQUITYFUND	995	0	995
**D WISDOMTREE GLOBAL HIGH DIVIDENDFUND	186	0	186
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	1.240	0	1.240
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	782	0	782
**D WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	9.557	0	9.557
**D THE WELLINGTON TR CO NAUL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST II	470.504	0	470.504
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	903.450	0	903.450
**D MTM DURABLE COMPANIES PORTFOLIO	1.797.645	0	1.797.645
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM	868.618	0	868.618
**D PRUDENTIAL ANNUITY INSURANCE COMPANY	22.131	0	22.131
**D PRUDENTIAL ANNUITY INSURANCE COMPANY	1.694.431	0	1.694.431
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D DBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS - ZIF GREEN	25.370	0	25.370
**D DBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	56.109	0	56.109
**D EURLICH INVEST ADVANTAGE INTERNATIONAL FUND	2.592.899	0	2.592.899
**D SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	8.085	0	8.085
**D SSB NSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	11.039	0	11.039
**D SSB NSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	5.510	0	5.510
**D STATE STREET TOTAL RETURN VTS FUND	94.843	0	94.843
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	376.852	0	376.852
**D VANGUARD TOTAL WORLD STOCK INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD DEVELOPED MARKETS INDEX FUND	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	3.319.998	0	3.319.998
**D INVESCO EQV INTERNATIONAL EQUITY FUND	2.376	0	2.376
**D KAISER FOUNDATION HOSPITALS	7.118	0	7.118
**D KAISER PERMANENTE GROUP TRUST	12.251	0	12.251
**D HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	1.831	0	1.831
**D HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	344	0	344
**D HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	1.083.931	0	1.083.931
**D SCHWAB INTERNATIONAL EQUITY ETF		0	

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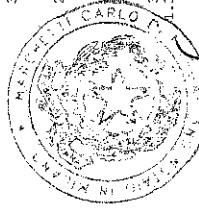
Azionisti: 1.957 Teste: 1.957
 Azionisti in proprio: 0 Azionisti in delega: 1.957
 Dd* delega alla persona fisica sopra indicato con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicato con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
 RC* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SCHWAB FUNDAMENTS INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORT FUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.831	0	34.831
**D JOHN HANCOCK HEDGED EQUITY AND INCOME FUND	24.821	0	24.821
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KADEMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D FEDERATED KAUFMANN SMALL CAP FUND	1.132.500	0	1.132.500
**D UNIVERSALINVESTMENTGESELLSCHAFTMEH FOR PROFIFONDS S&A	55.930	0	55.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	351.102	0	351.102
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	929.491	0	929.491
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	27.313	0	27.313
**D INTE KAPITALANLAGEGESELLSCHAFT MEH FOR LHPRIVATREAKTIEN	18.000	0	18.000
**D UNIVERSAL INVESTMENT GESELLSCHAFT MEH FOR KEPT UNIVERSAL FONDS	23.087	0	23.087
**D INTE KAPITALANLAGEGESELLSCHAFT MEH FOR ENTSGUNGSFONDS	62.483	0	62.483
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	23.579	0	23.579
**D IBM 401(K) PLUS PLAN TRUST	131.566	0	131.566
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	24.069	0	24.069
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628	0	3.628
**D URGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	66.772	0	66.772
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D S&B CUSTODIAL SERVICES ISBL RUSSELL INVS IREL	18.378	0	18.378
**D AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AB WSTF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	133	0	133
**D JOHN WATSON TRUST LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D WATSON TRUST BANK OF JAPAN LTD RE: MITSUBI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876
**D COMINGLED STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554
**D IBM RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTGESELLSCHAFTMEH FOR UIFONDS AKTIEN WORLD ESG	4.122	0	4.122
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	782.803	0	782.803
**D FIACREF INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II BALLIEF GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013	0	1.197.013
**D BRIGHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	65.112	0	65.112
**D VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	65.719	0	65.719
**D STATE OF MINNESOTA	257.790	0	257.790
**D MERCER NONUS CORE EQUITY FUND	37.346	0	37.346
**D FRANK RUSSELL INVESTMENT CO II PLC	26.037	0	26.037
**D SFDK MSCI ACMI EXUS ETF	1.283	0	1.283
**D SFDK PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377	0	323.377
**D MORGAN STANLEY INSTITUTIONAL FUND PRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	1.674	0	1.674
**D THE WELLINGTON TR CO NATL ASSOCIAMTIPLE COLLECTIVE INVESTMENT EDS TR	225.746	0	225.746
**D WTON COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	52.949	0	52.949
**D SFDK PORTFOLIO EUROPE ETF	13.632	0	13.632
**D S&B MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	452.556	0	452.556
**D M INTERNATIONAL EQUITY FUND	4.430	0	4.430
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	64.769	0	64.769
**D COLUMBIA THREADNEEDLE (UK) ICVCI - CT SELECT EUROPEAN EQUITY FUND	341.847	0	341.847
**D M&G INVESTMENT FUNDS (1)- M&G EUROPEAN SUSTAIN PARIS ALIGNED FUND	1.331.135	0	1.331.135



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DE delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.957

Azionisti in proprio:

0 Azionisti in delega:

1.957

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata dalla persona fisica)

R.I. rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

Cognome	Tot. Voti	Proprio	Delega
**D STICHTING PHILIPES PENSIOENFONDS	10.867	0	10.867
**D NOW PENSIONS TRUST	5.449	0	5.449
**D NATIONAL EMPLOYMENT SAVINGS TRUST	54.480	0	54.480
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	396.016	0	396.016
**D VIF ICVC VANGUARD DEVELOPED WORLD ALL CAP EQ INDEX FND UK	15.446	0	15.446
**D VANGUARD INVESTMENT FUND ICVC VANGUARD FISE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FISE INVESTED EUROPE EXOR EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FISE GLOBAL ALL CAP INDEX FUND	39.264	0	39.264
**D PUBLIC AUTHORITY FOR SOCIAL INSURANCE	5.802	0	5.802
**D HSBC BANK PLC AS TRUSTEE OF STANFORD STREET LUT EUROPE EX UK S. CHERNED INDEX EQUITY FUND	495.479	0	495.479
**D NAMEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	12.817	0	12.817
**D NAMEST ST. JAMES'S PLACE GLOBALEQUITY UNIT TRUST	54.857	0	54.857
**D FAMILY INVESTMENTS CHILD TRUST FUND	12.696	0	12.696
**D NAMEST INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	9.670	0	9.670
**D FE RUSSELL INVS ICVC FE RUSSELLINVS INT GROWTH ASSETS FUND	990	0	990
**D OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY OPPORTUNITIES FUND	610.196	0	610.196
**D MOUNT HATTON INVESTMENTS LIMITED	2.561.411	0	2.561.411
**D FIDELITY COVINGTON TRUST FIDELITY DISRUPTIVE FINANCE ETF	272.161	0	272.161
**D PRINCIPAL LIFE INSURANCE COMPANY	103.465	0	103.465
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I	465.748	0	465.748
**D ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II	39.003	0	39.003
**D EURIZON STEP 50 GLOBAL LEADERS ESG GIUGNO 2027	10.573	0	10.573
**D EURIZON GLOBAL LEADERS	36.522	0	36.522
**D EURIZON GLOBAL LEADERS ESG 50 DICEMBRE 2025	40.012	0	40.012
**D EURIZON GLOBAL LEADERS ESG 50 MARZO 2026	109.530	0	109.530
**D EURIZON GLOBAL LEADERS ESG 50 GIUGNO 2026	236.503	0	236.503
**D EURIZON AM FLEXIBLE TRILOGY	225.852	0	225.852
**D EURIZON AM GLOBAL MULTIASSET 30	1.980	0	1.980
**D EURIZON AM GLOBAL MULTIASSET II	9.233	0	9.233
**D EURIZON AM ORIENTIVO STABILITA'	3.664	0	3.664
**D EURIZON AM ORIENTIVO STABILITA'	4.112	0	4.112
**D EURIZON AM RILANCIO ITALIA TR	15.063	0	15.063
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	179.649	0	179.649
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	165.903	0	165.903
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750	0	32.750
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313	0	54.313
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND	10.490	0	10.490
**D EURIZON AM TR MEGATREND II	1.890	0	1.890
**D EURIZON STEP 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON PIR ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 40	105.584	0	105.584
**D EURIZON PROGETTO ITALIA 70	150.509	0	150.509
**D DMS MULTI ASSET PIR FUND	57.000	0	57.000
**D XTRACKERS	674.989	0	674.989
**D EURIZON AM SICAV	336.009	0	336.009
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	74.019	0	74.019
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	73.714	0	73.714

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Azionisti: 2 DPR delega alla persona fisica sopra indicata con il numero della scheda magnetica
Azionisti in proprio: 1.957 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata all'astensione assente)
Azionisti in delega: 1.957 RL- rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 2. Delega al Consiglio di Amministrazione, ai sensi dell'art. 2443 Cod. civ., della facoltà di deliberare nel 2029 un aumento gratuito del capitale sociale di massimi Euro 39.933,30 da assegnare al Personale più rilevante 2023

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) III SICAV	2.064	0	2.064
**D BLACKROCK GLOBAL INDEX FUNDS	35.348	0	35.348
**D BREMERBERG EUROZONE FOCUS FUND	67.866	0	67.866
**D UBS LUX FUND SOLUTIONS	1.459.299	0	1.459.299
**D ARERO - DER WELTFONDS - ESG	15.670	0	15.670
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	163.069	0	163.069
**D AVA WORLD FUNDS SICAV	5.361.915	0	5.361.915
**D EURIZON FUND	415.045	0	415.045
**D EURIZON NEXT 2.0	29.253	0	29.253
**D MULTIBRAND SICAVSIF	15.470	0	15.470
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	33.077	0	33.077
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	23.417	0	23.417
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	221.005	0	221.005
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	107.204	0	107.204
**D EPSILON ASSOCIATI SGR - EPSILONSGR OVALUE	1.807	0	1.807
**D MULTIFLEX SICAV	73.908	0	73.908
**D GOLDMAN SACHS FUNDS	6.188	0	6.188
**D EURIZON INVESTMENT SICAV	131.309	0	131.309
**D OSSIM LUX	18.563	0	18.563
**D ALLIANZ GLOBAL INVESTORS FUND	730.075	0	730.075
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	624.730	0	624.730

Totale voti 442.839.008
Percentuale votanti % 91,772785
Percentuale Capitale % 72,477811

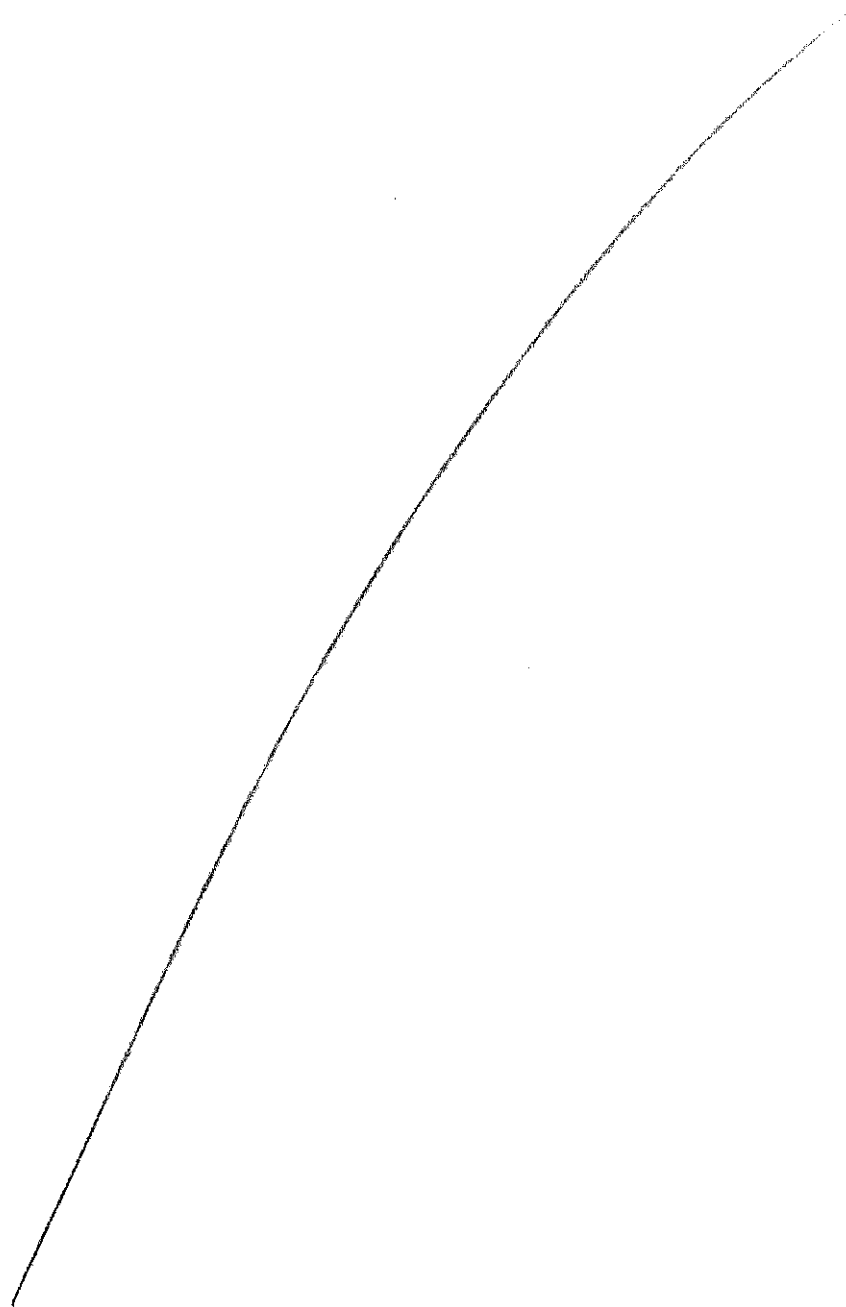
Azionisti: 1.957
Azionisti in proprio: 0
Azionisti in delega: 1.957

Teste: 1.957

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DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla persona fisica delegata)
R.* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica





Assemblea Straordinaria del 24 aprile 2024

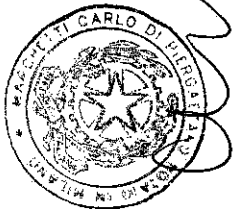
ESITO VOTAZIONE

Oggetto : **3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti**

Hanno partecipato alla votazione:

n° 1.998 azionisti che rappresentano in proprio o per delega

n° 482.538.485 azioni ordinarie



Hanno votato:

		%AZIONI ORDINARIE RAPPRESENTATE (Quorum deliberativo)	%AZIONI AMMESSE AL VOTO	%CAP.SOC.
Favorevoli	480.325.874	99,541464	99,541464	78,613146
Contrari	2.197.353	0,455374	0,455374	0,359633
SubTotale	482.523.227	99,996838	99,996838	78,972779
Astenuti	15.258	0,003162	0,003162	0,002497
Non Votanti	0	0,000000	0,000000	0,000000
SubTotale	15.258	0,003162	0,003162	0,002497
Totale	482.538.485	100,000000	100,000000	78,975276

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 VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

CONTRARI

Codizione	Tot. Voti	Proprio	Delega
2. COMPITESHARE SPA RAEPR. DESIGNATO IN QUALITÀ DI SUDDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D HC RENTE	3.221	0	3.221
**D SIEMENS-FONDS SIEMENS-RENTE	66.546	0	66.546
**D UNIVERSITIES SUPERANNUATION SCHEME	89.226	0	89.226
**D SIEMENS DIVERSIFIED GROWTH	19.588	0	19.588
**D SIEMENS EMU EQUITIES	42.090	0	42.090
**D MERSEYSIDE PENSION FUND	281.266	0	281.266
**D RECORD INVEST SCA SICAV RAIF	5.055	0	5.055
**D ECOEI AVENIR ELOS	36.000	0	36.000
**D ECOFI ENDURANCE EURO	10.000	0	10.000
**D RENAUT CAREMAKERS SOLID AIR	30.628	0	30.628
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	17.000	0	17.000
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	221.944	0	221.944
**D AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF	10.293	0	10.293
**D AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	6.687	0	6.687
**D KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	5.058	0	5.058
	1.352.751	0	1.352.751

Totale voti 2.197.353
Percentuale votanti % 0,455374
Percentuale Capitale % 0,359633



Azionisti: 16 Teste: 16
Azionisti in proprio: 0 Azionisti in delega: 16

Pagina 1
Dg* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votatore effettuato allo stesso assise)
RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

ASTENUTI

Cognome		Tot. Voti		Proprio		Delega	
2. COMPUTERSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI		0		0		0	
**D TOLLESON INTERNATIONAL EQUITY LP		15.258		0		15.258	
Totale voti		15.258					
Percentuale votanti %		0,003162					
Percentuale Capitale %		0,002497					

Azionisti:
Azionisti in proprio:

1 Teste:
0 Azionisti in delega:

Pagina 2

2 DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica
1 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla votazione assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*RA*COMPTONSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDESCIES TUF IN PERSONA DI ENRICO MONICELLI	0	0	0
D** ARBENTMATEL AUGUSTO	50	0	50
D** ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	4.533	0	4.533
D** FONDO GOMMA PLASTICA	47.348	0	47.348
D** FONDO PEGASO	6.000	0	6.000
D** PREVEDI	34.353	0	34.353
D** PREVIDENZA COOPERATIVA	6.477	0	6.477
2. COMPTONSHARE SPA RAPP. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI ENRICO MONICELLI	0	0	0
**D STOCK SMALL CAPS OPE	1.130.000	0	1.130.000
**D HELABA INVEST KAG MBH HI KAPPA 10 SPONDS	12.100	0	12.100
**D HELABA INV KAPITALANL GES MBH HI SEVA 2	15.550	0	15.550
**D DEKA INVESTMENT GMBH GLOBALE AKTIEN	12.760	0	12.760
**D DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	24.536	0	24.536
**D MASTERINVEST KAPITALANLAGE GMBH	2.273	0	2.273
**D BELFIUS PENSION FUND BALANCED PLUS	169.264	0	169.264
**D CANDRIAN BUSINESS EQUITIES SA	71.608	0	71.608
**D BELFIUS EQUITIES NV	864.033	0	864.033
**D BELFIUS PENSION FUND HIGH EQUITIES	556.733	0	556.733
**D VR BANK RT EUROPROTECT UI	17.716	0	17.716
**D TIMI INVEST EUROPA PLUS	746	0	746
**D BELFIUS PENSION FUND LOW EQUITIES	64.038	0	64.038
**D LF AI IMPACT EQUITY EU	751	0	751
**D LEB FUND SERV. AG AFD LLE IMPACT CLIMATE AKTIEN GLOBAL PASSIV (USD)	17.372	0	17.372
**D UNIVERSITAT BASEL	16.022	0	16.022
**D CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	236.209	0	236.209
**D PROPARIS SMALL MID CAP WEIT CREDIT SUISSE FUNDS AG MANDAT THREAGNEEDLE AM	65.247	0	65.247
**D AXA VORSORGE FUNDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	21.480	0	21.480
**D CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	24.640	0	24.640
**D BK CEC CREDIT SUISSE FUNDS AG	18.080	0	18.080
**D CSIF CH EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	15.382	0	15.382
**D AXA VORSORGE FUNDS II EQUITIES GLOBAL SMALL AND MID CAP CREDIT SUISSE FUNDS AG	16.370	0	16.370
**D CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	1.582	0	1.582
**D WORLD TRADE ORGANIZATION PENSION PLAN	4.582	0	4.582
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	25.252	0	25.252
**D PICTET - GLOBAL MEGATREND SELECTION	538.519	0	538.519
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	19.684	0	19.684
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	4.812	0	4.812
**D PICTET - DIGITAL	1.938.081	0	1.938.081
**D PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	13.168	0	13.168
**D PICTET CH - GLOBAL EQUITIES	4.615	0	4.615
**D DECALIA SICAV - SUSTAINABLE SOCIETY	105.000	0	105.000
**D PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	7.641	0	7.641
**D PACIFIC RESOURCES FUND LIMITED	66.911	0	66.911
**D PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	16.813	0	16.813
**D PICTET - EUROPE INDEX	59.265	0	59.265
**D PICTET-EUROLAND INDEX	37.201	0	37.201
**D PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL	29.503	0	29.503
**D PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	5.655	0	5.655
**D ALLIANZ GLOBAL INVESTORS GMBH WALLINGFOT-FONDS AORNW-AR SEGMENT OMILCO-AKTION	6.140	0	6.140
**D DEKA INVESTMENT GMBH W/ELB-FUNDMASTER 1 W/ELB-FM 1 U05 CS	29.449	0	29.449

Azionisti:

Azionisti in proprio:

1.981 Teste:

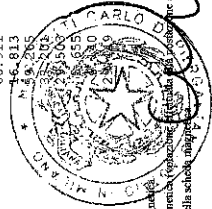
0 Azionisti in delega:

1.981

Pagina 3

1981 delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica)



LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AGIFI AMBITION	18.464	0	18.464
**D HELIOS	85.061	0	85.061
**D STICHTING AHOLD DELHAIZE PENSIONEN	2.097	0	2.097
**D FRANCE INVESTISSEMENT ACTIONS OPTIMISE	85.011	0	85.011
**D U-RENT-SAF-FONDS	1.366	0	1.366
**D CAPITAL MANAGEMENT SCR S.P.A	55.900	0	55.900
**D LABEL EUROPE ACTIONS	202.041	0	202.041
**D IEDPAW ISR AVANTI EURO	12.720	0	12.720
**D BNP PARIBAS REMACTIS ISR	6.169	0	6.169
**D ERI RAYERNUNNEN* FONDS AKTIEN EUROPA	17.520	0	17.520
**D EGPARGNE CROISSANCE	475.000	0	475.000
**D BROGLIE	14.250	0	14.250
**D AGIFI ACTIONS EUROPE	485.558	0	485.558
**D AXA VALEURS EURO	486.000	0	486.000
**D AXA CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	6.512	0	6.512
**D BNP PARIBAS ACTIONS PME ETI ISR	453.568	0	453.568
**D AXA EURO VALEURS RESPONSABLES	255.000	0	255.000
**D VILLIERS ACTIONS EUROPE CANDRIAM	1.634.530	0	1.634.530
**D ALLIANZGI-FONDS SURPRISE SEGMENT EUROPA SMALL & MID CAP	213.842	0	213.842
**D SCANDION	185.000	0	185.000
**D TOTALENERGIES ACTIONS EUROPEENES	351.331	0	351.331
**D TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	6.200	0	6.200
**D PROSPHERE	41.924	0	41.924
**D BNP PARIBAS ACTIONS RENDEMENT ISR	66.913	0	66.913
**D DIVERSIS DYNAMIQUE	11.531	0	11.531
**D FCP SODIUM I	25.467	0	25.467
**D AXA AX DIVERSITE INDICIEL 1	42.191	0	42.191
**D INVESTITIORI FLESSIBILE	52.700	0	52.700
**D AFFILIATED INDEPENDENT DISTRIBUTORS, INC.	100.264	0	100.264
**D IRCANTEC ACTIONS EUROPE CANDRIAM 2	685.033	0	685.033
**D AXA AX ACTIONS EURO	74.682	0	74.682
**D WE MINUO ACTIONS EURO	49.971	0	49.971
**D ADASTRA SOCIAL JUSTICE ALL CAP GLOBAL ETF	5.258	0	5.258
**D ABARELE ROTHSCHILD	8.180	0	8.180
**D ZWITSERLEVEN INSTITUTIONELE BELEGGENGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX ANDELENFONDS EUROPA	2.398	0	2.398
**D AACP-UI-FONDS	2.398	0	2.398
**D ACTIAM DUURZAAM INDEX ANDELENFONDS WERELD	14.453	0	14.453
**D AE-FUND 1 A2 EQUITY EUROPE	175.000	0	175.000
**D IRCANTEC ACTIONS EUROPE AXA IM	500.000	0	500.000
**D HENDERSON GARTMORE FUND PAN EUROPEAN SMALLER COMPANIES FUND	51.684	0	51.684
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	36.544	0	36.544
**D COMPT - EUROPE	26.971	0	26.971
**D BRAFF ACTIONS EUROPE I	2.875.416	0	2.875.416
**D AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	4.475	0	4.475
**D CBP GROWTH SNC	42.656	0	42.656
**D BESTSELECT - UBS SRI GLOBAL EQUITY	5.000	0	5.000
**D AMP INTERNATIONAL EQUITY INDEX FUND	49.187	0	49.187
**D BANSABADELL 2000 PF	340	0	340
**D PHILADELPHIA GAS WORKS PENSION PLAN	1.162	0	1.162
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	24.933	0	24.933
**D BNP PARIBAS EASY ICAV - BNP PARIBAS EASY WORLD ESG FILTERED MIN TE UCITS ETF	1.942	0	1.942

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	14.142	0	14.142
**D ERMENEGO INDEX INTERNATIONAL SHARE FUND	3.398	0	3.398
**D AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	3.811	0	3.811
**D THEM QUANT - EQUITY EUROZONE DSEI	21.007	0	21.007
**D FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	2.303	0	2.303
**D THEM QUANT - EQUITY WORLD DEET	9.097	0	9.097
**D MERCER UNHEDGED OVERSEAS SHARES TRUST	393.618	0	393.618
**D ACTION DUREZAAM INDEX AANDELENFONDS EUROPA	44.189	0	44.189
**D MANDARINE EQUITY INCOME	3.990	0	3.990
**D INVESTITORI PIAZZA AFFARI	38.900	0	38.900
**D BNP PARIBAS ACTIONS PME ISR	214.284	0	214.284
**D AXA OPTIMAL INCOME	374.990	0	374.990
**D ALLEANZA OBBLIGAZIONARIO	139.650	0	139.650
**D BS PREVISION EMPRESAS EPSV DE EMELEO	1.020	0	1.020
**D FONGSIBANK FP	2.351	0	2.351
**D PFM MULTI-MANAGER INTERNATIONAL EQUITY FUND	87.329	0	87.329
**D JANUS HENDERSON HORIZON FUND - EUROPEAN GROWTH FUND	253.701	0	253.701
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK AI-FONDS	432.688	0	432.688
**D GUIDEMARK WORLD EX-US FUND	6.120	0	6.120
**D AZTE - AZ EQUITY - NEW GENERATIONS	16.432	0	16.432
**D BNP PARIBAS EAST - MSCI EUROPE SRI S-SERIES 5 CAPPED	372.731	0	372.731
**D FMO SUPERANNUATION FUND	6.086	0	6.086
**D GENERALI ITALIA SEA	143.030	0	143.030
**D ALLIANZGI-SOBFONDS BAT-LS 2	58.949	0	58.949
**D ALLIANZGI FONDS LUNA A	575.954	0	575.954
**D BETURN	38.382	0	38.382
**D JANUS HENDERSON RUDNICK INVESTMENT MANAGEMENT LLC	4.306	0	4.306
**D GENERATION EQUILIERS	137.234	0	137.234
**D INVESTITORY LONGEVITY	2.754	0	2.754
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	22.800	0	22.800
**D BHZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	249.000	0	249.000
**D BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	13.898	0	13.898
**D PINHAM INTERNATIONAL STOCK FUND	30.000	0	30.000
**D JANUS HENDERSON EUROPEAN SMALLER COMPANIES FUND	6.555	0	6.555
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYK A3-FONDS	193.090	0	193.090
**D AZTE - AZ ALLOCATION -GLOBAL GOALS	671.000	0	671.000
**D MANDARINE FUNDS - MANDARINE UNIQUE SMALL AND MID CAPS EUROPE	5.569	0	5.569
**D FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	507.000	0	507.000
**D ZEPHYR - OPTIMISED PLUS 2	4.020	0	4.020
**D ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	9.379	0	9.379
**D JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	2.463	0	2.463
**D BRAFF ACTIONS EURO IV	939	0	939
**D DEKA-MASTER-HAEX I	334.515	0	334.515
**D DIVERSIS	28.019	0	28.019
**D AQUARIUS INTERNATIONAL FUND	30.669	0	30.669
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	224.761	0	224.761
**D INVERSADELL 70, FI	720	0	720
**D ALLIANZGI S AKTIEN	2.284	0	2.284
**D AXA GENERATION EUROPE ACTIONS	19.011	0	19.011
**D DNCA INVEST-EURO DIVIDEND GROWER	404.400	0	404.400
	645.516	0	645.516

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2

1.981

1.981

Azionisti:

Azionisti in proprio: 0 Azionisti in delega:

DSE delega alla persona fisica sopra indicata con il numero della scheda numero

DSE delega alla persona fisica sopra indicata con il numero della scheda numero (rappresentanza legale alla persona fisica sopra indicata con il numero della scheda numero)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda numero



LISTA ESITO DELLE VOIAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

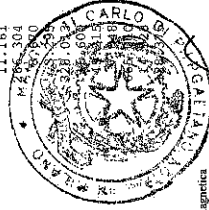
Cognome	Tot. Voti	Proprio	Delega
**D MERCER WHOLESALRE FUNDS	2.175	0	2.175
**D TTC WORLD EQUITY FUND QP, LP	545.054	0	545.054
**D BNP DUBLIN/SCHRODER STABLE GROWTH FUND MELLON	48.943	0	48.943
**D BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	46.970	0	46.970
**D FERRONTIANTICA 92 FP	467	0	467
**D BAYERNINVEST NEW FONDS	49.000	0	49.000
**D EQUITY ASIA RESCOURCIZIONI	175.000	0	175.000
**D FIRST FUND EUROPE I	524.782	0	524.782
**D BANISABEILL 36 P.P.	1.486	0	1.486
**D AMERICAN HEART ASSOCIATION, INC.	104.816	0	104.816
**D JAMUS HENDERSON EUROPEAN GROWTH FD	936.484	0	936.484
**D RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	2.680	0	2.680
**D CASTELLANA PENSIONES FP	467	0	467
**D TEAM QUANT - NEW ENERGY OPPORTUNITIES	4.220	0	4.220
**D BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	60.827	0	60.827
**D UNISUPER	8.633	0	8.633
**D INVERSADELL 25, FI	11.997	0	11.997
**D FONECONOMISTES, FONS DE PENSIONS	496	0	496
**D GENERALI INVESTMENTS SICAV	2.979	0	2.979
**D AMP WHOLESALRE GLOBAL EQUITIES FUND	6.773	0	6.773
**D FONDO PENSIONE COMETA	98.864	0	98.864
**D THEM QUANT- EQUITY WORLD GLOBAL GOALS	243.274	0	243.274
**D AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	30.000	0	30.000
**D GENERALI SMART FUNDS	80.000	0	80.000
**D AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	2.400	0	2.400
**D ZEPHYR - OPTIMISED PLUS 1	2.721	0	2.721
**D AZ FUND 1 AZ ALLOCATION ITALIAN TREND	371.887	0	371.887
**D GLOBAL EQUITIES ENHANCED INDEX FUND	47.417	0	47.417
**D BNP PARIBAS EAST - MSCI EMU SRI S-SERIES PAB 5A CAPPED	171.991	0	171.991
**D INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	12.774	0	12.774
**D INVERSADELL 30, FI	8.123	0	8.123
**D BEXONS WHOLESLE GLOBAL EQUITY (INDEX) TRUST	71.028	0	71.028
**D WELLES OCEAN WORLD CRIMATE NAVIGATOR 90% PROTECTED	89.259	0	89.259
**D AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	14.600	0	14.600
**D SIMPLICITY HEDGED GLOBAL SHARE FUND	15.937	0	15.937
**D SIMPLICITY UNHEDED GLOBAL SHARE FUND	8.992	0	8.992
**D BNP PARIBAS EASY - MSCI EUROPE EX CW	67.480	0	67.480
**D AZ FUND 1-AZ ALLOCATION-STRATEGICBALANCED CATHOLIC VALUES	5.320	0	5.320
**D BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED	79.827	0	79.827
**D GENERALI INVESTMENTS SICAV EURO FUTURE LEADERS	140.000	0	140.000
**D AZ FUND 1 AZ ALLOCATION GLOBAL	4.042	0	4.042
**D G.A.-FUND-B - EQUITY BROAD EURO P	18.124	0	18.124
**D AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 3Q	12.100	0	12.100
**D AKTIEN EUROPA - UI	9.291	0	9.291
**D INVESTITORI EUROPA	12.160	0	12.160
**D BNP PARIBAS NEXT TECH	71.736	0	71.736
**D BNP PARIBAS APOLLO MEDICAL TECH	69.980	0	69.980
**D FOREIGN STOCK INDEX MOTHER FUND	31.840	0	31.840
**D SHIKKO GLOBAL EQUITY INDEX MOTHER FUND	76	0	76
**D FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	94.191	0	94.191
**D FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	90.196	0	90.196

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D NATIZES RM FUNDS	32.601	0	32.601
**D VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	12.451	0	12.451
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	11.916	0	11.916
**D EIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.427.012	0	2.427.012
**D VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	676.945	0	676.945
**D FIDELITY INVESTMENT TRUST: FIDELITY SERIES OVERSEAS FUND	8.381.085	0	8.381.085
**D VANGUARD FUNDS PUBLIC LIMITED COMPANY	177.585	0	177.585
**D ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	749	0	749
**D FIDELITY FUNDS - STRATEGIC EUROPEAN POOL	3.286	0	3.286
**D FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	15.158	0	15.158
**D FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	230.145	0	230.145
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7095	686.472	0	686.472
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	76.000	0	76.000
**D FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	63.485	0	63.485
**D FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL QUALITY INDEX FUND	245.618	0	245.618
**D NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND	186.245	0	186.245
**D VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	28.855	0	28.855
**D ING DIRECT SICAV	13.071	0	13.071
**D FIDELITY FUNDS - EUROPEAN GROWTH POOL	28.532	0	28.532
**D SCHRODER GAIA	2.750.366	0	2.750.366
**D THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	117.938	0	117.938
**D FIDELITY INVESTMENT TRUST: FIDELITY SAI INTERNATIONAL SNA COMPLETION FUND	962	0	962
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLED WRLD EX UK CMN CNT FD	438.676	0	438.676
**D VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMN CNT FD	13.684	0	13.684
**D FIDELITY FUNDS - ITALY POOL	10.648	0	10.648
**D SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	860.383	0	860.383
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	704.355	0	704.355
**D FIDELITY GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	2.506.616	0	2.506.616
**D FIDELITY UCITS ICAV FIDELITY INVESTMENT SERIES EUROPE EQUITY UCITS ETF	593.729	0	593.729
**D VANGUARD INVESTMENTS COMMON COMPE FD-VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	14.606	0	14.606
**D SET INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND	14.010	0	14.010
**D VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	4.628	0	4.628
**D SCHRODER INTERNATIONAL ALPHA TRUST	22.145	0	22.145
**D CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7096	1.158.334	0	1.158.334
**D SIX CIRCLES MANAGED EQUITY PORTFOLLO INTERNATIONAL UNCONSTRAINED FUND	7.000	0	7.000
**D FIDELITY FUNDS - EUROPE POOL	241.972	0	241.972
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTEB4100025521	120.963	0	120.963
**D FIAN SELECT INTERNATIONAL EQUITY FUND, LLC	2.145	0	2.145
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: TWA GLOBAL EQUITY INDEX MOTHER FUND	53.020	0	53.020
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTEB4100021492	19.939	0	19.939
**D SCHRODER INTERNATIONAL EQUITY TRUST	11.161	0	11.161
**D FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	266.304	0	266.304
**D FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	8.670	0	8.670
**D CUSTODY BANK OF JAPAN, LTD. RE: SMTB DAIWA/Wellington DURABLE COMP AMES FUND (FOFS ONLY) (QII ONLY)	3.295	0	3.295
**D ORHAN WARRAN EUROPA	328.013	0	328.013
**D WAYNE ANDERSON RUDNICK INTERNATIONAL SMALL CAP CIT	16.600	0	16.600
**D CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	49.215	0	49.215
**D FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	7.048	0	7.048
**D CREDIT SUISSE INDEX FUND (IE) ETF ICAV	665.010	0	665.010
**D FIDELITY FUNDS - EUROPEAN GROWTH 2 POOL	14.523	0	14.523
	128.375	0	128.375



LISTA ESITO DELLE VOTAZIONE

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FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	295	0	295
**D SCHRODER GAIA	42.780	0	42.780
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTE#00021536	42.188	0	42.188
**D THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOKX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	58.082	0	58.082
**D SCHRODER DIVERSIFIED GROWTH TRUST	20.038	0	20.038
**D CN-AM SMALL & MIDCAP EURO	146.000	0	146.000
**D TRUSTEAM ROC	100.000	0	100.000
**D TRUSTEAM SELECTIVE DISCOVERY	6.000	0	6.000
**D TRUSTEAM ROC	113.776	0	113.776
**D TRUSTEAM SELECTIVE DISCOVERY	6.000	0	6.000
**D OMBIA MARKAD GLOBAL	32.000	0	32.000
**D TRUSTEAM ROC FLEX	12.788	0	12.788
**D TELSTRA SUPERANNUATION SCHEME	220.807	0	220.807
**D MSCI EQUITY INDEX FUND B - ITALY (MSITB)	4.400.872	0	4.400.872
**D BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	32.053	0	32.053
**D KAPITALFORENINGEN PENSAM INVEST, PSI 3 GLOBALE ANTIER 3	257.214	0	257.214
**D JPMORGAN CHASE RETIREMENT PLAN	23.610	0	23.610
**D BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	166.648	0	166.648
**D TCORFM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	2.173	0	2.173
**D BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	6.653	0	6.653
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	34.692	0	34.692
**D NORDEA EUROPEAN SMALLER COMPANIES FUND	147.015	0	147.015
**D PICC PROPERTY AND CASUALTY COMPANY LIMITED	14.596	0	14.596
**D NORDEA WORLD PASSIVE FUND	47.808	0	47.808
**D T. ROWE PRICE FUNDS SICAV	8.220	0	8.220
**D STICHTING PENSIOENFONDS PROVISM	1.952	0	1.952
**D DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FDEVAFXF)	62.207	0	62.207
**D BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	51.260	0	51.260
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	9.872.653	0	9.872.653
**D SCHRODER INTERNATIONAL SELECTION FUND	271.910	0	271.910
**D MINISTRY OF ECONOMY AND FINANCE	775	0	775
**D BLACKROCK GLOBAL ALLOCATION FUND (AUST)	1.952	0	1.952
**D SEC MASTER PENSION TRUST	129.721	0	129.721
**D PRICE INTERNATIONAL EQUITY INDEX FUND	63.827	0	63.827
**D BLACKROCK EUROPEAN GROWTH INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	7.000.000	0	7.000.000
**D ROBOCO CAPITAL GROWTH FUNDS	700.159	0	700.159
**D NATIONAL PENSION INSURANCE FUND	84.841	0	84.841
**D AQR FUNDS - AQR MACRO OPPORTUNITIES FUND	11.403	0	11.403
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	8.199	0	8.199
**D WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	4.077	0	4.077
**D BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	59.254	0	59.254
**D BUREAU OF LABOR FUNDS - EQ/AB DYNAMIC GROWTH PORTFOLIO	6.981	0	6.981
**D JNL INTERNATIONAL INDEX FUND	84.598	0	84.598
**D STICHTING PENSIOENFONDS VOOR HUISARTSEN	43.162	0	43.162
**D BUREAU OF LABOR FUNDS-LABOR PENSION FUND	552.098	0	552.098
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	23.112	0	23.112
**D DANISKE INVEST SICAV	65.086	0	65.086
**D THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	50.030	0	50.030
**D MSCI EUROPE EQUITY INDEX FUND B (EUROSECH	43.797	0	43.797
**D MAIN I - UNIVERSAL - FONDS	40.480	0	40.480
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	630	0	630
**D VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	15.194	0	15.194

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D VSV FUND FUND PAI	16.459	0	16.459
**D GENERAL MOTORS PENSIONFONDS OFF	1.439	0	1.439
**D SUBSEA-FONDS	5.333	0	5.333
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	4.089.008	0	4.089.008
**D SAS TRUSTEE CORPORATION POOLED FUND	130.054	0	130.054
**D UBS ASSET MANAGEMENT LIFE LTD	38.128	0	38.128
**D WHOLESALE SRI INTERNATIONAL CORE EQUITIES	883	0	883
**D STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	82.742	0	82.742
**D ISHARES MSCI WORLD EX AUSTRALIA QUALITY ETF	155	0	155
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	54.342	0	54.342
**D NPS LIMITED	4.366	0	4.366
**D MBS SMART FUND C LLC	5.975	0	5.975
**D TRINITY COLLEGE CAMBRIDGE	10.842	0	10.842
**D BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	14.606	0	14.606
**D GENERAL MOTORS (VNL) PENSION PLAN	2.425	0	2.425
**D BLACKROCK GLOBAL ALLOCATION V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC	16.573	0	16.573
**D AVIVA LIFE & PENSIONS UK LIMITED	322.543	0	322.543
**D MSCI ACWI EX-U.S. IMI INDEX FUND B2	34.668	0	34.668
**D BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	98.661	0	98.661
**D AUSTRALIANSUPER	1.031	0	1.031
**D MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	669.130	0	669.130
**D ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	29.275	0	29.275
**D VSV FUND FUND METZLER	3.281	0	3.281
**D MASTER TRUST FOR SIEMENS SAVINGS PLANS	285.000	0	285.000
**D MONETA 1 SICAV	60.478	0	60.478
**D PERSANA PENSION UNIVERSAL	219.430	0	219.430
**D VERUPRIEFONDET EQUINOR ANSJER EUROPA	18.435	0	18.435
**D PSI	26.000	0	26.000
**D BLACKROCK INDEX SELECTION FUND	101.901	0	101.901
**D MAIN VI-UNIVERSAL-FONDS	488.617	0	488.617
**D TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	193.324	0	193.324
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	5.173	0	5.173
**D SCHRODER PENSION MANAGEMENT LIMITED	372.767	0	372.767
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	2.049	0	2.049
**D HESTA	61.639	0	61.639
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	177	0	177
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND	766.239	0	766.239
**D VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL CORE EQUITY FUND	2.032.690	0	2.032.690
**D T. ROWE PRICE GLOBAL ALLOCATION FUND	9.424	0	9.424
**D FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	3.648	0	3.648
**D NEW YORK STATE COMMON RETIREMENT FUND	2.218.389	0	2.218.389
**D FORD PENSION UNIVERSAL	10.008	0	10.008
**D TCGREIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	42.499	0	42.499
**D VANGUARD ESG INTERNATIONAL STOCK ETF	105.010	0	105.010
**D MACQUARIE INTERNATIONAL EQUITIES FUND	17.595	0	17.595
**D STRATEGIC INTERNATIONAL EQUITY FUND	7.760	0	7.760
**D AVIVA LIFE & PENSIONS IRELAND DAC	22.636	0	22.636
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	1.573	0	1.573
**D BLACKROCK GLOBAL ALLOCATION PORTFOLIO OF BLACKROCK SERIES FUND, INC.	547	0	547
**D TF-EQUITY	55.584	0	55.584



Pagina 9

Azionisti: 1.981 Teste: 1.981 Azionisti in delega: 0 Azionisti in proprio: 1.981

2 DPR delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (variazione effettuata alla postazione assistita)

RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D SCHRODER MANAGED BALANCED FUND	17.799	0	17.799
**D BLACKROCK CON WORLD INDEX FUND	56.683	0	56.683
**D VANGUARD TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	30.903	0	30.903
**D BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	125.246	0	125.246
**D STELLAR INSURANCE, LTD.	2.652	0	2.652
**D AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	1.163	0	1.163
**D AMERIS SECURITIES INTERNATIONAL SHARE NO.15 FUND	66.113	0	66.113
**D THE WOODLIE INVESTMENT COMPANY	133.453	0	133.453
**D LVM LUXEMBOURG INVESTMENT MANAGEMENT VERSICHERUNGSGESELLSCHAFT MOENSTER A.G.	43.469	0	43.469
**D ALASKA COMMON TRUST FUND	20.953	0	20.953
**D BRUNEL SMELL RETIREMENT BENEFIT FUND	11.846	0	11.846
**D CONNECTICUT GENERAL LIFE INSURANCE COMPANY	11.559	0	11.559
**D BOLLERMAKERS NATIONAL ANNUITY TRUST	17.376	0	17.376
**D BIPELEY'S GRANGE JAPAN, S.A.	36.400	0	36.400
**D THRIFT SAVINGS PLAN	2.873.453	0	2.873.453
**D MINE SUPERANNUATION FUND	23.809	0	23.809
**D VANGUARD INTERNATIONAL CORE STOCK FUND	902.026	0	902.026
**D VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	17.666	0	17.666
**D MI-FONDS F14	35.975	0	35.975
**D SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	18.512	0	18.512
**D VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	575.777	0	575.777
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF	9.911	0	9.911
**D INVESTINGFORENIGEN DANSKE INVEST EUROPA INDEXES KL	13.466	0	13.466
**D CROUCH COMMISSIONERS FOR ENGLAND	6.243	0	6.243
**D HI-KGVK-AL-FONDS	315.473	0	315.473
**D APEX FUND SERVICES PTY LTD	27.461	0	27.461
**D ONEPATH GLOBAL SHARES - LARGE CAP (UNHEGGED) INDEXPOOL	54.125	0	54.125
**D FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	93.744	0	93.744
**D JNL/BLACKROCK GLOBAL ALLOCATION FUND	10.351	0	10.351
**D ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEGED) ETF	6.305	0	6.305
**D EQ ADVISORS TRUST - AIM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	40.584	0	40.584
**D AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	8.994	0	8.994
**D ALLIANCE INVESTMENT MANAGEMENT	59.831	0	59.831
**D T ROME PRICE INTERNATIONAL DISCOVERY FUND	22.211	0	22.211
**D ESC INSIGHTS WORLD EX USA FUND B	3.296	0	3.296
**D INVESTINGFORENIGEN NORDA INVEST GLOBALE AKTIER INDEXES KL	9.482	0	9.482
**D QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	318.613	0	318.613
**D FUNDACIO CALAUSTE GULENKIAN	16.009	0	16.009
**D VANGUARD GLOBAL WEALTHSEY INCOME FUND	3.163	0	3.163
**D EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	5.291	0	5.291
**D BUNA-UNIVERSAL-FONDS I	10.408	0	10.408
**D INVESTINGFORENIGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	53.626	0	53.626
**D NORDA EUROPEAN PASSIVE FUND	96.393	0	96.393
**D ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	5.807	0	5.807
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	1.015	0	1.015
**D SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	31.647	0	31.647
**D ANDRA AP-FONDEN	225.326	0	225.326
**D BANCO CENTRAL DE TIMOR-LESTE (BCTL)	64.709	0	64.709
**D VANGUARD INTERNATIONAL SHARES INDEX FUND	5.056	0	5.056
**D STITCHING SHELL PENSIONFONDS			
**D SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND			

Azionisti:

1.981

Teste:

0 Azionisti in delega.

Pagina 10

2 De* delega alle persone fisiche sopra indicate con il numero della scheda magnetica

1.981

RL* rappresenta legale alle persone fisiche sopra indicate con il numero della scheda magnetica

De* delega alle persone fisiche sopra indicate con il numero della scheda magnetica

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Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Code	Titre	Proportio	Beleg
**D MFS INTERNATIONAL NEW DISCOVERY FUND		0	1.128.619
**D ROBIN I-FONDS		0	218.087
**D SCHRODER INTERNATIONAL ALPHA PORTFOLIO, L.P.		0	119.273
**D INVESTINGFORENIGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		0	130.273
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND		0	20.704
**D VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		0	42.093
**D 1934 GLOBAL INVESTMENT FUND LP		0	8.410.207
**D UT-FONDS BAY REI AKTIEN		0	63.114
**D BKM		0	253.531
**D T. ROME PRICE INTERNATIONAL EQUITY INDEX FUND		0	141.879
**D FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND		0	32.438
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		0	302.760
**D MAINSTAY WMC INTERNATIONAL RESEARCH EQUITY FUND		0	2.723
**D INVESTINGFORENIGEN DANSKE INVEST GLOBAL INDEKS KL		0	77.832
**D INVESTINGFORENIGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA PENSION - AKTIER 4		0	25.086
**D KAPITALFORENIGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA PENSION - AKTIER 4		0	7.302
**D OBERCO. UMBRELLA FUND I N.V.		0	1.773
**D KAPITALFORENIGEN DANSKE INVEST INSTITUTIONAL ADELING DANICA LINK - INDEKS GLOBALE AKTIER		0	15.230
**D FLEXSHARES MORNINGSSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		0	15.241
**D T. ROME PRICE INTERNATIONAL SMALL-CAP EQUITY TRUST		0	8.288
**D VALENCIA INKA		0	382.712
**D INVESTINGFORENIGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		0	18.953
**D FORSTA AP - FONDEN		0	11.712
**D EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		0	44.364
**D EQUINOR PENSION		0	61.745
**D NVIT INTERNATIONAL INDEX FUND		0	50.000
**D SHELL FOUNDATION		0	51.063
**D EBK-AKTIE-UNIVERSAL-FONDS		0	28.257
**D EPS		0	60.000
**D EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		0	9.628
**D LB HOLDINGS I LLC		0	3.742
**D NORDEA GLOBAL PASSIVE FUND		0	2.547
**D MI-FONDS 392		0	21.771
**D STATE OF WORKING		0	262.105
**D ARROWSTREET GLOBAL EQUITY FUND		0	40.337
**D IREX CORPORATION		0	84.246
**D INVESTING STRATEGIC TREND		0	387
**D AZIMUT TRADING		0	440
**D BUREAU OF PUBLIC SERVICE PENSION FUND		0	13.400
**D INVESTINGFORENIGEN DANSKE INVEST EUROPA INDEKS BNP KL		0	145.593
**D FISCHER FAMILY TRUST		0	6.896
**D ISHARES ALL-COUNTRY EQUITY INDEX FUND		0	1.040
**D EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		0	1.886
**D NATIONWIDE INTERNATIONAL INDEX FUND		0	11.046
**D OB 2		0	34.326
**D PROVIDA GLOBAL EQUITY LIMITED PARTNERSHI		0	1.040
**D AZIMUT TRADING		0	4.450
**D CC AND L Q 140/40 FUND		0	1.450
**D CC AND L Q GLOBAL EQUITY MARKET NEUTRAL MASTER FUND LTD		0	5.237
**D CONVICTION PATRIMOINE		0	3.796
**D DEAM L		0	10.900
**D DEAM L		0	66.010

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2

1.981 Teste:

Azionisti:

Azionisti:

1.981 Teste:

2

la persona fisica

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica

***D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESTIO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BEST OF FUNDS	155.000	0	155.000
**D TWO SIGMA ABSOLUTE RETURN-FORTFOLIO LLC - EMEA TRADING	15.900	0	15.900
**D MM INV STRAT EUREKA FUND AC	49.879	0	49.879
**D ARROWSTREET GATE ALPHA-EXTENSION TRUST FUND	3.353	0	3.353
**D ARROWSTREET INTERNATIONAL-EQUITY - EAFE EXTENSION FUND	15.202	0	15.202
**D DEKA INVESTMENT GMBH W/DEK MSCI EURO.CI.CH.ESG UCITS ETF	25.230	0	25.230
**D DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET INCOME	27.641	0	27.641
**D DEKA INVESTMENT GMBH W/ARIDEKA	800.000	0	800.000
**D DEKA INVESTMENT GMBH W/DEKA MSCI ENG GL.C.ESG UCITS ETF	94.985	0	94.985
**D DEKA INVESTMENT GMBH W/DEKA MSCI NORTH AMERICA EUROPA	91.345	0	91.345
**D DEKA INVESTMENT GMBH W/DEK MSCI WORLD CL.CH.ESG UCITS ETF	7.246	0	7.246
**D DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	63.289	0	63.289
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	25.133	0	25.133
**D DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	809	0	809
**D DEKA INVESTMENT GMBH W/NASDAQ-FONDS AUSSCHUEFTUNG PLUS	40.000	0	40.000
**D DEKA INVESTMENT GMBH W/MASTER 172 W/AKTION NEBENWERTE	5.658	0	5.658
**D DEKA VERMOEGENSMANAGEMENT GMBH W/HANE. NACHH. FD. - BEST IN PROG.	32.000	0	32.000
**D DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	18.000	0	18.000
**D ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA FENSIENSFAARFONDS	487.700	0	487.700
**D EUROPEANIC GROWTH FUND	439.080	0	439.080
**D JPMORGAN BETABUILDERS INTERNATIONAL-EQUITY ETF	29.888.102	0	29.888.102
**D JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	147.416	0	147.416
**D COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	32.629	0	32.629
**D CAPITAL INTERNATIONAL FUND	1.830.884	0	1.830.884
**D AMERICAN FUNDS GLOBAL BALANCED FUND	266.271	0	266.271
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	55.818	0	55.818
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.079.356	0	2.079.356
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	78.230	0	78.230
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.727	0	38.727
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.218	0	2.218
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	113.215	0	113.215
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	1.599.856	0	1.599.856
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	9.145.763	0	9.145.763
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	108.353	0	108.353
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	437.795	0	437.795
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	142.000	0	142.000
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	16.643	0	16.643
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.418	0	2.418
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	6.500	0	6.500
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	15.125	0	15.125
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	2.734.981	0	2.734.981
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	776	0	776
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	311.385	0	311.385
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	38.894	0	38.894
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	173.838	0	173.838
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	460.945	0	460.945
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	36.118	0	36.118
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	17.762	0	17.762
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	538.229	0	538.229
**D JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	318.681	0	318.681

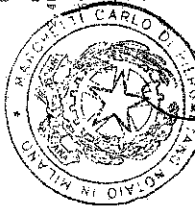
Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incendivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D JPMORGAN ETFs (IRELAND) ICAV - EUROZONE RESEARCH ENHAN INDEX EQ (ESG) UCITS ETF	111.886	0	111.886
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	23.059	0	23.059
**D AMUNDI HK PORTFOLIOS	76.937	0	76.937
**D REALDANIA	55.500	0	55.500
**D VITASOY INTERNATIONAL HOLDINGS LIMITED DEFINED BENEFIT SCHEME	607	0	607
**D PRICOS DEFENSIVE	22.134	0	22.134
**D HELSANA VERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	1.811	0	1.811
**D BEST INVESTMENT CORPORATION	24.722	0	24.722
**D THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	3.459	0	3.459
**D PLATO INST I FUND EUROPEAN EQUITY	34.114	0	34.114
**D HELSANA AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL DUEBENDORF	2.389	0	2.389
**D HSBG LIFE (INTERNATIONAL) LIMITED	49.537	0	49.537
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	592.184	0	592.184
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	2.610	0	2.610
**D PLATO INST I FUND EURO EQUITY	7.252	0	7.252
**D HANG SENG INSURANCE COMPANY LIMITED	15.512	0	15.512
**D SCHRODER INSTITUTIONAL POOLED FUNDS	63.163	0	63.163
**D HELSANA UNFALL AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	4.372	0	4.372
**D TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	1.667	0	1.667
**D HSC INSTITUTIONAL FUND SRI EURO	43.894	0	43.894
**D HSC INST FUND SRI WORLD EQUITY	75.378	0	75.378
**D HELSANA ZUSATZVERSICHERUNGEN AG HIGH DIVIDEND YIELD PORTFOLIO AKTIEN GLOBAL GEBUNDENES VERMOEGEN DUEBENDORF	41.225	0	41.225
**D CIVIL SERVICE EMPLOYEES PENSION FUND	3.726	0	3.726
**D HSC POOLED INVESTMENT FUND - HSC POOLED EUROPE EQUITY INDEX TRACKING FUND	9.908	0	9.908
**D MARITIME AND PORT AUTHORITY OF SINGAPORE	18.294	0	18.294
**D HSC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	866.067	0	866.067
**D PRICOS SRI	8.239	0	8.239
**D HSC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	3.378	0	3.378
**D HSC POOLED INVESTMENT FUND	289.226	0	289.226
**D PLATO INSTITUTIONAL INDEX FUND	1	0	1
**D PLATO AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	33.220	0	33.220
**D PLATO RI WORLD	15.715	0	15.715
**D AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	8.940	0	8.940
**D AVITA INVESTORS PASSE FUND	531.122	0	531.122
**D AVITA INVESTORS PASSE FUND - PUTM ACS EUROPEAN EX UK FUND	591	0	591
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	2.947	0	2.947
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	977	0	977
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	3.711	0	3.711
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	68.741	0	68.741
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	52.795	0	52.795
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	87.974	0	87.974
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	513	0	513
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	83.738	0	83.738
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	485.968	0	485.968
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	1.735	0	1.735
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	699.208	0	699.208
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	7.178	0	7.178
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	48.013	0	48.013
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	92.350	0	92.350
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	93.072	0	93.072
**D AVITA INVESTORS PASSE FUND - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	5.754	0	5.754



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Azionisti: 1.981 Teste: 2
Azionisti in proprio: 0 Azionisti in delega: 1.981
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vedere efficacia al postumum assilij)
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (vedere efficacia al postumum assilij)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica.

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D IFSL MANCHESTER EUROPEAN SPECIAL SITUATIONS FUND	186.000	0	186.000
**D HSBC GLOBAL INVESTMENT FUNDS	227.555	0	227.555
**D AMUNDI ETF ICAP	114.880	0	114.880
**D AMUNDI INVESTOR PARSIVE FUNDS	43.910	0	43.910
**D AMUNDI MSCI ACWI SRI PAB UCITS ETF	82.580	0	82.580
**D AMUNDI INVESTOR PARSIVE FUNDS	2.125	0	2.125
**D AMUNDI INVESTOR PARSIVE FUNDS	29.319	0	29.319
**D HSBC INDEX TRACKER INVESTMENT FUNDS	346.456	0	346.456
**D HSBC INVESTOR PARSIVE FUNDS	19.677	0	19.677
**D HSBC INVESTOR PARSIVE FUNDS	100.225	0	100.225
**D HSBC INVESTOR PARSIVE FUNDS	131.322	0	131.322
**D HSBC INVESTOR PARSIVE FUNDS	35.742	0	35.742
**D HSBC INVESTOR PARSIVE FUNDS	85.260	0	85.260
**D HSBC INVESTOR PARSIVE FUNDS	22.906	0	22.906
**D AMUNDI INVESTOR PARSIVE FUNDS	10.647	0	10.647
**D AMUNDI INVESTOR PARSIVE FUNDS	514.243	0	514.243
**D AMUNDI INVESTOR PARSIVE FUNDS	95.417	0	95.417
**D AMUNDI INVESTOR PARSIVE FUNDS	42.117	0	42.117
**D AMUNDI INVESTOR PARSIVE FUNDS	245.640	0	245.640
**D AMUNDI INVESTOR PARSIVE FUNDS	134.509	0	134.509
**D AMUNDI INVESTOR PARSIVE FUNDS	13.000	0	13.000
**D AMUNDI INVESTOR PARSIVE FUNDS	66.340	0	66.340
**D AMUNDI INVESTOR PARSIVE FUNDS	7.360	0	7.360
**D AMUNDI INVESTOR PARSIVE FUNDS	14.278	0	14.278
**D AMUNDI INVESTOR PARSIVE FUNDS	12.363	0	12.363
**D AMUNDI INVESTOR PARSIVE FUNDS	2.797.703	0	2.797.703
**D AMUNDI INVESTOR PARSIVE FUNDS	114.100	0	114.100
**D AMUNDI INVESTOR PARSIVE FUNDS	22.562	0	22.562
**D AMUNDI INVESTOR PARSIVE FUNDS	54.172	0	54.172
**D AMUNDI INVESTOR PARSIVE FUNDS	1.937	0	1.937
**D AMUNDI INVESTOR PARSIVE FUNDS	4.844	0	4.844
**D AMUNDI INVESTOR PARSIVE FUNDS	12.232	0	12.232
**D AMUNDI INVESTOR PARSIVE FUNDS	351.222	0	351.222
**D AMUNDI INVESTOR PARSIVE FUNDS	141.753	0	141.753
**D AMUNDI INVESTOR PARSIVE FUNDS	417.393	0	417.393
**D AMUNDI INVESTOR PARSIVE FUNDS	114.384	0	114.384
**D AMUNDI INVESTOR PARSIVE FUNDS	463	0	463
**D AMUNDI INVESTOR PARSIVE FUNDS	117.205	0	117.205
**D AMUNDI INVESTOR PARSIVE FUNDS	457.557	0	457.557
**D AMUNDI INVESTOR PARSIVE FUNDS	6.961	0	6.961
**D AMUNDI INVESTOR PARSIVE FUNDS	12.789	0	12.789
**D AMUNDI INVESTOR PARSIVE FUNDS	15.565	0	15.565
**D AMUNDI INVESTOR PARSIVE FUNDS	27.396	0	27.396
**D AMUNDI INVESTOR PARSIVE FUNDS	2.957	0	2.957
**D AMUNDI INVESTOR PARSIVE FUNDS	2.075	0	2.075
**D AMUNDI INVESTOR PARSIVE FUNDS	99.904	0	99.904
**D AMUNDI INVESTOR PARSIVE FUNDS	18	0	18
**D AMUNDI INVESTOR PARSIVE FUNDS	19.940	0	19.940
**D AMUNDI INVESTOR PARSIVE FUNDS	7.822	0	7.822
**D AMUNDI INVESTOR PARSIVE FUNDS	21.962	0	21.962

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CIBC INTERNATIONAL EQUITY INDEX ETF	1.140	0	1.140
**D CIBC INTERNATIONAL INDEX FUND	29.498	0	29.498
**D CIBC EUROPEAN INDEX FUND	2.938	0	2.938
**D CIBC INTERNATIONAL EQUITY FUND	314.136	0	314.136
**D CIBC INTERNATIONAL EQUITY INDEX POOL	921	0	921
**D STATE OF WISCONSIN INVESTMENT BOARD	148.145	0	148.145
**D AUTORIDADE MONETARIA DE MACAU	10.803	0	10.803
**D BALLIE GIFFORD INTERNATIONAL ALPHA FUND	1.968.894	0	1.968.894
**D SUBSIDIZED SCHOOLS PROVIDENT FUND	22.615	0	22.615
**D AMERICAN ELECTRIC POWER MASTER RETIREMENT TRUST	28.235	0	28.235
**D AMERICAN ELECTRIC POWER SYSTEM RETIREE MEDICAL TRUST FOR CE S	11.246	0	11.246
**D INVESTINGFORENIGEN NYREDIT INVEST ENGROS GLOBALE ACTI	23.527	0	23.527
**D CAPITALFORENIGEN INVESTIN PRO ACADIAN GLOBAL VALUE	5.412	0	5.412
**D VONTBEL NON US EQUITY OFFSHORE MASTER LP	454.836	0	454.836
**D NAMEST TDS DEP BNYM RM GLO EQ FUND	133.118	0	133.118
**D SHANDS HEALTHCARE PENSION PLAN II DEFINED BENEFIT PLAN TRUST	70.374	0	70.374
**D MIRA PENSION TRUST DEFINED BENEFIT PLAN	29.509	0	29.509
**D BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	25.986	0	25.986
**D ADVANCED SERIES TRUST AST T ROWE PRICE GROWTH OPPORTUNIT	41.839	0	41.839
**D TIMESQUARE CAPITAL MANAGEMENT	143.877	0	143.877
**D INVESCO MARKETS II, P.L.C.	25.498	0	25.498
**D GEORGIA TECH FOUNDATION INC	566.260	0	566.260
**D GOLDMAN SACHS PROFIT SHARING MASTER TRUST	81.053	0	81.053
**D GOLDMAN SACHS AND GENERAL OCCITS ETF P.L.C.	74.102	0	74.102
**D VANGUARD FTSE 100 EURO STOXX 50 US INDEX FUND	1.222.734	0	1.222.734
**D VANGUARD EUROPEAN STOCK INDEX FUND	1.264.234	0	1.264.234
**D VANGUARD INTERNATIONAL GROWTH FUND	10.964.173	0	10.964.173
**D GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	10.213	0	10.213
**D XTRACKERS NASDAQ ESG LEADERS EQUITY ETF	3.550	0	3.550
**D WESPATH FUNDS TRUST	27.847	0	27.847
**D ALLEGHENY COLLEGE	2.200	0	2.200
**D ERIE COMMUNITY FOUNDATION	4.400	0	4.400
**D EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	31.751	0	31.751
**D MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	5.304	0	5.304
**D OSSIAM IRL ICV	248	0	248
**D MCCILL UNIVERSITY PENSION PLAN	3.017	0	3.017
**D TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST	4.229	0	4.229
**D VOVA VACS INDEX SERIES I PORTFOLIO	57.498	0	57.498
**D EATON VANCE TRUST COMPANY INTERNATIONAL SMALL CAP COMMON TR	21.058	0	21.058
**D DANMARKS GRUNDFORSKIND	1.801	0	1.801
**D INFERRIAL GLOBAL EQUITY INCOME POOL	15.151	0	15.151
**D CONSOLIDATED EDISON RETIREMENT PLAN	13.157	0	13.157
**D HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	3.637	0	3.637
**D ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	2.830	0	2.830
**D BRUNSWICK UNIT 2 QUALIFIED NUCLEAR	18.092	0	18.092
**D PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	200	0	200
**D THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	93.932	0	93.932
**D POINT BEACH UNIT 1 AND UNIT 2 MON QUALIFIED TRUST	3.501	0	3.501
**D SUPERVALU INC MASTER INVESTMENT TRUST	18.161	0	18.161
**D CERAVORITE INTERNATIONAL LLC	24.851	0	24.851
**D CARL VICTOR PAGE MEMORIAL FOUNDATION	108.193	0	108.193

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ACMEA VARIABLE SECURITIES HEALTHY FUND	27.213	0	27.213
**D STICHTING PENSIONSFONDS NOTARIAAT	2.721	0	2.721
**D NV HAGELUNDE	2.956	0	2.956
**D DEUTSCHE DEG EQ	2.323	0	2.323
**D NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	909.266	0	909.266
**D NORTH CAROLINA ASSET MANAGEMENT LP	135.561	0	135.561
**D MANULIFE INVESTMENT DEVELOPED INTERNATIONAL INDEX ETF	32.196	0	32.196
**D CENTURY FUND OF THE INTERNATIONAL UNION OF OPERATING	32.983	0	32.983
**D LPP I GLOBAL EQUITIES FUND LTD	3.536	0	3.536
**D FLORIDA GLOBAL EQUITY FUND LLC	6.246	0	6.246
**D ARROWSTREET COLLECTIVE INVESTMENT TRUST	218.638	0	218.638
**D GLOBEFLEX INTERNATIONAL ALL CAP COMINGLED TRUST	87.193	0	87.193
**D WILMINGTON GLOBAL ALPHA EQUITIES FUND	99.406	0	99.406
**D TEXAS UTILITIES QUAL NUT PARTNERSHIP	1.611	0	1.611
**D DWS INVESTMENT GHEH ON BEHALF OF DWS FONDS ZDV EVO	2.680	0	2.680
**D VIRTUS VARIABLE INSURANCE TRUST VIRTUS STRATEGIC ALLOCATION SERIES	27.516	0	27.516
**D 1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	1	0	1
**D TD INTERNATIONAL EQUITY INDEX ETF	38.890	0	38.890
**D TD EUROPEAN INDEX FUND	3.667	0	3.667
**D ELIZABETH E RIORDAN	2.961	0	2.961
**D BRUCE P BICKNER TRUST MAWER INTL	1.142	0	1.142
**D BPB INVESTMENT LP	1.195	0	1.195
**D CHARLES A FEAGIN 2012 TRUST FBO MOR	5.105	0	5.105
**D ELISABETH ROSSMAN	1.171	0	1.171
**D BUREAU HOLDINGS LLC	1.695	0	1.695
**D CAROL L BARNETT CHARITABLE REMAIND 10571068350	7.126	0	7.126
**D RED BLEZER INVESTMENTS VENTURE LLC	3.787	0	3.787
**D OPUS FINANCIAL LLC	5.825	0	5.825
**D L BUONARRO TRUST T SMITH SR	11.110	0	11.110
**D DORIS CHRISTOPHER	9.323	0	9.323
**D SCOTCHBANK ANNUITY FUND	41.936	0	41.936
**D MULTICAP EMPLOYEES PENSION PLAN	25.532	0	25.532
**D CATHERINE KING	1.596	0	1.596
**D JOHN MCCARTNEY	4.590	0	4.590
**D GAIL McLACHLAN	1.229	0	1.229
**D SHIGLEY REV TR 11 18 04 MAWER ADR	1.894	0	1.894
**D MORRIS 1992 GIFT TRUST	3.753	0	3.753
**D JOHN NEVINS	2.271	0	2.271
**D THOMAS P ERCHAL TR DTD 3 31 94 MAWER	3.380	0	3.380
**D JAMES C TUCKER TR DTD 6 18 92 MAWER	2.203	0	2.203
**D SUSAN ZUCKER	2.770	0	2.770
**D EMERALD INTERNATIONAL EQUITY INDEX FUND	2.538	0	2.538
**D STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL	1.505	0	1.505
**D WINDWISE MSCI EAFE INDEX NON LENDING	118.913	0	118.913
**D CHARLES FEAGIN	919.623	0	919.623
**D EXEC FAMILY TRUST M POND 11 FAMILY TRUST	16.657	0	16.657
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	1.593	0	1.593
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	2.628	0	2.628
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	115.442	0	115.442
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	43.800	0	43.800
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	184.196	0	184.196

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Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome:	Tot. Voti	Proprio	Delega
**D THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	48.811	0	48.811
**D BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	48.451	0	48.451
**D BLACKROCK FUND MANAGERS LTD	540.704	0	540.704
**D LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	97.582	0	97.582
**D 1895 FONDS STICHTING 1	11.529	0	36.229
**D COUNTY OF SANTA CLARA	16.405	0	11.947
**D VAREIDIPATIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIEK K.L. ID SPARINVEST AS FILIAL AF SPARINVEST SA	14.511	0	14.405
**D VAREIDIPATIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL	97.042	0	97.511
**D VIRTUS NEJ INTERNATIONAL VALUE FUND	466.814	0	466.862
**D PIONEER GLOBAL EQUITY FUND	1.018.382	0	1.018.382
**D PIONEER INTERNATIONAL EQUITY FUND	1.142.789	0	1.142.789
**D PIONEER MULTI ASSET INCOME FUND	3.908	0	3.908
**D PIONEER GLOBAL SUSTAINABLE GROWTH FUND	3.437.241	0	3.437.241
**D FIDELITY INVESTMENT TRUST FIDELITY DIVERSIFIED INTERNATIONAL FUND	4.128	0	4.128
**D BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	2.179	0	2.179
**D SHELL NEDERLAND PENSIOENFONDS STICHTING	171.579	0	171.579
**D ARIZONA STATE RETIREMENT SYSTEM	3.659	0	3.659
**D MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND	3.940	0	3.940
**D COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	20.201	0	20.201
**D BNY MELLON INTERNATIONAL EQUITY ETF	5.803	0	5.803
**D TRACKERS MSCI KOKUSAI EQUITY TRST	18.558	0	18.558
**D KNIGHTS OF COLDEUS MASTER TRUST	9.291	0	9.291
**D IQ CANADIAN ESG INTERNATIONAL EQUITY ETF	8.501	0	8.501
**D INVESTINGSFÖRENINGEN SPARINVEST INDEX EUROPA VALUE KL	19.596	0	19.596
**D THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	66.862	0	66.862
**D THE ESG PENSION FUND	13.013	0	13.013
**D XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	3.520	0	3.520
**D AIB GROUP IRISH PENSION SCHEME	16.272	0	16.272
**D BANK OF KOREA	21.268	0	21.268
**D ALASKA PERMANENT FUND CORPORATION	37.113	0	37.113
**D INTERNATIONAL EQUITY FUND	12.063	0	12.063
**D LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	1.536	0	1.536
**D FLORIDA RETIREMENT SYSTEM	14.608	0	14.608
**D INVESCO EOV INTERNATIONAL EQUITY CLASS	170.036	0	170.036
**D INVESCO INTERNATIONAL GROWTH FUND	23.531	0	23.531
**D INVESCO EUROPLUS FUND	11.770	0	11.770
**D KAPITALFÖRENINGEN EMD INVEST GLOBALE AKTIEK III	6.403	0	6.403
**D INVESTINGSFÖRENINGEN NIKREDIT INVEST GLOBALE AKTIER BASIS	5.891	0	5.891
**D INVESTINGSFÖRENINGEN NIKREDIT INVEST TARTISK ALLOKERING	265	0	265
**D INVESCO MARKETS III PLC	29.877	0	29.877
**D INVESCO S AND P INTERNATIONAL DEVELOPED QUALITY ETF	22.590	0	22.590
**D INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF	900	0	900
**D AMG TIMESQUARE GLOBAL SMALL CAP FUND	11.912	0	11.912
**D GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	13.505	0	13.505
**D STICHTING BEDRIJFTAKENSFONDEN VOOR HET SCHILDEREN AFW ERKINGS ENGLASZETBEDRIJF	12.906	0	12.906
**D 1895 FONDS FGR	12.182	0	12.182
**D BLACKROCK LIFE LIMITED	65.505	0	65.505
**D VIRTUS GLOBAL SMALL CAP FUND	3.362	0	3.362
**D EXETER TRUST COMPANY COLLECTIVE INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	1.256.296	0	1.256.296
**D INVESCO FUNDS			



Pagina 17

Azionisti: 1.981 Teste: 1.981
Azionisti in proprio: 0 Azionisti in delega: 1.981

DF* delega alla persona fisica sopra indicata con il numero della scheda delega 519
*D delega alla persona fisica sopra indicata con il numero della scheda delega 519
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda delega 519

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460,286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	4.279	0	4.279
**D INVESCO MARKETS II PUBLIC LTD CO	38	0	38
**D GREAT WEST INTERNATIONAL INDEX FUND	52.512	0	52.512
**D UNIVERSITY OF NOTRE DAME DU LAC	9.363	0	9.363
**D ASIANUS VLP PUBLIC LIMITED COMPANY	1.191.560	0	1.191.560
**D FRANKLIN TEMPLETON INTERNATIONAL EQUITY INDEX	4.686	0	4.686
**D SEVENTH SWEDISH NATIONAL PENSION FUND AD 7 EQUITY FUND	178.165	0	178.165
**D DESIGN PEAK NAVIGATORS INC	38.477	0	38.477
**D INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	9.903	0	9.903
**D BLACKROCK GLOBAL FUNDS	237.735	0	237.735
**D DIVERSIFIED INTERNATIONAL FUND	856.016	0	856.016
**D PRINCIPAL VARIABLE CONTRACTS FUNDS INC DIVERSIFIED INTE	50.395	0	50.395
**D PRINCIPAL FUNDS INC OVERSEAS FUND	20.255	0	20.255
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	26.661	0	26.661
**D TEXAS PERMANENT SCHOOL FUND CORPORATION	151.659	0	151.659
**D ABB PENSION FUND	1.403	0	1.403
**D INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	1.082	0	1.082
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	71.830	0	71.830
**D STITCHING PENSIONFONDS ABP	9.248.388	0	9.248.388
**D METROPOLITAN WATER RECLAMATION DISTRICT RETIREMENT FUND	86.852	0	86.852
**D 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	81.666	0	81.666
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	20.614	0	20.614
**D GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	284.768	0	284.768
**D AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	959	0	959
**D XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	520.000	0	520.000
**D FIDUERS AND FIDEFITTERS NATIONAL PENSION FUND	3.652	0	3.652
**D EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	175.060	0	175.060
**D VOIA INTERNATIONAL INDEX PORTFOLIO	789	0	789
**D FIDUERS NATIONAL PORTFOLIO	42.101	0	42.101
**D FIDUERS NATIONAL PORTFOLIO RELIGIOUS AND CHARITABLE TRUST	612	0	612
**D INDIANAT WOOD CHARITABLE TRUST	29.511	0	29.511
**D COUNSEL DEEPENIVE GLOBAL EQUITY	32.226	0	32.226
**D ARIZONA ESPRS TRUST	1.076	0	1.076
**D DWS INVESTMENT CMBH ON BEHALF OF DWS FONDOS BPT	89.287	0	89.287
**D SEMPER ENERGY PENSION MASTER TRUST	89.366	0	89.366
**D TEACHERS RETIREMENT SYSTEM OF LOUISIANA	5.470	0	5.470
**D UPMC MASTER TRUST	3.025	0	3.025
**D UPMC BASIC RETIREMENT PLAN	17.509	0	17.509
**D COUNSEL INTERNATIONAL GROWTH	43.505	0	43.505
**D PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	238.480	0	238.480
**D INVESTINGFORENLINEEN LAERNEES INVEST LI AKTIER GLOBALE	19.800	0	19.800
**D KAPITALFORENINGEN LAERNEES INVEST KLI AKTIER GLOBALE INDENYKREDIT FORTEFOELJE ADMINISTRATION AS	9.714	0	9.714
**D BLACKROCK LIFE LTD	15.334	0	15.334
**D BLACKROCK INTERNATIONAL DIVIDEND FUND	147.221	0	147.221
**D XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	1.529.004	0	1.529.004
**D STANDARD BANK OF SOUTH AFRICA LTD	30.800	0	30.800
**D ARROWSTREET US GROUP TRUST	57.333	0	57.333
**D XTRACKERS MSCI EAFE HEDGED EQUITY ETF	142.503	0	142.503
**D NS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	197.002	0	197.002
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEVELOPED	32.238	0	32.238
	2.062	0	2.062

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MACKENZIE MAXIMUM DIVERSIFICATION DEVELOPED EUROPE	267	0	267
**D MACKENZIE MAX DIVERSIFICATION ALL WORLD DEV EX	614	0	614
**D MACKENZIE INTERNATIONAL EQUITY INDEX ETF	22.029	0	22.029
**D TRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	1.432	0	1.432
**D MACK EAFE EQUITY POOL	15.637	0	15.637
**D FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	1.773.748	0	1.773.748
**D THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH USA	296.534	0	296.534
**D EUROPEAN CENTRAL BANK	155.817	0	155.817
**D BNY MELLON INTERNATIONAL STOCK INDEX FUND	12.040	0	12.040
**D MANVILLE PERSONAL INJURY SETTLEMENT TRUST	2.244	0	2.244
**D VUS CAYMAN TRUST 1 US\$ TRIPLE INCOME EUROPEAN BANK EQUITY STRATEGY FUND	20.646	0	20.646
**D VIRTUS KAR INTERNATIONAL SMALL CAP FUND	2.850.514	0	2.850.514
**D AT AND T SAVINGS GROUP INVESTMENT TRUST	38.005	0	38.005
**D TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	141.063	0	141.063
**D WILMINGTON INTERNATIONAL FUND	220.955	0	220.955
**D FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	7.986	0	7.986
**D GRAYHAMK GLOBAL GROWTH POOL	28.141	0	28.141
**D DIOCESE OF VENICE PENSION PLAN AND TRUST	266	0	266
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF IDAHO	13.831	0	13.831
**D STICHTING PENSIONFONDS UNW	25.698	0	25.698
**D NATIONAL TREASURY MANAGEMENT AGCY	1.006	0	1.006
**D MSP MINNESOTA FAIRFIE I RETAIL QUALIFIED TRUST	2.702	0	2.702
**D VANGUARD MINTAL PLAINFIE I	3.389	0	3.389
**D CITY OF NEW YORK DEPOSITARY	366.310	0	366.310
**D STICHTING CX FUND DEPOSITARY	24.281	0	24.281
**D STICHTING PENSIONFONDS HOOGOVENS	7.214	0	7.214
**D DEAM FONDS EDV	28.631	0	28.631
**D FIDELITY SAL INTERNATIONAL INDEX FUND	5.101	0	5.101
**D SHELL CANADA 2007 PENSION PLAN	242.826	0	242.826
**D AURION GLOBAL EQUITY FUND	266.906	0	266.906
**D RELIABILITY LLC	572	0	572
**D AEL INTERNATIONAL INDEX FUND	2.211	0	2.211
**D AEL DFA INTERNATIONAL CORE EQUITY FUND	486.002	0	486.002
**D ES RIVER AND MERCANTILE GLOBAL RECOVERY FUND	45.709	0	45.709
**D JOHN DEERE PENSION TRUST	15.436	0	15.436
**D FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST GLOBAL EQUITY IN	44.491	0	44.491
**D COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	17.802	0	17.802
**D VANGUARD GLOBAL DIVIDEND FUND	989	0	989
**D COUNTY AND MUNICIPAL GOVERNMENT CAPITAL IMPROVEMENT TRUST FUND	15.085	0	15.085
**D ALABAMA TRUST FUND	136.382	0	136.382
**D COX ENTERPRISES INC MASTER TRUST	66.114	0	66.114
**D NATIONAL ELEVATOR INDUSTRY PENSION PLAN	173.621	0	173.621
**D WAEFFE MSV LIFE PLC	165.567	0	165.567
**D ISHARES PUBLIC LIMITED COMPANY	173.915	0	173.915
**D ACHMEA PENSION EN LEVENSVZERKEERLINGEN NV	115.209	0	115.209
**D ENET INKA FONDS	519.821	0	519.821
**D INKA PHEARK	14.829	0	14.829
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	30.726	0	30.726
**D COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIREMENT SYSTEM	10.074	0	10.074
	97.890	0	97.890
	652.405	0	652.405



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DIF: delega alla persona fisica sopra indicata con il numero della scheda magnetica
*VOT: delega alla persona fisica sopra indicata con il numero della scheda magnetica (votatore chiamato alla votazione assistita)
RL: rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.981 Teste: 0
Azionisti in proprio: 1.981 Teste: 0
Azionisti in delega: 1.981

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	281.494	0	281.494
**D RETIREMENT BENEFITS INVESTMENT FUND	4.971	0	4.971
**D POOL REINSURANCE CO LTD	19.913	0	19.913
**D MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	20.503	0	20.503
**D EUROPEAN INVESTMENT INTERNATIONAL INDEX FUND	3.098	0	3.098
**D FARM BRESSOURE INTERMUNICIPAL SMALL CAP FUND	102.933	0	102.933
**D WORLDWIDE RETIREMENT SYSTEM TRUST FUND	30.568	0	30.568
**D BLACKROCK SOLUTIONS FUNDS I.O.V.	689.960	0	689.960
**D PEACTION RESERVES INVESTMENT TRUST FUND	70.230	0	70.230
**D THE HKSHAR GOVERNMENT SCHOLARSHIP FUND	309	0	309
**D PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED MASTER DEFINED TRUST	136.944	0	136.944
**D PURE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	25.722	0	25.722
**D OPTIMUM FUND TRUST OPTIMUM INTERNATIONAL FUND	303.485	0	303.485
**D QUALITY EDUCATION FUND	1.093	0	1.093
**D PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	2.144.103	0	2.144.103
**D ADVANCE PLANNING LIMITED	1.581	0	1.581
**D DIGNITY PRE ARRANGEMENT LIMITED	2.266	0	2.266
**D INDIANA PUBLIC RETIREMENT SYSTEM	675.632	0	675.632
**D SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	11.685	0	11.685
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	24.923	0	24.923
**D THE BANK OF NEW YORK MELLON CORPORATION RETIREMENT PLANS MASTER TRUST	103.800	0	103.800
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AWE	1	0	1
**D BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	414	0	414
**D HSBC INTERNATIONAL EQUITY INDEX FUND	8.234	0	8.234
**D TENNESSEE VALLEY AUTHORITY RETIREMENT SYSTEM	91.201	0	91.201
**D STICHTING BEDIJFTAKPENSIOENFONDS VOOR DE ZOETWAGENINDUSTR	5.035	0	5.035
**D STICHTING BEDIJFTAKPENSIOENFONDS VOOR HET	4.163	0	4.163
**D GOLDMAN SACHS ETF ICAY	77	0	77
**D ALTE LEIHZIGER TRUST INVESTMENT GESELLSCHAFT MBH	6.868	0	6.868
**D ASIA PACIFIC STRATEGIES ASSET ALLOCATION PORTFOLIO	2.484	0	2.484
**D ILMAN INVESTMENT MANAGEMENT HANGKETS INDEX FUND	2.034	0	2.034
**D ENERGY INSURANCE MUTUAL LIMITED	2.843	0	2.843
**D MIDDLETON WORKS HOURLY AND SALARIED UNION	2.865	0	2.865
**D MERRILL LYNCH LIFE INSURANCE COMPANY	24.797	0	24.797
**D TONA PUBLIC EMPLOYEES RETIREMENT SYSTEM	11.740	0	11.740
**D SOCI PRUDENTIAL TRUSTEE LIMITED BOCPLES EUIF	180.704	0	180.704
**D SOSECAP ACTIONS - MID CAP	106.659	0	106.659
**D SILVER INVERSCO EURO EQUITY	164.839	0	164.839
**D SG ACTIONS MONDE SELECTION	515.025	0	515.025
**D LYXOR FTSE MIB UCITS ETF	42.119	0	42.119
**D LYXOR MSCI EUROPE UCITS ETF	12.945	0	12.945
**D SEB AKTIONSFONDS	44.043	0	44.043
**D SG ACTIONS INTERNATIONALES	43.464	0	43.464
**D SC ACTIONS ETATS-UNIS POCHE AC	16.979	0	16.979
**D OFI INVEST ESG EURO EQUITY SNA	34.711	0	34.711
**D LYXINEX FUND - LYXOR MSCI EMU	53.168	0	53.168
**D MULTI UNITS LUX-LYXOR CORE MSC	36.188	0	36.188
**D LYXOR CORE MSCI WORLD (DR) UCI	1.116.229	0	1.116.229
**D MSCI LUX - LYXOR EURO STOXX BANK	16.241	0	16.241
**D MSCI LUX - LYXOR FTSE ALL CAP FIR 2	135.632	0	135.632
**D LYXOR MSCI EUROPE ESG LEADERS			

Pagina 20

Azionisti: 1.981 Testi: 1.981
Azionisti in proprio: 0 Azionisti in delega: 1.981
DS* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
RL* rappresentanza legittima della persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D LIF-LYXOR NSCI WORLD CATHOL PR	9.014	0	9.014
**D NUL-LYX NET ZERO 50 SP EUROZ C	331.569	0	331.569
**D PROGETT AZ SOST	598	0	598
**D ASI PROG AZIONE SOSTENIB III	779	0	779
**D AMIF - EMU EQUITY	34.683	0	34.683
**D AMIF - EUROPEAN EQUITY	28.605	0	28.605
**D AIF- TACTICAL PORTFOLIO INCOME	13.884	0	13.884
**D ASI - BILANC PERCOR ATTU VI	7.698	0	7.698
**D ASI BIL PER, ATTIVO III	7.564	0	7.564
**D NUL AMUNDI MSCI EUROPE CLIMATE	39.991	0	39.991
**D EFEPFLUX SICAV AZIONARIO EURO	54.822	0	54.822
**D ASI - BILANCIATO PERC ATTIV II	2.968	0	2.968
**D AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	292.722	0	292.722
**D AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	755.000	0	755.000
**D AMUNDI SGR SPA/CORE PENSION FONDO PENSIONE APERTO	207.101	0	207.101
**D AMUNDI SGR SPA/SECONDAPENSIONE FONDO PENSIONE APERTO	509.336	0	509.336
**D SEI GLOBAL MASTER FUND PLC THE	4.935	0	4.935
**D AB SICAV III - DYNAMIC ALL WAR	1.552	0	1.552
**D KOKOSAI EQUITY INDEX FUND, A S	15.212	0	15.212
**D MORGAN STANLEY PATHWAY FUNDS -	16.668	0	16.668
**D METZLER UNIVERSAL TRUST KILMOR	16.200	0	16.200
**D BRIDGE BULLDOG INTERNATIONAL E	34.442	0	34.442
**D GREEN CENTURY NSCI INTERNATIONAL	27.722	0	27.722
**D BRIDGE BUILDERS OF JAPAN, LTD.	3.777	0	3.777
**D DESTINATIONS INTERNATIONAL EQU	25.557	0	25.557
**D NEM EURO STOXX PARIS-ALIGNED	13.861	0	13.861
**D METALOR INTERNATIONAL INVESTME	976	0	976
**D BLACKROCK GLOBAL ALLOCATION FU	334.000	0	334.000
**D MORGAN STANLEY PATHWAY	64.547	0	64.547
**D MLC INVESTMENTS MLC LIMITED	140.033	0	140.033
**D VIV LOW CARBON WORLD EQUITIES	27.881	0	27.881
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	65.593	0	65.593
**D UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	243.123	0	243.123
**D UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT ETF EQUITY (USD)	87.296	0	87.296
**D UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	2.246	0	2.246
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	1.430	0	1.430
**D UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	3.111	0	3.111
**D UBS FUND MANAGEMENT(LUXENBOURG) SA	756	0	756
**D UBS (LUX) SICAV 1	154.556	0	154.556
**D MIGROS BANK (LUX) FONDS INTERSTOCK	403	0	403
**D MIGROS BANK (LUX) FONDS 50	1.280	0	1.280
**D MIGROS BANK (LUX) FONDS 40 (EUR)	1.560	0	1.560
**D MIGROS BANK (LUX) FONDS 30	920	0	920
**D STRATEGY SICAV	760	0	760
**D LGASUPER	3.600	0	3.600
**D PRIME SUPER	32.562	0	32.562
**D KERRICK LIMITED	2.308	0	2.308
**D STDBANK A/S	803	0	803
**D FOUNDATION BOTMAR...	28.409	0	28.409
**D UBS FUND MANAGEMENT (SWITZERLAND) AG.	31.451	0	31.451
	359.314	0	359.314



Pagina 21

DE* delega alla persona fisica sopra indicata con il numero della scheda magnetica.

**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata in rappresentanza di terzi)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica.

2

1.981

1.981

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CREDIT SUISSE FUNDS AG	10.820	0	10.820
**D DBS FUND MGT (CH) AG - CHI243B-TRIANGULUS - AKTIEN DEVMARK HEDGED	28.489	0	28.489
**D DBS FUND MGT (CH) AG - CHI244B-TRIANGULUS - AKTIEN DEVMARK	27.571	0	27.571
**D DBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELF	10.582	0	10.582
**D DBS	166.071	0	166.071
**D DBS	1.646.802	0	1.646.802
**D DBS	2.746.822	0	2.746.822
**D DBS	15.082	0	15.082
**D DBS	1.652	0	1.652
**D DBS	49.156	0	49.156
**D DBS	18.019	0	18.019
**D DBS	4.993	0	4.993
**D DBS	217.081	0	217.081
**D DBS	665.895	0	665.895
**D DBS	17.639	0	17.639
**D DBS	1.237	0	1.237
**D DBS	11.104	0	11.104
**D DBS	1.344	0	1.344
**D DBS	49.683	0	49.683
**D DBS	47.430	0	47.430
**D DBS	7.338	0	7.338
**D DBS	38.024	0	38.024
**D DBS	20.777	0	20.777
**D DBS	11.939	0	11.939
**D DBS	9.403	0	9.403
**D DBS	18.462	0	18.462
**D DBS	417.330	0	417.330
**D DBS	8.200.572	0	8.200.572
**D DBS	329.160	0	329.160
**D DBS	62.597	0	62.597
**D DBS	8.318	0	8.318
**D DBS	1.462	0	1.462
**D DBS	2.943	0	2.943
**D DBS	147	0	147
**D DBS	10.386	0	10.386
**D DBS	2.383.828	0	2.383.828
**D DBS	14.447	0	14.447
**D DBS	3.920	0	3.920
**D DBS	62.740	0	62.740
**D DBS	354	0	354
**D DBS	98.858	0	98.858
**D DBS	29.362	0	29.362
**D DBS	98.343	0	98.343
**D DBS	2.553	0	2.553
**D DBS	417.360	0	417.360
**D DBS	9.809	0	9.809
**D DBS	575.189	0	575.189
**D DBS	648.423	0	648.423
**D DBS	192.596	0	192.596
**D DBS	40.237	0	40.237

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CSAA INSURANCE EXCHANGE	1.654	0	1.654
**D SUTTER HEALTH MASTER RETIREMENT TRUST	95.900	0	95.900
**D SUTTER HEALTH	71.800	0	71.800
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	34.186	0	34.186
**D SCHLUMBERGER GROUP TRUST AGREEMENT	14.749	0	14.749
**D LNHARRIS PENSION MASTER TRUST.	95.180	0	95.180
**D MICHELIN NORTH AMERICA INC. MASTER RETIREMENT TRUST	22.369	0	22.369
**D NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	30.043	0	30.043
**D CHEVRON MASTER PENSION TRUST	9.924	0	9.924
**D GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	6.020	0	6.020
**D THE MINDECO FOUNDATION TRUST	5.417	0	5.417
**D EQUIFINDER	11.610	0	11.610
**D STICHTING PNE PENSIONFONDS SAGITTARIUS	14.005	0	14.005
**D STICHTING PNE PENSIONFONDS	85.423	0	85.423
**D PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	475.509	0	475.509
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	24.671	0	24.671
**D FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	85.429	0	85.429
**D NORTHERN TRUST SCITS COMMON CONTRACTUAL FUND	3.257	0	3.257
**D UNITED NATIONS REFUGEE AND WORKS AGENCY FOR PALESTINE REFUGEE	563.201	0	563.201
**D THOMAS I. MALCOLM FAMILY TRUST DTD 03/1 9/13	3.565	0	3.565
**D FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2003	5.950	0	5.950
**D STEUART L. WALTON FAMILY TRUST UND 03/19/15	6.045	0	6.045
**D ST. MARY'S HEALTHCARE	1.543	0	1.543
**D NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE WAR	178	0	178
**D R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	30.359	0	30.359
**D RUTGERS THE STATE UNIVERSITY	1.200	0	1.200
**D NINE MILE POINT NOT QUALIFIED PARTNERSHIP	7.934	0	7.934
**D NETLIFE 401(K) PLAN TRUST	3.600	0	3.600
**D NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	331.702	0	331.702
**D PCA TAX SHELTERED ANNUITY PLAN	92.352	0	92.352
**D TIM PERSONAL PENSION PLAN TRUST	3.940	0	3.940
**D CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	1.578	0	1.578
**D CONSTELLATION PENSION MASTER TRUST	1.331	0	1.331
**D CONSTELLATION FITZPATRICK QUALIFIED FUND	65.279	0	65.279
**D BOSTON TRUST WALDEN INTERNATIONAL EQUITY FUND	64.482	0	64.482
**D TRUST FOR THE PENSION PLAN OF THE CHUBB CORPORATION	64.000	0	64.000
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT TWO QUALIFIED FUND	132.022	0	132.022
**D CALVERT CLIFFS NUCLEAR POWER PLANT UNIT ONE QUALIFIED FUND	1.400	0	1.400
**D CYSTIC FIBROSIS FOUNDATION	200	0	200
**D THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	8.245	0	8.245
**D ALM 2010 FAMILY TRUST.	180	0	180
**D CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	33.405	0	33.405
**D NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE O	52.781	0	52.781
**D CONNOR CLARK & LOHN COLLECTIVE INVESTMENT TRUST	1.240	0	1.240
**D UNITED SERVICES AUTOMOBILE ASSOCIATION	13.996	0	13.996
**D HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	10.836	0	10.836
**D HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	395.415	0	395.415
**D THE FORD OF MANAGEMENT OF THE CHINESE PERMANENT CEMETERIES	19.087	0	19.087
**D THE FORESG FUND ASSOCIATION	2.586	0	2.586
**D THE SUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	752	0	752
	5.604	0	5.604



Pagina 23

DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**DP* delega, alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata con posizione passiva)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.981

1.981 Teste:

0 Azionisti in delega:

Azionisti:

Azionisti in proprio:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D BSA COMMINGLED ENDOWMENT FUND LP	18.540	0	18.540
**D CARROLL AVENUE PARTNERS LLC.	1	0	1
**D BOWERS LLC	18.433	0	18.433
**D DEI LE EQUITY (PASSIVE	1.693	0	1.693
**D DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	1.161	0	1.161
**D DYNASTY INVEST LTD	1.354	0	1.354
**D FUNDO DE PENSEOS	6.241	0	6.241
**D METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	11.885	0	11.885
**D LEGAL & GENERAL MSCI EAFE FUND LLC	44.169	0	44.169
**D SOILBERS ASSET MANAGEMENT LLC	37.058	0	37.058
**D BELLE PARTNERSHIP	62	0	62
**D INTERNATIONAL EQUITY FUND LLC	1.208	0	1.208
**D PELICAN FUND LP	8.157	0	8.157
**D PINK CALI LLC	217.416	0	217.416
**D HAWAII LLC	174	0	174
**D HAWTHORN DM LLC	3.169	0	3.169
**D HAWTHORN EQ LLC	9.145	0	9.145
**D HASLAM FAMILY INVESTMENT PARTNERSHI	19.517	0	19.517
**D INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	202	0	202
**D FCM INTERNATIONAL LLC	2.860	0	2.860
**D KTEIP LP	2.451	0	2.451
**D GLOBAL BOND FUND WAYCROSSE INC	4.180	0	4.180
**D THYSSEN GLOBAL INVESTMENTS CORP.	21.276	0	21.276
**D NFC INTERNATIONAL EQUITY SERIES	537	0	537
**D GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	7.196	0	7.196
**D SIW PORTFOLIO LLC	15.475	0	15.475
**D SENTINEL INTERNATIONAL FUND	2.059	0	2.059
**D CINDY SPRINGS LLC	1.863	0	1.863
**D GOVERNMENT OF GUAM RETIREMENT FUND	48.975	0	48.975
**D K INVESTMENTS SH LIMITED.	71.145	0	71.145
**D LEGAL & GENERAL MSCI EAFE SL FUND LLC	63.462	0	63.462
**D HBS PUBLIC PARTNERS I LLC	43.955	0	43.955
**D ASSOCIATION ALPHA	25.154	0	25.154
**D UNITED NATIONS JOINT STAFF PENSION FUND.	7.309	0	7.309
**D INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	2.337	0	2.337
**D NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	595.043	0	595.043
**D CHEVRON UK PENSION PLAN	5.157	0	5.157
**D THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	178.379	0	178.379
**D FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	3.659	0	3.659
**D FIDELITY INVESTMENT TRUST: FIDELITY DIVERSIFIED INTERNATIONAL	95.055	0	95.055
**D FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX	19.198	0	19.198
**D FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	1.569.419	0	1.569.419
**D FIDELITY ADVISOR SERIES VIIII: FIDELITY ADVISOR OVERSEAS FUND	49.129	0	49.129
**D FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL DISCOVERY FUND	219.563	0	219.563
**D FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	1.616.874	0	1.616.874
**D FIDELITY INVESTMENT TRUST: FIDELITY EUROPE FUND	1.031.503	0	1.031.503
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDORING OPPORTUNITIES FUND	291.635	0	291.635
**D FIDELITY INVESTMENT TRUST: FIDELITY ENDORING OPPORTUNITIES FUND	1.536	0	1.536
**D WITTINGTON ASSET MANAGEMENT LIMITED	66.796	0	66.796
**D RUSSELL WSGW INVESTMENTS LIMITED	373	0	373

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D HAGFORS LIMITED	360.917	0	360.917
**D NEW ZEALAND SUPERANNUATION FUND.	98.234	0	98.234
**D COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	28.273	0	28.273
**D MERCER PASSIVE INTERNATIONAL SHARES FUND	20.782	0	20.782
**D MERCER QSS TRUST.	672.227	0	672.227
**D MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	1.615	0	1.615
**D LORD MAYOR'S CHARITABLE FOUNDATION	803	0	803
**D NT WORLD GREEN TRANSITION INDEX FUND	494	0	494
**D GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	17.553	0	17.553
**D WSPF INTERNATIONAL EQUITIES TRUST	757.424	0	757.424
**D MERCER INDEXED INTERNATIONAL SHARES FUND	47.788	0	47.788
**D AUSTRALIAN CAPITAL TERRITORY	16.190	0	16.190
**D MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	168.317	0	168.317
**D SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST	3.063	0	3.063
**D INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	814	0	814
**D SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	3.995	0	3.995
**D EQUITY TRUSTEES LIMITED	9.321	0	9.321
**D QIC INTERNATIONAL EQUITIES FUND.	4.326	0	4.326
**D ZURICH FINANCIAL SERVICES UK PENSION SCHEME.	248.318	0	248.318
**D ZORICH WALTON FAMILY TRUST	231.749	0	231.749
**D S. ROBSON WALTON 009 GRAT NO. 4 ARTICLE II TRUST	2.187	0	2.187
**D NORUS LIFE LIMITED	8.673	0	8.673
**D HWM TESTAMENTARY TRUST NO. 1	2.768	0	2.768
**D HWM TESTAMENTARY TRUST NO. 2	4.659	0	4.659
**D HWM TESTAMENTARY TRUST NO. 3	417	0	417
**D HWM TRUST NO. 2 UAD 01/17/03.	4.319	0	4.319
**D HWM TRUST NO. 3 UAD 01/17/03	3.879	0	3.879
**D HWM TESTAMENTARY TRUST NO. 2	2.885	0	2.885
**D STEELWORKERS PENSION TRUST	98.164	0	98.164
**D S. ROBSON WALTON 2010 TRUST	2.620	0	2.620
**D S. ROBSON WALTON 1999 CHILDRENS TRUST	1.340	0	1.340
**D THE TRUSTEES OF THE HENRY SMITH CHARITY	11.236	0	11.236
**D THE LAURIE M. TISCH FOUNDATION INC	15.595	0	15.595
**D NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	1.278.552	0	1.278.552
**D SEAN P ANDRADE 2016 TR UAD FEB 8 1991	1.693	0	1.693
**D NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	41.080	0	41.080
**D ROYAL BOROUGH OF KINGSTON PENSION FUND	13.054	0	13.054
**D NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	40.171	0	40.171
**D PRESBYTERIAN CHURCH (USA) FOUNDATION	6.124	0	6.124
**D HOMETWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	27.960	0	27.960
**D JTW TRUST NO. 2 UAD 9/19/02.	3.079	0	3.079
**D JTW TRUST NO. 1 UAD 9/19/02.	2.351	0	2.351
**D JTW TRUST NO. 3 UAD 9/19/02.	3.508	0	3.508
**D JTW TRUST NO. 5 UAD 9/19/02.	1.846	0	1.846
**D THE MISSOURI FOUNDATION FOR HEALTH	2.541	0	2.541
**D THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	1.670	0	1.670
**D NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	176.146	0	176.146
**D THE MEMOURS FOUNDATION PENSION PLAN	562	0	562
**D FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	8.423	0	8.423
**D FORD MOTOR FOUNDATION	394	0	394
**D INVEST TRUST	773.597	0	773.597
**D BRINGS EUROPE SELECT TRUST			



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DR* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata dall'azionista e delegato)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.981
Azionisti in proprio: 0
Azionisti in delega: 1.981

Teste:

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ESSENTIA HEAUX	1.667	0	1.667
**D DREW M ANDRAE 2016 TR UAD FEB 8 1991.	3.140	0	3.140
**D CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	530	0	530
**D CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	13.435	0	13.435
**D CLINTON RECLER FARM PLAN QUALIFIED FUND	2.421	0	2.421
**D CITICORP EMPLOYEES COMPANY SUSTAINABLE SELECTIVE FUNDS TRUS	106.656	0	106.656
**D MUNDIAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	170.244	0	170.244
**D EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	11.975	0	11.975
**D ALBERT I DUPONT CHARITABLE TRUST	10.674	0	10.674
**D BOY SCOUTS OF AMERICA MASTER PENSION TRUST	90.309	0	90.309
**D CITY OF FRESNO RETIREMENT SYSTEMS.	222.573	0	222.573
**D ILLINOIS MUNICIPAL RETIREMENT FUND	198.931	0	198.931
**D LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	41.900	0	41.900
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	71.213	0	71.213
**D CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	947.652	0	947.652
**D GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	11.715	0	11.715
**D GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	27.715	0	27.715
**D TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA.	63.108	0	63.108
**D UTAH STATE RETIREMENT SYSTEMS	80.287	0	80.287
**D GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	2.632	0	2.632
**D USAA GENERAL INDEMNITY COMPANY	4.139	0	4.139
**D USAA CASUALTY INSURANCE COMPANY	7.607	0	7.607
**D WYOMING RETIREMENT SYSTEM	6.161	0	6.161
**D ABU DHABI PENSION FUND	58.482	0	58.482
**D FISHER INVESTMENTS GLOBAL SMALL CAP UNIT TRUST FOND	198.980	0	198.980
**D FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	1.181	0	1.181
**D NAV CANADA PENSION PLAN	27.389	0	27.389
**D BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	772.076	0	772.076
**D FACS 30:70 GLOBAL EQUITY TRACKER FUND	8.491	0	8.491
**D BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	1.568	0	1.568
**D LONDON LEPAGE AUTHORISED CONTRACTUAL SCHEME.	14.585	0	14.585
**D SINCE 1878 BARRISER BANKING AS TRUSTEE OF THE FIDELICOMISO DE FOND O DE AMORERO DE PANAMA	456.971	0	456.971
**D AGS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	5.299	0	5.299
**D UBS COMMON CONTRACTUAL FUND	6.300	0	6.300
**D BLACKROCK COMMON CONTRACTUAL FUNDS	2.535	0	2.535
**D BLACKROCK UCITS CCF	13.175	0	13.175
**D FIDELITY INVESTMENT TRUST:FIDELITY INTERNATIONAL DISCOVERY K	72.306	0	72.306
**D FIDELITY ADVISOR SERIES VIII: FIDELITY ADVISOR DIVERSIFIED INTERNATIONAL FUND	126.560	0	126.560
**D DELA NATURA - EN LEVENVERZEKERINGEN N.V.	484.967	0	484.967
**D KOMMUNAL LANDSPENSIOENSKASSE GJESDIDIG FORSIKRINGSSELSKAP	246.920	0	246.920
**D STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	63.171	0	63.171
**D STICHTING PENSIOENFONDS PGE	2.444	0	2.444
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G	84.009	0	84.009
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	13.990	0	13.990
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	14.198	0	14.198
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET BEROEPSVERVOER OVER DE WEG	28.576	0	28.576
**D STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF	24.516	0	24.516
**D FJAEDE AP-FONDEN.	130.077	0	130.077
**D STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	6.559	0	6.559
**D WOLF CREEK PARTNERS L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP ACTING AS INVESTMENT	130.569	0	130.569
**D WELLINGTON PAGOOSA FUND (CAYMAN) II LTD. C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	155.165	0	155.165

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DF* delega alla persona fisica sopra indicata con il numero della scheda magnetica

**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)

RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.981 Teste: 1.981

Azionisti in proprio: 0 Azionisti in delega: 1.981

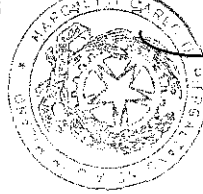
Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D WOLF CREEK INVESTORS (BERNUDA) LP	276.448	0	276.448
**D IMAF IRELAND ICAV - IMAF 910	276.448	0	276.448
**D POINT72 LONDON INVESTMENTS LTD.	237.690	0	237.690
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND	176.148	0	176.148
**D DE SHAW US BROAD MARKET CORE ALPHA EXTENSION-CUSTOM FUND II L.L.C.	12.254	0	12.254
**D ARROWSTREET ACMI ALPHA EXTENSION FUND III (CAYMAN) LIMITED	1.790	0	1.790
**D ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET US GRP TST PORTFOLIO	10.804	0	10.804
**D DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC	88	0	88
**D D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C	178	0	178
**D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITE PORTFOLIO MARGIN ACT 200.	6.749	0	6.749
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET SAFE ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACC	22.155	0	22.155
**D PAR INNOVATION FUND L.P.- SE RIES	280	0	280
**D D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.	148	0	148
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US ALP	23.054	0	23.054
**D ARROWSTREET INTERNATIONAL EQUITY ACMI EX US ALPHA EXTENSION TRUST FUND PORTFOLIO MARGIN ACT	11.545	0	11.545
**D PAR GLOBAL MACRO MASTER ACCOUNT L.P. OGIER FIDUCIARY SERVICES	49.798	0	49.798
**D ARROWSTREET INVESTMENT TRUST -ARROWSTREET ACMI EX US ALPHA EXTENSION TRUST FUND U PORTFOLIO MARGIN ACT	36.120	0	36.120
**D THE BUTTINWOOD FAMILY FOUNDATION	10.700	0	10.700
**D ALZAPARES LLC	7.600	0	7.600
**D ALZAPARES K MOORHEAD REVOCABLE TRUST - EQUITY UND 06/27/11 A K MOORHEAD TTEE AMD 12/11/18	3.100	0	3.100
**D THE CANTLEY DUFFIELD TRUST UND 07/14/86	2.432	0	2.432
**D CM GRAY LLC	650	0	650
**D ROSEBONE LLC	2.499	0	2.499
**D CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	77.973	0	77.973
**D CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	37.145	0	37.145
**D MEGALANUM BEST BRANDS - MEGALANUM GLOBAL DEMOGRAPHIC OPFOR	198.513	0	198.513
**D CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	13.363	0	13.363
**D CHALLENGE FUNDS - CHALLENGE FINANCIAL EQUITY FUND	500.000	0	500.000
**D IGT SELECT FUNDS	6.096	0	6.096
**D MEGALANUM BEST BRANDS - COUPON STRATEGY COLLECTION	42.333	0	42.333
**D VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	18.466	0	18.466
**D UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	48.719	0	48.719
**D CNLA INDEXED GLOBAL SHARE FUND	2.203	0	2.203
**D FIDELITY INTERNATIONAL EQUITY CENTRAL FUND - ALL CAP SUBPORTFOLIO	1.306.000	0	1.306.000
**D FIDELITY OVERSEAS FUND	4.669.000	0	4.669.000
**D FIDELITY VIP OVERSEAS PORTFOLIO	1.045.599	0	1.045.599
**D JOHN HANCOCK VARIABLES III INTERNATIONAL GROWTH FUND.	4.651.614	0	4.651.614
**D JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	22.862	0	22.862
**D JPM-MED CORE GLOBAL EQ TILT	10.387	0	10.387
**D THE JUPITER GLOBAL FUND SICAV	2.232.967	0	2.232.967
**D PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	14.398	0	14.398
**D COLONIAL FIRST STATE INVESTMENT FUND 121	29.948	0	29.948
**D SCHWAB INTERNATIONAL INDEX FUND	338.015	0	338.015
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX FUND	41.408	0	41.408
**D AERON SICAV II	157.043	0	1.457.043
**D COLONIAL FIRST STATE INVESTMENT FUND 50.	10.546	0	10.546
**D COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	26.442	0	26.442
**D OROQUARTS ITALY ICAV	17.768	0	17.768
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	1.635.000	0	1.635.000
**D ILLA-LA-SCALD ESG SCREENED FUND	4.886	0	4.886
**D ILLA - RAFINE	3.056	0	3.056



Pagina 27

DS* designa alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettiva alla posta elettronica)
 ML* rappresenta la legge alla persona fisica sopra indicata con il numero della scheda magnetica

Azionisti: 1.981 Teste: 0 Azionisti in delega: 1.981
 Azionisti in proprio: 1.981

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ILA-A-ILSDMI	88.142	0	88.142
**D ILA-A-ILMCFY	3.446	0	3.446
**D IRISH LIFE CLIMATE FOCUSED FUND	1.764	0	1.764
**D IRISH LIFE ASSURANCE PLC	77.290	0	77.290
**D ILA-ILSEAF - SUSTAINABLE EAFE EQUITY	32.869	0	32.869
**D ILA - A-ILGLOEGG	5.240	0	5.240
**D ILA - A-ILLEZEG	13.982	0	13.982
**D ILA - A-ILIRTEGG	14.164	0	14.164
**D ILA - A-ILGLOEON	1.131	0	1.131
**D IRISH LIFE ASSURANCE	2.666	0	2.666
**D BECON CUSTODY B.V.	52.129	0	52.129
**D STICHTING MN SERVICES	331.986	0	331.986
**D STICHTING PENSIOENFONDS METAAL EN TECHNIEN NN SERVICES	191.885	0	191.885
**D LARGE CAP INTL PORTFOLIO OF DFA INV	56.502	0	56.502
**D STICHTING MN SERVICES ANDELENFO ND	244.712	0	244.712
**D LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDS MANAGEMENT) LIMITED	36.192	0	36.192
**D FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	85.076	0	85.076
**D TSGX SOLACT ESG TRACO EX UNNG(3387)	4.189	0	4.189
**D LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	3.801	0	3.801
**D L AND G ASSUR(PENS MGMT)LTD 1 LGIM PMC CSUF (36670) TESCO INDEX EQUITY TSGN (5270	4.848	0	4.848
**D CITIBANK UK LIMITED AS TRUSTEE OF ABERDN (LOTHIAN) EUROPEAN T	17.879	0	17.879
**D CITIBANK UK LIMITED AS TRUSTEE OF ABERDN (LOTHIAN) INTERNATIO	784.395	0	784.395
**D OBTEN COMMUNITY PROPERTY TRUST LTD 12/24/2008 AS AMENDED A	64.363	0	64.363
**D CFSIL RE CNEATH GS FD 16	609	0	609
**D INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	10.903	0	10.903
**D INVESCO POOLED INVESTMENT FUND - EUROPE FUND	1.359.767	0	1.359.767
**D TRANSAMERICA AIM INTERNATIONAL FUND GROW	164.597	0	164.597
**D NITE/MIR KOKUSAI-NH 935026	12.343	0	12.343
**D NITE/MIR KOKUSAI-NH 935034	23.540	0	23.540
**D HERSTORD FONDS ICAY	2.755	0	2.755
**D ABERDN OISC V-ABERN EUROPE EX UK ETHICAL EQUITY FUND	314.773	0	314.773
**D ABERDN OISC II-ABERN EUROPE EX UK INCOME EQUITY FUND	174.957	0	174.957
**D STICHTING EGM DEPOSITANT	149.317	0	149.317
**D STICHTING COMMUNITY PROPERTY TRUST FOR SOCIAL SEC FUND	10.975	0	10.975
**D THREADNEEDLE (LUX) , COLUMBIA THREADNEEDLE INVESTMENTS	6.457.209	0	6.457.209
**D TWO SIGMA INTERNATIONAL CORE	1.113.297	0	1.113.297
**D THREADNEEDLE INVESTMENT FUNDS IVCYA	5.500	0	5.500
**D THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	3.032.169	0	3.032.169
**D TWO SIGMA WORLD CORE FUND LP	8.282	0	8.282
**D LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	1.700	0	1.700
**D RUTCHISON PROVIDENT FUND.	68.876	0	68.876
**D ABERDN OISC II-ABERN EUROPE EX UK SMALLER COMPANIES FUND	5.581	0	5.581
**D SAMSUNG GLOBAL CORE EQUITY FUND	48.828	0	48.828
**D LATVIJAS BANKA	2.089	0	2.089
**D JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	5.261	0	5.261
**D CITITRUST LIMITED.	106.012	0	106.012
**D CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	12.638	0	12.638
**D MEDICAL ASSURANCE SOCIETY NEW ZEALAND LIMITED	5.655	0	5.655
**D HOSTPLUS POOLED SUPERANNUATION TRUST	24.464	0	24.464
	25.338	0	25.338

Pagina 28

Azionisti: 1.981 Teste: 2
Azionisti in proprio: 0 Azionisti in delega: 1.981
DIF delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assipio).
KL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
*D ABRON OETC IV-ABRON EUROPEAN EQUITY ENHANCED INDEX FUND	56.937	0	56.937
*D ABRON OETC IV-ABRON EUROPEAN SMALLER COMPANIES FUND	156.033	0	156.033
*D ABRON OETC IV-ABRON EUROPEAN EQUITY TRACKER FUND	35.345	0	35.345
*D THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	2.607	0	2.607
*D UAPP - BLACK ROCK PASSIVE EQUITY	2.568	0	2.568
*D UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	12.611	0	12.611
*D CCAL MULTI-STRATEGY FUND	66	0	66
*D GEORHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.	1.706	0	1.706
*D AQR TAX-AWARE DELPHI PLUS FUND LIC C/O AQR CAPITAL MANAGEMENT LLC	2.315	0	2.315
*D POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CANVAN CORPORATE CENTRE	58.689	0	58.689
*D AQR TAX AWARE HELIX FUND L.P. C/O COGENCY GLOBAL INC.	480	0	480
*D MARSHALL WACE INVESTMENT STRATEGIES-EUROPA LONG FUND	26.824	0	26.824
*D MARSHALL WACE MASTER FUNDS SEC-SP ALPHA PLUS FUND	83.866	0	83.866
*D MAN INSIGHT LIMITED	8	0	8
*D MANULIFE WORLD INVESTMENT FUND	651.558	0	651.558
*D MANULIFE INVESTMENT EXCHANGE FUNDS CORP - MANULIFE WORLD INV	1.492.556	0	1.492.556
*D MANULIFE TAX-MANAGED GROWTH FUND	6.559	0	6.559
*D THE MANUFACTURERS LIFE INSURANCE COMPANY	760.610	0	760.610
*D MANULIFE DIVERSIFIED INVESTMENT FUND	124.586	0	124.586
*D GS-A INTERNATIONAL FUND	209.880	0	209.880
*D BINCOR GLOBAL DIVIDEND YIELD POOLED FUND	113	0	113
*D BINCOR GLOBAL EQUITY POOLED FUND	40.308	0	40.308
*D THE EMPIRE LIFE INSURANCE COMPANY	310.847	0	310.847
*D EMPIRE LIFE EMBLEM MODERATE GROWTH PORTFOLIO	17.697	0	17.697
*D EMPIRE LIFE EMBLEM DIVERSIFIED INCOME PORTFOLIO	21.358	0	21.358
*D EMPIRE LIFE EMBLEM CONSERVATIVE PORTFOLIO	1.216	0	1.216
*D EMPIRE LIFE EMBLEM BALANCED PORTFOLIO	6.216	0	6.216
*D THE WINTERS FOUNDATION	12.460	0	12.460
*D STEADYHAND GLOBAL SMALL-CAP EQUITY FUND	3.366	0	3.366
*D MANULIFE INTERNATIONAL EQUITY PRIVATE TRUST	1	0	1
*D CANADA POST CORPORATION REGISTERED PENSION PLAN	52.600	0	52.600
*D DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	128.250	0	128.250
*D NEMIC SAFE EQUITY INDEX FUND	72.206	0	72.206
*D MAJESTIC ASSET MANAGEMENT	11.170	0	11.170
*D ROBSTAR INVESTMENTS LTD C/O STEPHEN R. MENICH	1	0	1
*D ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND	75.563	0	75.563
*D WELLINGTON MANAGEMENT COMPANY LJP WELLINGTON TRUST COMPANY N	6.862	0	6.862
*D WELLINGTON INSTITUTIONAL MULTI-STRATEGY MASTER FUND (CANVAN)	8.685	0	8.685
*D ARROWSTREET CAPITAL COPELY FUND LIMITED	27	0	27
*D ARROWSTREET CAPITAL ESG GLOBAL EQUITY LONG/SHORT FUND LIMITED	619	0	619
*D ARROWSTREET CAPITAL GLOBAL EQUITY LONG SHORT FUND LIMITED	1.648	0	1.648
*D MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK	3.686	0	3.686
*D CCAL Q MARKET NEUTRAL FUND	4.719	0	4.719
*D CCAL EUROPA FUND C/O MARSHALL WACE IRELAND LIMITED	11.988	0	11.988
*D MARSHALL WACE INVESTMENT STRATEGIES-BUREKA FUND C/O MARSHALL WACE IRELAND LTD.	309	0	309
*D LMAP 909 SUB FUND OF LMAP IRELAND ICAY	370	0	370
*D MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	187.037	0	187.037
*D MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCE WORLD TOPS 150	258	0	258
*D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	380	0	380
*D MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	316	0	316
	588	0	588



Pagina 29

D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

2

1.981

1.981

Teste:

Azionisti:

Azionisti in proprio:

0

Azionisti in delega:

1.981

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

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D² delega alla persona fisica sopra indicata con il numero della scheda magnetica

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Teste:

Azionisti:

Azionisti in proprio:

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Azionisti in delega:

1.981

2

D² delega alla persona fisica sopra indicata con il numero della scheda magnet

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	5.150	0	5.150
**D MARSHALL WACE COMMON CONTRACTUAL FUND-HWCCF WORLD TOPS 130/3	10.153	0	10.153
**D IMA IRELAND-NAP 501.	10.148	0	10.148
**D WITS TOPS FUND C/O MARSHALL WACE IRELAND LIMITED	40.000	0	40.000
**D GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	279.117	0	279.117
**D AIL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	4.194	0	4.194
**D GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC	1.306	0	1.306
**D AIL EVOLUTION LTD SHAWMINS BERKELEY ANGSUNUT LTD	26.820	0	26.820
**D CREDIT SUISSE FUNDING SOCIETY ROBERTIS FOOLING FUND I	128.986	0	128.986
**D WILSON INVESTMENT MANAGEMENT LTD	445	0	445
**D CAVEHAM DIVERSIFIE	198.303	0	198.303
**D BA SSSA ACTIONS INDICE EURO	165.497	0	165.497
**D AGM NANOANT ACTION	20.170	0	20.170
**D ALLOCATION INVEST EQUITY CORE	36.772	0	36.772
**D AMUNDI ACTIONS EURO ISR	116.342	0	116.342
**D AMUNDI ACTIONS EUROPE ISR	25.176	0	25.176
**D AMUNDI ACTIONS FRANCE ISR	114.655	0	114.655
**D AMUNDI ACTIONS PME	544.001	0	544.001
**D AMUNDI ETF PEA S P 500 UCITS E	700.000	0	700.000
**D AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND	23.685	0	23.685
**D AMUNDI IPIFA ACTIONS	17.555	0	17.555
**D AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED FAE UMWELTZEICHEN UCITS ETF DR	4.113	0	4.113
**D AMUNDI PULS ACTIONS	88.874	0	88.874
**D AMUNDI STRATEGIES ACTIONS EURO CORE *	52.594	0	52.594
**D AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	3.323	0	3.323
**D AMUNDI TRANSMISSION ACTIONS	10.346	0	10.346
**D AMUNDI TRANSMISSION PATRIMOINE	26.900	0	26.900
**D AE ACTIONS 1 EURO	52.751	0	52.751
**D ARCO QUANT 2	51.965	0	51.965
**D ASSURDIX	110.895	0	110.895
**D BEL EQUITY EUROPE ESG	16.500	0	16.500
**D BFT EURO FUTUR ISR	79.997	0	79.997
**D CMF DIVERSITE ACTION EURO	148.246	0	148.246
**D CNF ASSUR EUROPE (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	34.962	0	34.962
**D CDR EUROPEAN PREMIUM ESG	7.527	0	7.527
**D CDR SILVER AGE POCHÉ COR	897.296	0	897.296
**D DIESE	6.724	0	6.724
**D DNCA ACTIONS EURO PME	413.567	0	413.567
**D DNCA ACTIONS SMALL ET MID CAP EURO	254.750	0	254.750
**D DNCA SRI EURO QUALITY	1.872.723	0	1.872.723
**D ECUREUIL PROFIL 75 (ACTIONS)	139.564	0	139.564
**D ECUREUIL PROFIL 90 ACTIONS EUR	558.396	0	558.396
**D EGEPARGNE 2 DIVERSIFIE	12.613	0	12.613
**D FC CAREPMO (ACTIONS EURO)	93.300	0	93.300
**D FCF CARP - INDO	181.496	0	181.496
**D FCP ECUREUIL RETRAITE EURO ACTIONS 4	280.000	0	280.000
**D FCP GROUPAMA PHARMA DIVERSIFIE	53.000	0	53.000
**D FERN AMUNDI	68.557	0	68.557
**D FG ACTIONS EUROPE IM A	9.929	0	9.929
**D GLOBAL MULTI-FACTOR EQUITY FUND	4.296	0	4.296

Pagina 30

Azionisti: 1.981 Teste: 1.981
Azionisti in proprio: 0 Azionisti in delega: 1.981
DIF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla posizione assistita)
N/L* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Coyhome	Tot. Voti	Proprio	Delega
**D AMUNDI INDEX MSCI EUROPE	211.588	0	211.588
**D AMUNDI INDEX MSCI EUROPE SRI	813.691	0	813.691
**D AMUNDI INDEX MSCI WORLD	61.233	0	61.233
**D AMUNDI INDEX MSCI WORLD SRI	19.132	0	19.132
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	6.065	0	6.065
**D AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	4.625	0	4.625
**D AMUNDI MSCI EMU ESG CTF NET ZERO AMBIT	12.913	0	12.913
**D AMUNDI MSCI EMU ESG LEADERS SELECT	550.135	0	550.135
**D AMUNDI MSCI EUROPE ESG UNIVERSAL SELECT	8.585	0	8.585
**D AMUNDI MSCI EUROPE CLIMATE TRANSIT CTF	30.057	0	30.057
**D AMUNDI MSCI EUROPE EX SWITZERLAND	9.832	0	9.832
**D AMUNDI MSCI WORLD CLIMATE PARTS ALIG PAB	55.515	0	55.515
**D AMUNDI MSCI WORLD CLIMATE TRANSITION CTF	4.523	0	4.523
**D AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	3.536	0	3.536
**D AMUNDI PRIME EUROZONE	559	0	559
**D AMUNDI STOXX EUROPE 600	12.230	0	12.230
**D AXIOM EUROPEAN BANKS EQUITY	456.317	0	456.317
**D CANDRIAM EQUITIES L - EMU INNOVATION	360.799	0	360.799
**D CANDRIAM EQUITIES L - EUROPE INNOVATION	177.249	0	177.249
**D CANDRIAM EQUITIES L - EUROPE OPTIMUM QUALITY	2.325.096	0	2.325.096
**D CANDRIAM FUND SUSTAINABLE EUROPEAN EQUITIES: FOSSIL FREE	1.029.811	0	1.029.811
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	220.776	0	220.776
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE	2.272.508	0	2.272.508
**D CANDRIAM SUSTAINABLE - EQUITY EUROPE SMALL & MID CAPS	868.254	0	868.254
**D CLEOME INDEX - EMU EQUITIES	1.048.161	0	1.048.161
**D CORDIUS WORLD EQUITIES QUALITY	34.859	0	34.859
**D FONDACO LUX GLOBAL EQUITIES	76.225	0	76.225
**D G FUND - AVENIR SMALL CAP EURO	13.875	0	13.875
**D INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	151.599	0	151.599
**D INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	410.741	0	410.741
**D LOP PARENETZERO EUROPE EQUITY	240.000	0	240.000
**D LUXCELLENCE-HELVETIA EUROPE EQUITY	695	0	695
**D NEF ETHICAL BALANCED DYNAMIC	29.035	0	29.035
**D ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	162.500	0	162.500
**D ONEMARKETS AMUNDI INCOME OPP FD	6.920	0	6.920
**D R MONTJOY INVESTISEMENTS POOL AXA	321.765	0	321.765
**D RCD LUX MONTJOY INVEST POOL AMUNDI	26.253	0	26.253
**D STRUCTURA - PIONEER GLOBAL ESG GROWTH FUND	48.091	0	48.091
**D AMUNDI DEUTSCHLAND GMBH - SUBDINVEST 43	18.300	0	18.300
**D AMUNDI TOP WORLD	4.766	0	4.766
**D AMUNDI WELTPORTFOLIO	3.381	0	3.381
**D VIV-SPEZIAL AMUNDI	10.000	0	10.000
**D AMUNDI DIVIDENDO ITALIA	175.137	0	175.137
**D AMUNDI ESG SELECTION BILANCIATO	398	0	398
**D AMUNDI ESG SELECTION CONSERVATIVO	8.380	0	8.380
**D AMUNDI ESG SELECTION DINAMICO	290.000	0	290.000
**D AMUNDI PRIVATE FINANZA DIGITALE 2025	14.394	0	14.394
	5.934	0	5.934
	7.704	0	7.704
	24.739	0	24.739

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D AMUNDI PROG INC REALE 2026	4.129	0	4.129
**D AMUNDI PROGETTO INCOME 2025	3.896	0	3.896
**D AMUNDI PROGETTO INCOME 2026 DUE 20121	4.131	0	4.131
**D AMUNDI PROGETTO INCOME 2028	3.894	0	3.894
**D AMUNDI PROGETTO INCOME AGOSTO 2026	3.308	0	3.308
**D AMUNDI PROGETTO INCOME REALE 2027	5.278	0	5.278
**D AMUNDI PROGETTO INCOME REALE 2027 DUE	3.063	0	3.063
**D AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	1.134	0	1.134
**D AMUNDI PROGETTO INCOME REALE 2027 TRE	1.144	0	1.144
**D AMUNDI VALORE ITALIA EIR	61.500	0	61.500
**D FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	2.372	0	2.372
**D ASR INSTITUT FONSEN EUR AANDELEN	54.055	0	54.055
**D COOPERATIE KLAVERELAD VERZEKERINGEN U.A.	6.431	0	6.431
**D KLAVERELAD SCHADEVERZEKERINGSMAATSCHAPPI	6.067	0	6.067
**D SIA MANDATE BLACKROCK	20.337	0	20.337
**D BEVELLIGING MANDAT SSGA RE AANDELEN	8.056	0	8.056
**D ST PF GASUNIE - GLOBAL EQ MANDATE SSGA	5.629	0	5.629
**D ST PF SIA MANDATE BLACKROCK	7.859	0	7.859
**D ST PF STRALES MANDATE ALLIANCE CAPITAL	3.340	0	3.340
**D ST PF ARCHITECTENBUREAUS-DME AMU	6.565	0	6.565
**D ST PF VOOR ES INVESTINGENBUREAUS-DME SS	6.173	0	6.173
**D CEELAN INVEST DYNAMIC	3.160	0	3.160
**D EDR GLOBAL EQUITIES RDT - DEI	1.527	0	1.527
**D EDMOND DE ROTHSCILD ASSET MANAGEMENT (EDRAM)	6.866	0	6.866
**D EDR SICAV - EQUITY EURO SOLVE	2.172	0	2.172
**D EDR SICAV - EURO SUSTAINABLE EQUITY	63.407	0	63.407
**D EDR SICAV - EUROPEAN IMPROVERS	1.106.050	0	1.106.050
**D FOLLUX	9.430	0	9.430
**D EDMOND DE ROTHSCILD FUND EQUITY EURO CORE	11.100	0	11.100
**D EDMOND DE ROTHSCILD FUND EQUITY OPPORTUNITIES	205.620	0	205.620
**D HELVETIA I EUROPA	38.158	0	38.158
**D MEDIOBANQUE GESTION FONDI SGR - FLESSIBILE FUTURO ITALIA	49.100	0	49.100
**D MEDIOBANQUE GESTION FONDI SGR - FLESSIBILE SVILUPPO ITALIA	1.760.000	0	1.760.000
**D ALIANZ AZIONI ITALIA ALL STARS LL STARS	300.000	0	300.000
**D ALIANZ ITALIA 50 SPECIAL	430.000	0	430.000
**D THE ARROWSTREET COMMON CONTRACTUAL FUND	13.000	0	13.000
**D DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	38.812	0	38.812
**D TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	3.846	0	3.846
**D AMR AMRO FUNDS	46.692	0	46.692
**D ALLEANZA ASSICURAZIONI SPA	491.829	0	491.829
**D ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	14.190	0	14.190
**D ISHARES EURO STOXX UCITS ETF (DE)	934.819	0	934.819
**D ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)	232.217	0	232.217
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	204.604	0	204.604
**D ISHARES STOXX EUROPE 600 UCITS ETF (DE)	262.535	0	262.535
**D CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	44.467	0	44.467
**D RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	13.231	0	13.231
**D RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	5.898	0	5.898
**D STRAIL STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	2.342	0	2.342
**D ARROWSTREET (CANADA) INTERNATIONAL DEVELOPED MARKET EX US FUND I	6.196	0	6.196
	13.447	0	13.447



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2

1.981

1.981

Teste:

0

Azionisti in proprio:

Azionisti in delega:

Azionisti in delega:

DR* delega alla persona fisica sopra indicata con il numero della scheda magnetica (potestà assistita)
**D* delega alla persona fisica sopra indicata con il numero della scheda magnetica (potestà assistita)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D THE MONETARY AUTHORITY OF SINGAPORE	22.307	0	22.307
**D BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	24.635	0	24.635
**D ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	3.884	0	3.884
**D FLOURISH INVESTMENT CORPORATION	1.782.016	0	1.782.016
**D ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED	83.927	0	83.927
**D FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	10.606	0	10.606
**D ISHARES II PUBLIC LIMITED COMPANY	1.526.365	0	1.526.365
**D ISHARES IIF PUBLIC LIMITED COMPANY	36.588	0	36.588
**D ISHARES IIF PUBLIC LIMITED COMPANY	1.082.511	0	1.082.511
**D ISHARES IV PUBLIC LIMITED COMPANY	1.359.366	0	1.359.366
**D ISHARES VI PUBLIC LIMITED COMPANY	159.961	0	159.961
**D WISIMTRESK ISSUER ICNV	1.588	0	1.588
**D AUSTRALIAN RETIREMENT TRUST	253.418	0	253.418
**D RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	714	0	714
**D RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	15.221	0	15.221
**D RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	9.523	0	9.523
**D EMERGENCY SERVICES SUPERANNUATION SCHEME	2.133	0	2.133
**D AWARE SUPER	495.837	0	495.837
**D VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF	15.412	0	15.412
**D RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	39.513	0	39.513
**D RETAIL EMPLOYEES SUPERANNUATION TRUST	2.907.045	0	2.907.045
**D INTERNATIONAL EQUITIES SECTOR TRUST	1.387	0	1.387
**D SPDR SP WORLD EX AUSTRALIA FUND	6.007	0	6.007
**D NEW AIRWAYS PENSION SCHEME	2.145	0	2.145
**D MANAGED PENSION FUNDS LIMITED	334.331	0	334.331
**D SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	2.159	0	2.159
**D SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	78.923	0	78.923
**D INTERNATIONAL MONETARY FUND	158.260	0	158.260
**D ALLIANZ ACTIONS EURO PNEET	100.558	0	100.558
**D ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.	98.812	0	98.812
**D DWS INVESTMENT GSH FOR DWS CI EUROZONE EQUITY	28.388	0	28.388
**D DWS INVESTMENT GSH FOR MULTILINE EQUITY FUND	5.396	0	5.396
**D ISHARES RESERVE INTERNATIONAL DWS	364.355	0	364.355
**D ISHARES EUROPEAN DIVIDEND TRUST	1.307.308	0	1.307.308
**D ISHARES MSCI ACHI EX U.S. ETF	139.975	0	139.975
**D ISHARES MSCI ACHI EX U.S. ETF	103.342	0	103.342
**D ISHARES GLOBAL FINANCIALS ETF	24.001	0	24.001
**D ISHARES MSCI EUROZONE ETF	826.089	0	826.089
**D ISHARES MSCI EUROPE ETF	96.874	0	96.874
**D ISHARES MSCI EAFE ETF	1.917.721	0	1.917.721
**D ISHARES MSCI EAFE VALUE ETF	1.272.693	0	1.272.693
**D ISHARES MSCI KOKUSAI ETF	2.072	0	2.072
**D ISHARES MSCI EUROPE FINANCIALS ETF	422.071	0	422.071
**D ISHARES MSCI ITALY ETF	840.149	0	840.149
**D ISHARES ESG ADVANCED MSCI EAFE ETF	43.798	0	43.798
**D ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	3.536	0	3.536
**D ISHARES CORE MSCI EUROPE ETF	220.744	0	220.744
**D ISHARES MSCI INTL QUALITY FACTOR ETF	937.605	0	937.605
**D ISHARES MSCI INTL SIZE FACTOR ETF	440	0	440
**D ISHARES MSCI WORLD ETF	35.040	0	35.040
**D ISHARES COND MSCI EAFE ETF	3.537.905	0	3.537.905

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Azionisti: 1.981 Tester: 1.981
Azionisti in proprio: 0 Azionisti in delega: 1.981
DIF* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita)
N* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	699.218	0	699.218
**D ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	353.706	0	353.706
**D ISHARES CORE MSCI GLOBAL QUALITY DIVIDEND INDEX ETF	11.177	0	11.177
**D ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	7.205	0	7.205
**D ISHARES CORE MSCI EAFE IMI INDEX ETF	194.245	0	194.245
**D ISHARES MSCI EUROPE IMI INDEX ETF	11.431	0	11.431
**D ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	1.418	0	1.418
**D BLACKROCK FUTURE FINANCIAL AND TECHNOLOGY ETF	6.646	0	6.646
**D MAYS MSCI KORTSAI INDEX MOTHER FUND	7.803	0	7.803
**D AXA IM ETF ICNV	2.877	0	2.877
**D MTEJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	4.698	0	4.698
**D INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	145.092	0	145.092
**D UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SCRB CARBON FOCUS	6.462	0	6.462
**D AXA INVESTMENT MANAGERS DEUTSCHLAND GMBH FOR AXA EUROPA	20.208	0	20.208
**D AXA IM EQUITY TRUST	245.000	0	245.000
**D AMERICAN BUREAU OF SHIPPING	399	0	399
**D FINREON GLOBAL SMALL CAP EQUITY FUND	33.033	0	33.033
**D PEAR CREEK INC	166.560	0	166.560
**D THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	9.577	0	9.577
**D CHINAMC MSCI EUROPE HIGH QUALITY HEDGED TO USD ETF	18.172	0	18.172
**D BMO MSCI EUROPE HIGH QUALITY HEDGED TO CAD INDEX ETF	1.713	0	1.713
**D BMO MSCI EAFE INDEX ETF	71.501	0	71.501
**D BMO MSCI ACWI PARIS ALIGNED CLIMATE EQUITY INDEX ETF	182.123	0	182.123
**D BMO MSCI EAFE ESG LEADERS INDEXETF	16	0	16
**D THE CAPTIVE INVESTORS FUND	4.537	0	4.537
**D CAPULA TAIL RISK MASTER FUND LIMITED	289.530	0	289.530
**D THE CAPTIVE INVESTORS FUND	3.886	0	3.886
**D CARDANO COMMON CONTRACTUAL FUND	66.800	0	66.800
**D RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	1.422	0	1.422
**D RUSSELL INVESTMENT COMPANY GLOBAL EQUITY FUND	558.489	0	558.489
**D CENTRAL PROVIDENT FUND BOARD	23.779	0	23.779
**D TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	1.685	0	1.685
**D XTRACKERS (IE) PUBLIC LIMITED COMPANY	24.085	0	24.085
**D ABERDEEN INTERNATIONAL SMALL CAP FUND	698.853	0	698.853
**D DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	97.117	0	97.117
**D CAISSE DE DEPOT ET PLACEMENT DUQUEBEC	1.557	0	1.557
**D DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	491	0	491
**D REGIME DE RENTES DU MOUVEMENT DESJARDINS	1.379	0	1.379
**D CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	1.535	0	1.535
**D CALVERT INTERNATIONAL OPPORTUNITIES FUND	35.236	0	35.236
**D CALVERT VE EAFE INTERNATIONAL INDEX PORTFOLIO	254.686	0	254.686
**D THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	5.458	0	5.458
**D MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	673.250	0	673.250
**D CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMIB INVESCO GLOBAL ESG INSIGHT INDEX MOTHER FUND	240.916	0	240.916
**D FISHER INVESTMENTS INSTITUTIONAL FUNDS PLC	2.604	0	2.604
**D FIDELITY MANAGEMENT AND RESEARCH COMPANY LLC	20.886	0	20.886
**D FRANKLIN TEMPLETON INTERNATIONAL SMALLCAP FUND	1.804	0	1.804
**D FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF	43.481	0	43.481
**D FRANKLIN TEMPLETON ETF TRUST FRANKLIN LIBERTY INT'L EQUITY HEDG	27.816	0	27.816
**D FRANKLIN TEMPLETON ETF TRUST FRANKLIN LIBERTY INT'L EQUITY HEDG	3.768	0	3.768
**D FRANKLIN TEMPLETON ETF TRUST FRANKLIN LIBERTY INT'L EQUITY HEDG	52.216	0	52.216



Azionisti: 1.981 Teste: 0 Azionisti in delega: 1.981
Azionisti in proprio: 0
Div* delega alla persona fisica sopra indicata con il numero della scheda magnetica
**D delega alla persona fisica sopra indicata con il numero della scheda magnetica (rappresentanza legale alla posizione azionista)
R* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D FRANKLIN INTERNATIONAL EQUITY INDEX ETF	6.490	0	6.490
**D FRANKLIN TEMPLETON ICAV	324	0	324
**D FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	2.156	0	2.156
**D VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	21.050	0	21.050
**D FIDELITY SELECT GLOBAL EQUITY INSTITUTIONAL TRUST	57.664	0	57.664
**D FIDELITY SELECT INTERNATIONAL EQUITY INSTITUTIONAL TRUST	70.650	0	70.650
**D FIDELITY EUROPE FUND	70.372	0	70.372
**D FIDELITY GLOBAL FINANCIAL SERVICES FUND	23.810	0	23.810
**D FIDELITY GLOBAL GENIUS PLUS ALLCAP EQUITY INSTITUTIONAL TRUST	3.598	0	3.598
**D FIDELITY LONGTERM LEADERS FUND	3.167	0	3.167
**D FIDELITY DISRUPTORS CLASS	7.338	0	7.338
**D FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	609	0	609
**D FIDELITY INTERNATIONAL EQUITY MULTIASSET BASE FUND	438.200	0	438.200
**D FIDELITY INTERNATIONAL EQUITY INSTITUTIONAL TRUST	201.480	0	201.480
**D SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	583	0	583
**D SCHRODER GLOBAL SUSTAINABLE GROWTH FUND (CANADA)	66.079	0	66.079
**D GUARDIAN INTERNATIONAL VALUE VIP FUND	216.280	0	216.280
**D GAM STAR FUND PLC	3.141.800	0	3.141.800
**D GAM STAR INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	686.119	0	686.119
**D RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	3.258	0	3.258
**D RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	5.439	0	5.439
**D GOVERNMENT PENSION INVESTMENT FUND	3.313.141	0	3.313.141
**D AMERICAN FUNDS INSURANCE SERIESINTERNATIONAL FUND	1.271.778	0	1.271.778
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH FUND	635.542	0	635.542
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL GROWTH AND INCOME FUND	141.544	0	141.544
**D AMERICAN FUNDS INSURANCE SERIESGLOBAL BALANCED FUND	29.029	0	29.029
**D SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	7.729	0	7.729
**D SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	1.448	0	1.448
**D HOUSTON MUNICIPAL EMPLOYEES PENSION SYSTEM	8.605	0	8.605
**D TANGERINE BALANCED INCOME PORTFOLIO	1.053	0	1.053
**D TANGERINE BALANCED GROWTH PORTFOLIO	7.344	0	7.344
**D TANGERINE EQUITY GROWTH PORTFOLIO	9.662	0	9.662
**D FIRST CHURCH OF CHRIST SCIENTISTS SERIESGLOBAL ALLOCATION VP	12.564	0	12.564
**D FRANKLIN TEMPLETON INVESTMENT SERIESGLOBAL ALLOCATION VP	738	0	738
**D FRANKLIN INTERNATIONAL EQUITY INDEX VE	24.199	0	24.199
**D JPMORGAN GLOBAL WORLD INDEX FUND	3.101	0	3.101
**D JPMORGAN GLOBAL ALLOCATION FUND	83	0	83
**D JPMORGAN INTERNATIONAL CORE EQUITY FUND	15	0	15
**D SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	18.298	0	18.298
**D SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTE	1.259	0	1.259
**D SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	82.908	0	82.908
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	3.099	0	3.099
**D SUNAMERICA SERIES TRUST - SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	55.799	0	55.799
**D OPENWORLD PUBLIC LIMITED COMPANY	26.772	0	26.772
**D RUSSELL INVESTMENT COMPANY V PLC	8.674	0	8.674
**D MULTI STYLE MULTI MANAGER FUNDCPLC	4.616	0	4.616
**D INVESCO MSCI WORLD SRI INDEX FUND	107.258	0	107.258
**D INVESCO MSCI WORLD SRI INDEX FUND	393	0	393
**D INVESCO V.I. EQV INTERNATIONAL EQUITY FUND	1.507.758	0	1.507.758
**D INVESCO EQV EUROPEAN EQUITY FUND	751.371	0	751.371
**D INSTITUTIONAL RETIREMENT TRUST	1.104.169	0	1.104.169

Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONI

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	3.352	0	3.352
**D STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	137.892	0	137.892
**D STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	55.409	0	55.409
**D LACERA MASTER OEB TRUST	25.737	0	25.737
**D LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	29.779	0	29.779
**D INTE KAPITALANLAGEGESellschaft MBH FOR DC EUROLAND EQUITIES	90.351	0	90.351
**D IVIP BLACKROCK GLOBAL ALLOCATION FUND	7.734	0	7.734
**D IVIP SSGA INTERNATIONAL INDEX FUND	94.627	0	94.627
**D IVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	19.139	0	19.139
**D SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	15.234	0	15.234
**D SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	12.333	0	12.333
**D SPDR MSCI EAFE STRATEGIC FACTORS ETF	10.619	0	10.619
**D SPDR MSCI WORLD STRATEGIC FACTORS ETF	41.494	0	41.494
**D SPDR MSCI ACWI LOW CARBON TARGET ETF	924	0	924
**D RHOMBLINE INTERNATIONAL POOLED INDEX TRUST	1.268	0	1.268
**D POWER COLLECTIVE INVESTMENT TRUST	15.679	0	15.679
**D HDFIN INTERNATIONAL EQUITY POOL	1.163.216	0	1.163.216
**D HD INTERNATIONAL GROWTH FUND	722.947	0	722.947
**D THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	96.843	0	96.843
**D WERGER OIF CLO CONTRACTUAL FUND	28.014	0	28.014
**D WERGER GLOBAL EQUITY ALL COUNTRY WORLD INDEX FUND	21.704	0	21.704
**D WERGER GLOBAL EQUITY FUND	681.866	0	681.866
**D MGI FUNDS PLC	92.333	0	92.333
**D VARIGOLD TACTICAL STRATEGIES LTD	207.465	0	207.465
**D NAWER TAX EFFECTIVE BALANCED FUND	36.264	0	36.264
**D NAWER INTERNATIONAL EQUITY FUND	19.044	0	19.044
**D WERGER UCITS COMMON CONTRACTUAL FUND	270.423	0	270.423
**D MONTANA BOARD OF INVESTMENTS	7.068.520	0	7.068.520
**D COMPASS CONSERVATIVE PORTFOLIO	25.326	0	25.326
**D COMPASS MAXIMUM GROWTH PORTFOLIO	317.899	0	317.899
**D COMPASS BALANCED PORTFOLIO	165.453	0	165.453
**D COMPASS GROWTH PORTFOLIO	46.639	0	46.639
**D COMPASS MAXIMUM GROWTH PORTFOLIO	267.484	0	267.484
**D COMPASS INVESTMENT COMPANY PLC	363.119	0	363.119
**D ATBIS INTERNATIONAL EQUITY POOL	295.231	0	295.231
**D TALECOTT RESOLUTION LIFE INSURANCE COMPANY	205.977	0	205.977
**D STATE OF NEW JERSEY COMMON PENSION FUND D	37.666	0	37.666
**D JANE TAFT INGALLS TR DTD 12 6 51 FDC AUTN GARY LOMBARDO	80.295	0	80.295
**D CITY OF NEW YORK GROUP TRUST	5.612	0	5.612
**D FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	1.012	0	1.012
**D PROCTER AND GAMBLE BELGIUM PENSION FUND	113.052	0	113.052
**D STICHTING PENSIONFONDS WERK BN(IRE) INTEGRATIE	170.983	0	170.983
**D PESFIMCO RAPIT DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	1.553	0	1.553
**D THE INVESTMENT GMBH FOR DEANFONDS KGFENSTOMEN	80.151	0	80.151
**D DEUTSCHE CPT	7.265	0	7.265
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	702	0	702
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	2.756	0	2.756
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	5.300	0	5.300
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	7.193	0	7.193
**D RUSSELL INVESTMENTS CANADIAN DIVIDEND POOL	3.170	0	3.170



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DB* delega alla persona fisica sopra indicata con il numero della scheda insignita
**D delega alla persona fisica sopra indicata con il numero della scheda insignita (votazione elettronica)
RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda insignita

Azionisti: 1.981 Teste: 0
Azionisti in proprio: 0 Azionisti in delega: 1.981

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D RUSSELL INVESTMENTS GLOBAL EQUITY POOL	11.457	0	11.457
**D RUSSELL OVERSEA EQUITY POOL	82.319	0	82.319
**D RUSSELL INVESTMENTS ESG GLOBAL EQUITY POOL	1.310	0	1.310
**D RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	1.086	0	1.086
**D RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	194.428	0	194.428
**D HENRIK INVESTMENT MANAGEMENT CORPORATION	1.794	0	1.794
**D HENRIK INVESTMENT MANAGEMENT CORPORATION	65.700	0	65.700
**D HENRIK INVESTMENT MANAGEMENT CORPORATION	983	0	983
**D SCOTIA DIVERSIFIED BALANCED FUND	6.064	0	6.064
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	1.075	0	1.075
**D SCOTIA INTERNATIONAL EQUITY INDEX FUND	3.626	0	3.626
**D SELFFINANCING POSTSECONDARY EDUCATION FUND	370	0	370
**D HARTFORD SCHROEDERS INTERNATIONAL STOCK FUND	6.294.056	0	6.294.056
**D HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	1.746	0	1.746
**D STATE STREET IRELAND UNIT TRUST	22.358	0	22.358
**D PUBLIC EMPLOYEES' LONG-TERM CARE FUND	2.486.808	0	2.486.808
**D THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	127.119	0	127.119
**D SSGA SPDR ETF EUROPE II PUBLICLIMITED COMPANY	176.855	0	176.855
**D STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN	1.672	0	1.672
**D SSGA SPDR ETF EUROPE I PUBLIC LIMITED COMPANY	112.340	0	112.340
**D SIR DAVID TRENCH FUND FOR RECREATION	5.580	0	5.580
**D UNIVERSALINVESTMENTSELBSCHAFTMBH FOR SRV100	859	0	859
**D STATE STREET CCF	8.874	0	8.874
**D TEACHER RETIREMENT SYSTEM OF TEXAS	74.405	0	74.405
**D CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	1.164.616	0	1.164.616
**D TUNNONQUALIFIED LLC	58.024	0	58.024
**D TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	234.585	0	234.585
**D TU-QUALIFIED LLC	1.581	0	1.581
**D UNITED GLOBAL DURABLE EQUITIES FUND	443.413	0	443.413
**D UBS (IRL) ETF PLC	239.086	0	239.086
**D IWS INVESTMENT GROW FOR DEMFONDS PG EO	15.639	0	15.639
**D IWS INVESTMENT GROW FOR DEMFONDS PG EO	96.408	0	96.408
**D METLER ASSET MANAGEMENT CBMI FOR DEMFONDS 415	118.000	0	118.000
**D IWS INVESTMENT GROW FOR DEMFONDS GSK 1	7.250	0	7.250
**D VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	6.579	0	6.579
**D VANGUARD FTSE DEVELOPED ALL CAP NORTH AMERICA INDEX ETF	90.823	0	90.823
**D VANGUARD FTSE DEVELOPED ALL CAP NORTH AMERICA INDEX ETF	7.624	0	7.624
**D WELLINGTON COMPOUND GROWTH, L.P.	244.163	0	244.163
**D WELLINGTON-CIS GLOBAL EQUITY FUND	151.200	0	151.200
**D WELLINGTON STATE INVESTMENT BOARD	207.428	0	207.428
**D WASHINGTON STATE INVESTMENT BOARD	288.600	0	288.600
**D WASHINGTON STATE INVESTMENT BOARD	3.442	0	3.442
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	995	0	995
**D WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	186	0	186
**D WISDOMTREE GLOBAL HIGH DIVIDENDFUND	1.240	0	1.240
**D WISDOMTREE INTERNATIONAL MIDCAPDIVIDEND	782	0	782
**D WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	9.557	0	9.557
**D WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	470.504	0	470.504
**D THE WELLINGTON TR CO NATL ASSOCIUMULTIPLE COLLECTIVE INVEST FOSTR II	903.450	0	903.450
**D THE WELLINGTON TRUST COMPANY NATIONAL ASSOCIATION MULTIPLE COLLECTIVE INVESTMENT FUNDS TRUST	1.797.645	0	1.797.645
**D WTCN DURABLE COMPANIES PORTFOLIO	868.618	0	868.618
**D NEW YORK STATE TEACHERS RETIREMENT SYSTEM			

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Azionisti: 1.981 Teste: 0 Azionisti in delega: 1.981
 Azionisti in proprio: 0
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica
 **D delega alla persona fisica sopra indicata con il numero della scheda magnetica (votazione effettuata alla postazione assistita).
 AL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda magnetica

LISTA ESTO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EMPOWER ANNUITY INSURANCE COMPANY	22.131	0	22.131
**D WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	1.694.431	0	1.694.431
**D MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	23.488	0	23.488
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIP GREEN	25.370	0	25.370
**D UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	805.084	0	805.084
**D INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	300	0	300
**D ZURICH INVEST ICADV	56.109	0	56.109
**D SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	2.592.899	0	2.592.899
**D SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	8.085	0	8.085
**D SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	11.039	0	11.039
**D STATE STREET TOTAL RETURN VIS FUND	5.510	0	5.510
**D VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	94.843	0	94.843
**D VANGUARD DEVELOPED MARKETS INDEX FUND	376.852	0	376.852
**D VANGUARD VARIABLE INSURANCE INDEX FUND	5.061.796	0	5.061.796
**D VANGUARD VARIABLE INSURANCE FUND - INTERNATIONAL PORTFOLIO	824.348	0	824.348
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	39.541	0	39.541
**D TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	747.003	0	747.003
**D INVESCO FOUNDATION INTERNATIONAL EQUITY FUND	3.319.998	0	3.319.998
**D WATSON FOUNDATION HOSPITALS	2.376	0	2.376
**D WATSON FOUNDATION GROOF TRUST	7.118	0	7.118
**D HC CAPITAL TRUST - THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOLIO	12.251	0	12.251
**D HC CAPITAL TRUST - THE GROWTH PORTFOLIO	1.831	0	1.831
**D HC CAPITAL TRUST - THE CREDIT SRI GROWTH PORTFOLIO	344	0	344
**D SCHWAB INTERNATIONAL EQUITY ETF	1.083.931	0	1.083.931
**D SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	235.676	0	235.676
**D JOHN HANCOCK SEAPORT LONG/SHORTFUND	79.265	0	79.265
**D JOHN HANCOCK VARIABLE INSURANCE TRUST SEAT EQ ALLOCATION TRUST	82.143	0	82.143
**D JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	34.821	0	34.821
**D JOHN HANCOCK HEIGED EQUITY AND INCOME FUND	23.022	0	23.022
**D JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	52.242	0	52.242
**D FEDERATED HERMES KAUFMANN FUND	1.051.000	0	1.051.000
**D FEDERATED KAUFMANN FUND II	26.900	0	26.900
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROFIUNDS SAA	1.132.500	0	1.132.500
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	35.930	0	35.930
**D FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT END	351.102	0	351.102
**D PENSION BENEFIT GUARANTY CORPORATION	929.491	0	929.491
**D INTE KAPITALANLAGEGESELLSCHAFT MEH FOR LHPRIIVARENTEANTIEEN	27.313	0	27.313
**D UNIVERSAL INVESTMENT GESELLSCHAFT MEH FOR KEPT UNIVERSAL FUNDS	18.000	0	18.000
**D INTE KAPITALANLAGEGESELLSCHAFT MEH FOR ENTSGUNGSGFONDS	23.087	0	23.087
**D MFS HERITAGE TRUST COMPANY COLLECTIVE INVESTMENT TRUST	62.483	0	62.483
**D IBM 401(K) PLUS PLAN TRUST	23.579	0	23.579
**D GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	131.566	0	131.566
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	24.069	0	24.069
**D GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	3.628	0	3.628
**D OREGON PUBLIC EMPLOYEES RETIREMENT SYSTEM	66.772	0	66.772
**D RUSSELL INVESTMENTS TRUST COMPANY COMINGLED EMPLOYEE BENEFIT FUNDS TRUST	474.755	0	474.755
**D SSB CUSTODIAL SERVICES IREL RUSSELL INVS IREL	18.378	0	18.378
**D AS VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	31	0	31
**D AS VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	133	0	133
**D JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	36.194	0	36.194
**D THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	13.876	0	13.876



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Azionisti: 1.981 Tesse: 1.981

Azionisti in proprio: 0

Azionisti in delega: 1.981

DF* delega alla persona fisica sopra indicata con il numero della scheda maglietta 119.100
 **D* delega alla persona fisica sopra indicata con il numero della scheda maglietta (veramente detenuta alla posizione sopra indicata)
 RL* rappresentanza legale alla persona fisica sopra indicata con il numero della scheda maglietta

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	6.554	0	6.554
**D JEM RETIREMENT PLAN	2.112	0	2.112
**D UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UFFONOS ANTEN WORLD ESG	4.422	0	4.422
**D PRINCIPAL GLOBAL INVESTORS COLLECTIVE INVESTMENT TRUST	1.618.669	0	1.618.669
**D COLLEGE RETIREMENT EQUITIES FUND	782.863	0	782.863
**D FIAMCREF INTERNATIONAL EQUITY INDEX FUND	850.069	0	850.069
**D TRUST II IN THE GIFFORD INTERNATIONAL STOCK PORTFOLIO	1.197.013	0	1.197.013
**D BRICOT RUSSELL INVESTMENT TRUST	35.112	0	35.112
**D STATE OF MINNESOTA INTERNATIONAL EQUITIES INDEX FUND	65.769	0	65.769
**D MERCER MONUS CORE EQUITY FUND	257.790	0	257.790
**D FRANK RUSSELL INVESTMENT CO II PLC	37.346	0	37.346
**D SPDR MSCI ACWI EXUS ETF	26.037	0	26.037
**D SPDR MSCI ACWI EXUS ETF	1.283	0	1.283
**D SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	323.377	0	323.377
**D MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	12.967	0	12.967
**D MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	1.674	0	1.674
**D THE WELLINGTON TR CO NAUL ASSOCIUMIPLE COLLECTIVE INVESTMENT FDS TR	225.746	0	225.746
**D WTCM COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	52.949	0	52.949
**D SECA PORTFOLIO EUROPE ETF	13.632	0	13.632
**D SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	452.556	0	452.556
**D M INTERNATIONAL EQUITY FUND	4.430	0	4.430
**D INTERNATIONAL PAPER COMPANY COMINGLED INVESTMENT GROUP TRUST	64.769	0	64.769
**D COLUMBIA THREADNEEDLE (UK) ICVC I - CT SELECT EUROPEAN EQUITY FUND	341.847	0	341.847
**D M+G INVESTMENT FUNDS (I)- M+G EUROPEAN SUSTAIN PARIS ALIGNED FUND	1.331.135	0	1.331.135
**D STITCHING PHILIPS PENSIONFONDS	10.867	0	10.867
**D NOW PENSIONS TRUST	5.449	0	5.449
**D NATIONAL EMPLOYMENT SAVINGS TRUST	54.460	0	54.460
**D VIF ICVC VANGUARD GLOBAL EQUITY INCOME FUND	396.016	0	396.016
**D VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	15.146	0	15.146
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	175.730	0	175.730
**D VIF ICVC VANGUARD FTE DEVELOPED EUROPE EXAN EQUITY INDEX FUND	342.415	0	342.415
**D VIF ICVC VANGUARD FTE DEVELOPED WORLD ALL CAP INDEX FUND	39.284	0	39.284
**D ESG DARK RPLAS TRUSTEE OF STATE STREET AMT EUROPE EX UK S CREENED INDEX EQUITY FUND	5.802	0	5.802
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	495.479	0	495.479
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	12.817	0	12.817
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	54.857	0	54.857
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	12.696	0	12.696
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	9.670	0	9.670
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	990	0	990
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	610.196	0	610.196
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	2.561.411	0	2.561.411
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	272.161	0	272.161
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	103.465	0	103.465
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	465.748	0	465.748
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	39.003	0	39.003
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	10.573	0	10.573
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	36.522	0	36.522
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	40.012	0	40.012
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	109.530	0	109.530
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	236.503	0	236.503
**D VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	225.852	0	225.852

LISTA ESITO DELLE VOTAZIONI

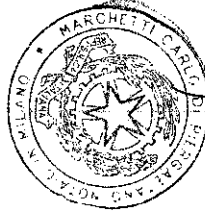
Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
**D EURIZON AM FLEXIBLE TRILOGY	1.880	0	1.880
**D EURIZON AM GLOBAL MULTIASSET 30	9.233	0	9.233
**D EURIZON AM GLOBAL MULTIASSET II	3.664	0	3.664
**D EURIZON AM OBIETTIVO CONTROLLO	4.112	0	4.112
**D EURIZON AM OBIETTIVO STABILITA'	2.103	0	2.103
**D EURIZON AM RILANCIO ITALIA TR	19.833	0	19.833
**D EURIZON AM RITORNO ASSOLUTO	1.814	0	1.814
**D EURIZON GLOBAL LEADERS ESG 50 -LUGLIO 2026 EUR	178.214	0	178.214
**D EURIZON GLOBAL LEADERS ESG 50 -SETTEMBRE 2026	165.903	0	165.903
**D EURIZON INVESTI GRADUALE ESG 30- GENNAIO 2027	32.750	0	32.750
**D EURIZON GLOBAL LEADERS ESG 50 -MARZO 2027	54.313	0	54.313
**D EURIZON INVESTI GRADUALE ESG 30- MARZO 2027	21.001	0	21.001
**D EURIZON AM TR MEGATREND	10.490	0	10.490
**D EURIZON AM TR MEGATREND II	1.890	0	1.890
**D EURIZON STEF 50 GLOBAL LEADERS ESG SETTEMBRE 2027	10.218	0	10.218
**D EURIZON FIR ITALIA AZIONI	18.703	0	18.703
**D EURIZON AZIONI ITALIA 40	738.100	0	738.100
**D EURIZON PROGETTO ITALIA 70	105.584	0	105.584
**D EMS HOLTI ASSET FIR FUND	150.509	0	150.509
**D EURIZON RA SICAV	57.000	0	57.000
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG)	674.989	0	674.989
**D WELLINGTON MANAGEMENT FUNDS (LUXEMBOURG) II SICAV	336.009	0	336.009
**D BLACKROCK GLOBAL INDEX FUNDS (LUXEMBOURG) III SICAV	74.019	0	74.019
**D BLACKROCK GLOBAL INDEX FUNDS	73.714	0	73.714
**D BERENBERG EUROZONE FOCUS FUND	2.064	0	2.064
**D VBS LUX FUND SOLUTIONS	35.348	0	35.348
**D ARERO - DER WELTFONDS - ESG	67.866	0	67.866
**D STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	1.459.299	0	1.459.299
**D AXA WORLD FUNDS SICAV	15.670	0	15.670
**D EURIZON NEXT 2.0	163.069	0	163.069
**D EURIZON NEXT SICAVSIF	5.361.915	0	5.361.915
**D EURIZON RECOVERY LEADERS ESG 40 DICEMBRE 2025	415.045	0	415.045
**D EURIZON TOP RECOVERY ESG GENNAIO 2026	29.253	0	29.253
**D EURIZON GLOBAL LEADERS ESG 50 -NOVEMBRE 2026	15.470	0	15.470
**D EURIZON GLOBAL LEADERS ESG 50 -GENNAIO 2027	33.417	0	33.417
**D EPFILON ASSOCIATI SGR - EPFILONSGR QUALE	221.005	0	221.417
**D MULTIFLEX SICAV	107.204	0	221.005
**D GOLDMAN SACHS FUNDS	1.807	0	107.204
**D EURIZON INVESTMENT SICAV	73.908	0	1.807
**D OSSIAM LUX	6.188	0	73.908
**D ALLIANZ GLOBAL INVESTORS FUND	131.309	0	6.188
**D ALLIANZ EUROPEAN PENSION INVESTMENTS	18.563	0	131.309
	730.075	0	18.563
	624.730	0	730.075
			624.730

Totale voti 480.325,874
Percentuale votanti % 99,54464
Percentuale Capitale % 78,61346

Aziionisti: 1.981
Aziionisti in proprio: 0
Aziionisti in delega: 0



Assemblea Straordinaria del 24 aprile 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 3. Delega al Consiglio di Amministrazione della facoltà di deliberare un aumento gratuito del capitale sociale, per un importo massimo di Euro 460.286,64 da assegnare ai beneficiari del Piano di Incentivazione a Lungo Termine 2024-2026 per dipendenti

FAVOREVOLI

Cognome	Tot. Voti	Proprio	Delega
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Azionisti:	1.981	Tester:	2	Pagina 42
Azionisti in proprio:	0	Azionisti in delega:	1.981	DP* delega alla persona fisica sopra indicata con il numero della scheda magnetica **DP delega alla persona fisica sopra indicata con il numero della scheda magnetica (opzione effettuata alla postazione assistita) RL* rappresentanza legale della persona fisica sopra indicata con il numero della scheda magnetica

Copia su supporto informatico conforme al documento originale su supporto cartaceo, ai sensi dell'art. 22, D.Lgs. 7 marzo 2005 n. 82, in termine utile di registrazione per il Registro Imprese di Milano-Monza-Brianza-Lodi

Firmato Carlo Marchetti

Milano, 17 MAGGIO 2024

Assolto ai sensi del decreto 22 febbraio 2007 mediante M.U.I.

ARTICLES OF ASSOCIATION

FINECOBANK S.P.A.

SECTION I

INCORPORATION- PURPOSE - REGISTERED OFFICE – DURATION

Article 1

1. A joint stock company has been incorporated with the name: "FinecoBank Banca Fineco S.p.A." or in abbreviated form "FinecoBank S.p.A.", or else "Banca Fineco S.p.A.", or else "Fineco Banca S.p.A.".

Article 2

1. The Company's registered office is in Milan.
2. In order to best pursue the corporate purpose, the Company may establish or close down secondary offices, branches, agencies and representation offices, however named, both in Italy and abroad.

Article 3

1. The duration of the Company is established at 31 (thirty one) December 2100 (two thousand one hundred) and may be extended or terminated earlier by resolution of the Shareholders' Meeting.

Article 4

1. The purpose of the Company is to engage in deposit-taking and lending in its various forms and with any method, including computer-based and multimedia applications, in Italy and abroad, operating there in accordance with current regulations and practices. For this purpose it may carry out, in compliance with current provisions and subject to obtaining the required authorisations, all transactions and all bank and financial services permitted by applicable laws and regulations, operating in the financial intermediation and credit market, and using any method including computer-based and multimedia applications, also through door-to-door selling and the multimedia distribution of services and products, in the same forms and manner. The company may also carry out any other activity and/or transaction that is instrumental or related to, or necessary or beneficial for the achievement of its corporate purpose and, in general, engage in any other activity that by law is reserved or permitted to companies authorised to engage in banking.
2. The Company may also issue bonds, in compliance with applicable laws. Furthermore, it may also issue bonds convertible into its shares or with purchase vouchers or the subscription of shares (warrants), in compliance with applicable laws. It may also acquire holdings in Italy and abroad.
3. The Company, in its role of parent to the Banking Group FinecoBank, pursuant to the provisions of Clause 61 of Legislative Decree no. 385 dated September 1, 1993, issues – in undertaking its management and co-ordination activities – instructions to other members of the Group in respect of the fulfilment of requirements laid down by the Bank of Italy in the interest of the Group's stability.

SECTION II SHARE CAPITAL - SHARES – BONDS

Article 5

1. The share capital, fully subscribed and paid up, is equal to Euro 201,629,810.91 represented by n. 610,999,427 ordinary shares with a par value of Euro 0.33.

2. The share capital may be increased by way of a shareholders' resolution, through the issuance of shares, also bearing various rights, in compliance with legal requirements.

In the event of an increase in share capital through a rights issue, the pre-emptive rights of shareholders may be excluded, limited to ten percent of the pre-existing share capital, provided that the issue price of the new shares corresponds to the market value of those already outstanding and that this is confirmed by a special report prepared by the appointed independent auditors.

3. Ordinary shares are registered shares.

4. The shares are indivisible and in the event of joint ownership they shall be regulated according to law.

5. The Extraordinary Shareholders' Meeting may resolve upon the allocation of profits to the employees of the Company in accordance with current regulations.

6. The Shareholders' service address for their dealings with the Company shall be the address stated in the Shareholders' registry.

7. The status of shareholder implies unconditional acceptance of the deed of incorporation and of the articles of association.

8. The Board of Directors, shall be empowered, pursuant to Article 2443 of the Italian Civil Code, for a period of five years starting from the beginning of the negotiation on the Italian regulated market, to increase the share capital, free of charge – in one or more tranches – to implement the Employee incentive schemes approved by the ordinary Shareholders' Meeting held on June 5, 2014, for a maximum amount of Euro 1,155,000.00 (entirely attributable to capital for Euro 0.33 per share, equal to the nominal unit value), issuing a maximum number of 3,500,000 new ordinary shares having a nominal value of Euro 0.33 each, with the same characteristics as those outstanding, with regular dividend rights, by assigning the corresponding maximum amount of profit and/or profit reserves resulting from the last financial statements in question approved pursuant to Article 2349 of the Italian Civil Code, according to the terms, conditions and methods provided for in the incentive schemes.

The Board of Directors, in partial execution of the authority granted in accordance with Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of 5 June 2014, resolved on 9 February 2015 to increase the share capital by a nominal Euro 79,761 corresponding to 241,700 ordinary shares with a nominal value of Euro 0.33 each, to service the implementation of Employee incentive plans.

The Board of Directors, in partial exercise of the powers conferred on the same pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, decided, on February 8, 2016, to increase the share capital by the nominal amount of Euro 95,601.99, corresponding to 289,703 ordinary shares with par value of Euro 0.33 each, to service the implementation of Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, resolved on February 7, 2017 to increase the share capital by a nominal amount of Euro 294,372.21, corresponding to 892,037 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, resolved on February 7, 2017 to increase the share capital by a nominal amount of Euro 5,237.76, corresponding to 15,872 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, resolved on February 6, 2018 to increase the share capital by a nominal amount of Euro 163,182.69, corresponding to 494,493 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, resolved on February 6, 2018 to increase the share capital by a nominal amount of Euro 37,105.20, corresponding to overall 112,440 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, resolved on February 5, 2019 to increase the share capital by a nominal amount of Euro 110,755.92, corresponding to overall 335,624 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of June 5, 2014, resolved on February 5, 2019 to increase the share capital by a nominal amount of Euro 23,333.64, corresponding to overall 70,708 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

9. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve a free increase in share capital, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 23, 2015, for a maximum amount of Euro 131,159.49, with the issue of up to 397,453 new FinecoBank ordinary shares, as well as (ii) from the date of the shareholders' resolution dated April 12, 2016, for a maximum amount of Euro 32,789.79 with the issue of up to 99,363 new FinecoBank ordinary shares; attributable entirely to capital at Euro 0.33 per share, equal to the par value of each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the Staff of FinecoBank, which covers key positions for the achievement of the overall objectives in execution of the 2015 System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 23, 2015, resolved on February 6, 2018 to increase the share capital by a nominal amount of Euro 27,758.61, corresponding to 84,117 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 23, 2015, resolved on February 5, 2019 to increase the share capital by a nominal amount of Euro

13,878.81, corresponding to 42,057 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 23, 2015, resolved on February 11, 2020 to increase the share capital by a nominal amount of Euro 13,878.81, corresponding to 42,057 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 12, 2016, resolved on February 9, 2021 to increase the share capital by a nominal amount of Euro 13,878.81, corresponding to 42,057 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

10. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve a free increase in share capital, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 12, 2016, for a maximum amount of Eur 88,440,00 (to be allocated in full to share capital at Eur 0.33 per share, corresponding to the nominal value per share) with the issue of up to 268,000 new FinecoBank ordinary shares, as well as (ii) from the date of the shareholders' resolution dated April 11, 2017, for a maximum amount of Eur 22,110 with the issue of up to 67,000 new FinecoBank ordinary shares; attributable entirely to capital at Eur 0.33 per share, equal to the par value of each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the Staff of FinecoBank, which covers key positions for the achievement of the overall objectives in execution of the 2016 System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 12, 2016, resolved on February 5, 2019 to increase the share capital by a nominal amount of Euro 20,069.28, corresponding to 60,816 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 12, 2016, resolved on February 11, 2020 to increase the share capital by a nominal amount of Euro 10,033.98, corresponding to 30,406 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 12, 2016, resolved on February 9, 2021 to increase the share capital by a nominal amount of Euro 10,033.98, corresponding to 30,406 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2017, resolved on February 9, 2022 to increase the share capital by a nominal amount of Euro 10,033.98, corresponding to 30,406 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

11. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to carry out a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 11, 2017, for a maximum amount of Eur 128,700.00 (attributable

entirely to capital) with the issue of up to 390,000 new FinecoBank ordinary shares as well as (ii) from the date of the shareholders' resolution dated April 11, 2018, for a maximum amount of Eur 29,700.00 (attributable entirely to capital) with the issue of up to 90,000 new FinecoBank ordinary shares with a nominal value of Eur 0.33 each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the Identified Staff of FinecoBank in execution of the 2017 System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2017, resolved on February 11, 2020 to increase the share capital by a nominal amount of Euro 19,123.50, corresponding to 57,950 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2017, resolved on February 9, 2021 to increase the share capital by a nominal amount of Euro 9,390.81, corresponding to 28,457 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2017, resolved on February 9, 2022 to increase the share capital by a nominal amount of Euro 9,390.81, corresponding to 28,457 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 7, 2023, to increase the share capital by a nominal amount of Euro 9,050.58, corresponding to 27,426 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

12. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code to carry out a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 11, 2018, for a maximum amount of Eur 136,031.94 (attributable entirely to capital) with the issue of up to 412,218 new FinecoBank ordinary shares as well as (ii) from the date of the shareholders' resolution dated April 10, 2019, for a maximum amount of Eur 30,731.91 (attributable entirely to capital) with the issue of up to 93,127 new FinecoBank ordinary shares with a nominal value of Eur 0.33 each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the Identified Staff of FinecoBank in execution of the 2018 System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on March 12, 2020 to increase the share capital by a nominal amount of Euro 5,459.19, corresponding to 16,543 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 9, 2021 to increase the share capital by a nominal amount of Euro 25,438.71, corresponding to 77,087 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 9, 2022 to increase the share capital by a nominal amount of Euro

13,876.17, corresponding to 42,049 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 7, 2023, to increase the share capital by a nominal amount of Euro 13,876.17, corresponding to 42,049 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro 10,733.25, corresponding to 32,525 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

13. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve a free increase in share capital, pursuant to Article 2349 of the civil Code, one or more times and for a maximum period of five years from the date of the shareholders' resolution dated April 11, 2018 for a maximum amount of Euro 324,743.10 (attributable entirely to capital) with the issue of up to 984,070 new FinecoBank ordinary shares, as well as (ii) from the date of the shareholders' resolution dated April 28, 2020, for a maximum amount of Euro 37,788.63 (to be allocated in full to share capital at Euro 0.33 per share, corresponding to the nominal value per share) with the issue of up to 114,511, as well as (iii) from the date of the shareholders' resolution dated April 28, 2020, for a maximum amount of Euro 70,029.30 with the issue of up to 212,210 new FinecoBank ordinary shares; with a nominal value of Euro 0.33 each with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the FinecoBank Employees in execution of the 2018-2020 Long Term Incentive Plan.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 9, 2021 to increase the share capital by a nominal amount of Euro 34,527.57, corresponding to 104,629 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 9, 2022 to increase the share capital by a nominal amount of Euro 17,259.66, corresponding to 52,302 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 11, 2018, resolved on February 7, 2023, to increase the share capital by a nominal amount of Euro 112,916.10, corresponding to 342,170 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2020, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro 37,788.63, corresponding to 114,511 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

14. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve, in 2020, a free increase in share capital, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of Eur 23,333,64 (attributable entirely to capital) with the issuance of up to 70,708 new FinecoBank ordinary shares with a nominal value of Eur 0.33

each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the FinecoBank Identified Staff to complete the execution of the 2014 Incentive System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 11, 2020 to increase the share capital by a nominal amount of Euro 23,333.64, corresponding to 70,708 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

15. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve, in 2020, a free increase in share capital, pursuant to Article 2349 of the Italian Civil Code, for a maximum amount of Eur 139,517.07 (attributable entirely to capital) with the issuance of up to 422,779 new FinecoBank ordinary shares with a nominal value of Eur 0.33 each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the Beneficiaries of the "2014-2017 Multi Year Plan Top Management" FinecoBank Employees to complete the execution of the 2014-2017 Plan.

The Board of Directors, in execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 11, 2020 to increase the share capital by a nominal amount of Euro 139,517.07, corresponding to 422,779 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

16. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve to carry out a free share capital increase, pursuant to Article 2349 of the civil Code, one or more times and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 10, 2019, for a maximum amount of Eur 95,021.85 (attributable entirely to capital at Euro 0,33 per share, corresponding to the nominal value per share) with the issuance of up to 287,945 new FinecoBank ordinary shares as well as (ii) from the date of the shareholders' resolution dated April 28, 2020, for a maximum amount of Euro 24,032.91 with the issue of up to 72,827 new FinecoBank ordinary shares; with a nominal value of Euro 0.33 each, with a nominal value of Eur 0.33 each, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the FinecoBank Identified Staff in execution of the 2019 Incentive System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 9, 2021 to increase the share capital by a nominal amount of Euro 20,820.03, corresponding to 63,091 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 9, 2022 to increase the share capital by a nominal amount of Euro 371.91, corresponding to 1,127 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 7, 2023, to increase the share capital by a nominal amount of Euro 11,186.34, corresponding to 33,898 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 10, 2019, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro

10,814.43, corresponding to 32,771 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

17. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to carry out a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 28, 2020, for a maximum amount of Euro 174,234.39 (attributable entirely to capital at Euro 0.33 per share corresponding to the nominal value per share) with the issuance of up to 527,983 new FinecoBank ordinary shares, as well as (ii) from the date of the shareholders' resolution dated April 28, 2021 for a maximum amount of Euro 36,476.22 with the issue of up to 110,534 new FinecoBank ordinary shares; with a nominal value of Euro 0.33 each with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the FinecoBank Identified Staff in execution of the 2020 Incentive System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2020, resolved on February 9, 2022 to increase the share capital by a nominal amount of Euro 21,697.17, corresponding to 65,749 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2020, resolved on February 7, 2023, to increase the share capital by a nominal amount of Euro 629.64, corresponding to 1,908 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2020, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro 12,512.94, corresponding to 37,918 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

18. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code to carry out a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, in one or more instances and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 28, 2021 for a maximum amount of Eur 143,131.89 (attributable entirely to capital) with the issue of up to 433,733 new FinecoBank ordinary shares as well as (ii) from the date of the shareholder's resolutions dated April 28, 2022, for a maximum amount of Euro 35.671,35 by issuing up to 108.095 new FinecoBank ordinary shares; attributable entirely to capital at Euro 0.33 per share, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the Identified Staff of FinecoBank in execution of the 2021 Incentive System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2021, resolved on February 7, 2023, to increase the share capital by a nominal amount of Euro 21,226.92, corresponding to 64,324 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2021, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro

887.70, corresponding to 2,690 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

19. The Board of Directors has the right, pursuant to Article 2443 of the Italian Civil Code, to resolve a free increase in share capital, pursuant to Article 2349 of the Italian Civil Code, one or more times and for a maximum period of five years from the date of the shareholders' resolution dated April 28, 2021 for a maximum amount of Eur 283,511.58 (attributable entirely to capital) with the issue of up to 859,126 new FinecoBank ordinary shares with a par value of Euro 0.33 per share, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to the FinecoBank Employees in execution of the 2021-2023 Long Term Incentive Plan.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2021, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro 29,083.23, corresponding to 88,131 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

20. The Board of Directors has the right, pursuant to Article 2443 of the civil Code, to carry out a free share capital increase, pursuant to Article 2349 of the Italian Civil Code, in one or more instances and for a maximum period of five years (i) from the date of the shareholders' resolution dated April 28, 2022, for a maximum amount of Euro 120,976.02 (attributable entirely to capital) by issuing up to 366,594 new FinecoBank ordinary shares, (ii) from the date of the shareholders' resolution dated April 27, 2023 for a maximum amount of Euro 27,921.96 with the issue of up to 84,612 new FinecoBank ordinary shares, with the same characteristics as those in circulation, with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2022 Incentive System.

The Board of Directors, in partial execution of the authority granted pursuant to Article 2443 of the Italian Civil Code by the Extraordinary Shareholders' Meeting of April 28, 2022, resolved on February 6, 2024, to increase the share capital by a nominal amount of Euro 19,551.18, corresponding to 59,246 ordinary shares with a par value of Euro 0.33 each, to service the implementation of the Employee incentive plans.

21. The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve carry out a free capital increase in share capital, pursuant to Article 2349 of the Italian civil Code, in one or more times instances and for a maximum period of five years i) from the date of the shareholders' resolution dated April 27, 2023, for a maximum amount of Euro 177,097.47 (attributable entirely to capital) with the issue of by issuing up to 536,659 new FinecoBank ordinary shares with a par value of Euro 0.33 per share, ii) from the date of the shareholders' resolution dated April 24, 2024, for a maximum amount of Euro 39,933.30 by issuing up to 121,010 new FinecoBank ordinary shares; attributable entirely to capital with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation, and with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2023 Incentive System.

22. The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve, in one or more instances and for a maximum period of five years from the date of the shareholders' resolution dated April 24, 2024, a free increase in share capital, pursuant to Article 2349 of the Italian civil Code, for a maximum amount of Euro 200,566.74 (attributable entirely to capital) by issuing up to 607,778 new FinecoBank ordinary shares with a nominal

value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to FinecoBank Identified Staff in execution of the 2024 Incentive System.

23. The Board of Directors has the right, pursuant to Article 2443 of the Italian civil Code, to resolve, in one or more instances and for a maximum period of five years from the date of the shareholders' resolution dated April 24, 2024, a free increase in share capital, pursuant to Article 2349 of the Italian civil Code, for a maximum amount of Euro 460,286.64 (attributable entirely to capital) by issuing up to 1,394,808 new FinecoBank ordinary shares with a nominal value of Euro 0.33 each, with the same characteristics as those in circulation and with regular dividend entitlement, to be granted to the employees of FinecoBank Group in execution of the 2024-2026 Long-Term Incentive Plan for employees.

SECTION III SHAREHOLDERS' MEETING

Article 6

1. The Shareholders' General Meeting, duly constituted, is the body that expresses the Company's will through its resolutions.
2. The Shareholders' General Meeting meets in ordinary or extraordinary sessions, according to the law and may be held at the company headquarters or another place that is indicated in the notice convening the meeting, provided it is within the territory of the Italian state.
3. The operating modes of the Shareholders' General Meeting are governed by specific Regulations.
4. The Ordinary Shareholders' General Meeting is convened at least once a year within one hundred and twenty days from the end of the company's financial year to deliberate on issues for which the law and the Articles of Association make it responsible.
5. In particular, the Ordinary Shareholders' General Meeting, besides establishing the remuneration paid to the bodies it has appointed, approves: (i) the policies on remuneration and incentives in favour of members of the bodies with functions of strategic supervision, management and control and other personnel; (ii) remuneration plans based on financial instruments; (iii) the criteria for determining the compensation to be granted in the case of early termination of employment or early retirement from office, including limits set on this amount in terms of annual fixed remuneration and the maximum amount that results from their application.
6. Also, the Ordinary Shareholders' General Meeting, upon approval of the remuneration policies, has the authority to agree a relationship between the variable and fixed component of the remuneration of individual staff members higher than 1:1 but not exceeding the ratio of 2:1 provided that the proposal is considered to be validly adopted:
 - with the favourable vote of at least 2/3 of the share capital represented at the Shareholders' General Meeting, in the event that the Shareholders' General Meeting is constituted with at least half of the share capital;
 - with the favourable vote of at least 3/4 of the share capital represented at the Shareholders' General Meeting, regardless of the share capital with which it is constituted.
7. The Shareholders' General Meeting must be provided with adequate information on the implementation of remuneration policies.
8. The Extraordinary General Meeting is convened whenever necessary to resolve upon any of the matters reserved for it by the law in force.

Article 7

1. The Shareholders' Meeting, whether ordinary or extraordinary, shall be convened within

the terms set forth in current laws and regulations, via a notice published on the Company's website and through other channels provided for under current laws and regulations.

2. The Agenda of the Shareholders' Meeting shall be determined by the person empowered to call a meeting under the terms and conditions of law and the Articles of Association.

3. In the cases provided by law, those shareholders who, alone or in conjunction with others, represent at least the percentage of share capital envisaged by current applicable regulations, shall be entitled to request that a Shareholders' Meeting be convened.

4. The right to put items on the Agenda and to submit resolution proposals on the items already on the Agenda may be exercised - in the cases, methods and time limits indicated in current regulations - by shareholders who individually or collectively represent at least the proportion of share capital required under applicable law in force at the time.

5. The Shareholders' Meeting is held in one session. The Board of Directors may provide that the Shareholders' Meeting be held in more than one session. The quorum required by current regulation shall apply.

Article 8

1. The holders of voting rights and in respect of whom the Company has received, from the broker holding the relevant account, the notification within the deadline set forth by applicable law, shall be entitled to attend Shareholders' Meetings.

2. If stated in the notice of call, the holders of voting rights may participate in the Shareholders' Meeting using telecommunication facilities and exercise their voting rights using electronic means, according to the procedure indicated in the notice.

3. Anyone entitled to vote can be represented at Shareholders' Meetings, in accordance with the provisions of current regulations.

4. Voting proxy may be granted by means of an electronic document with an electronic signature in accordance with the provisions of current regulations and communicated to the Company by sending it to the email address indicated in the notice of call or alternately through other methods as provided for in current laws and regulations.

Article 9

1. Each ordinary share confers the right to cast one vote.

Article 10

1. The Shareholders' Meeting is chaired by the Chairman of the Board of Directors or, if the Chairman is absent or incapacitated, by the Deputy Vice Chairman or by the other Vice Chairman, if appointed. In the event the above individuals are absent or incapacitated, the Shareholders' Meeting shall be chaired by a Director or by a Shareholder appointed by those present.

2. The Chairman of the Shareholders' Meeting has full powers to preside over the proceedings, in compliance with the criteria and procedures laid down in current regulations and the Regulation for Shareholders' Meetings.

3. The Chairman shall be assisted by a Secretary, appointed from among those in attendance, even if a non-shareholder, by the majority of those present. In addition to the cases provided for under law, a Notary may be called on and appointed by the Chairman to act as secretary, when deemed necessary by the Chairman.

Article 11

1. For a Shareholders' Meeting, whether ordinary or extraordinary, in first or second call, along with the relative resolutions to be valid, the relevant legal provisions and Articles of Association must be duly observed.

Article 12

1. The minutes of Shareholders' Meeting shall be prepared and signed by the Chairman of the Shareholders' Meeting and the Secretary, when they are not prepared by a Notary. The copies or extracts of the minutes, signed and certified as true copies by the Chairman of the Board of Directors or by his/her representative, or by the Secretary, shall constitute full proof thereof.

SECTION IV BOARD OF DIRECTORS

Article 13

1. The Company is managed by a Board of Directors composed of a minimum of 9 (nine) and a maximum of 13 (thirteen) members. The composition of the Board shall be gender balanced.

2. The members of the Board of Directors must be suitable for the performance of the office, in accordance with the legislation in force at the time and the Articles of Association and, in particular, they must meet the requirements of professionalism, integrity and independence and respect the criteria of competence, correctness and dedication of time, and the specific limits on the accumulation of offices prescribed by the legislation in force at the time and by the Articles of Association and in any event those provided for by the European Directive of 26 June 2013 No. 36 (CRD IV), for the performance of the office of director of a bank issuing shares listed on regulated markets.

3. Furthermore, the majority of the members of the Board of Directors must meet the independence requirements established by the Corporate Governance Code for Listed Companies currently in force and listed below namely those required by the Corporate Governance Code from time to time in force. Specifically, a Director cannot be considered Independent in the following cases:

- a) if, directly or indirectly, including through subsidiaries, trustees or third parties, they control the Company or are able to exercise significant influence over it, or participate in a shareholders' agreement through which one or more subjects can exercise control or significant influence over the Company;
- b) if they are, or have been in the previous three financial years, a significant representative of the Company, of a subsidiary of strategic importance or of a company subject to joint control with the Company, or of a company or entity which, also together with others through a shareholders' agreement, controls the Company or is able to exercise significant influence over it;
- c) if, directly or indirectly (for example through subsidiaries or of which they are a significant representative, or as a partner of a professional firm or a consultancy company), they have, or have had in the previous year, a significant commercial, financial or professional relationship: (i) with the Company, one of its subsidiaries, or any of the relevant significant representatives; (ii) with a party who, also jointly with others through a shareholders' agreement, controls the Company, or - in the case of a company or entity - with the relevant significant representatives; or are, or have been in the previous three financial years, an employee of one of the aforementioned parties;
- d) if they receive, or have received in the previous three financial years a significant additional remuneration from the Company or from a subsidiary or parent company (compared to the "fixed" remuneration for a non-executive director of the Company and to the remuneration for participation in committees as recommended by the Borsa Italiana S.p.A. Corporate Governance Code) including in the form of participation in incentive plans linked to company performance, including those based on shares;
- e) if they have been a director of the Company for more than nine out of the past twelve

years;

- f) if they holds the position of executive director in another company where an executive director of the Company holds the office of director;
- g) if they are a shareholder or director of a company or entity belonging to the network of the company entrusted with the legal audit of the Company;
- h) if they are a close family member of a person who is in one of the situations referred to in the previous points.

For the purposes of the cases indicated above, the definitions provided for in the Corporate Governance Code promoted by Borsa Italiana S.p.A. apply.

4. Directors shall hold office for three financial years, except where a shorter term is established at the time of their appointment; the term ends on the date of the Shareholders' Meeting called to approve the financial statements relating to the last year of their appointment and they may be re-elected.

5. The Directors are appointed by the Shareholders' Meeting on the basis of lists submitted by entitled persons; the candidates must be listed in numerical order on the lists. The parties with the right to submit lists are the Board of Directors as well as multiple shareholders who, either alone or together with others own, collectively, voting shares representing the percentage of share capital required by laws or regulations from time to time in force. The decision to submit a list by the Board of Directors must be resolved by an absolute majority of the members in office, subject to a preliminary investigation by the internal board committee with responsibility for appointments.

6. Each list with a number of candidates equal to or greater than 3 (three) (i) must be made up of candidates belonging to both genders, to ensure respect for the gender balance to at least to the minimum extent required by current laws and regulations and (ii) must ensure that at least the majority of the candidates meet the independence requirements set out in the Articles of Association, without prejudice to the fact that the first candidate on any list, including lists with less than 3 (three) candidates, must meet the aforementioned independence requirements.

7. In order for a list submitted by shareholders to be valid, it must be filed at the Registered Office or the Head Office, also by means of remote communication and in accordance with the procedures stated in the notice of call which allows the identification of the parties submitting the list, no later than the twenty-five days before the date of the Shareholders' Meeting and must be made available to the public at the Registered Office, on the Company's website and through other channels provided for under current laws at least twenty-one days before the date of the Shareholders' Meeting (or within a different deadline as per applicable regulations). Any list submitted by the Board of Directors pursuant to paragraph 5 above must be filed at the Registered Office and published in the manner described above at least thirty days before the date set for the Shareholders' Meeting.

8. Each party entitled (as well as (i) entitled persons belonging to the same group, intended as a party, which need not be a corporation, exercising control pursuant to Article 2359 of the Italian Civil Code and any subsidiary controlled by, or under the control of the said party, or (ii) shareholders who are party to a shareholders' agreement as per Article 122 of Legislative Decree no. 58 of 24 February 1998, or (iii) entitled persons who are otherwise associated with each other in a material relationship pursuant to current and applicable statutory or regulatory provisions) may submit individually or with others only one list, just like each candidate may only be included in one list, or otherwise be considered ineligible.

9. In the event the shareholders submit lists, ownership of the minimum shareholding required for submitting lists is calculated based on the shares registered to each shareholder, or to multiple shareholders combined, on the day when the lists are filed at the Company. Ownership of the number of shares necessary to submit lists must be proven pursuant to current regulations; proof may be submitted to the Company also after the lists have been

filed, provided that it is submitted within the deadline for when the Company must make the lists public.

10. The entitled persons who submitted a list must also file any additional documentation and declarations required by the laws and regulations in force at the time, within the deadline indicated in paragraph 7 above, as well as the following disclosures:

- for shareholders, information pertaining to those who submitted the lists, with information on the total percentage of interest held;
- information on the personal and professional characteristics of the candidates included in the list;
- a statement whereby the individual candidates irrevocably accept the position (subject to their appointment) and attest, under their responsibility, that there are no grounds for their ineligibility or incompatibility to stand as candidate, and that they meet the requirements prescribed for the office by the Articles of Association and by the current laws and regulations and the possible possession of the independence requirements referred to in paragraph 3 above, according to a format that will be made public by the company in advance that takes into account the guidelines of the Supervisory Authorities;

Any list that does not meet the above requirements shall be deemed to have not been submitted.

11. Each eligible voter may vote for one list only.

12. The members of the Board of Directors shall be elected as follows:

a) a number of Directors equal to the number of board members shall be drawn - in the order in which they appear on the list - from the list receiving the majority of votes cast except, depending on the case, 2 (two) or 3 (three) that will be taken from the minority list(s) that are not connected with those who submitted or voted for the list that obtained the highest number of votes in accordance with the current regulations, as specified below:

a.1) if only two lists are submitted, the remaining 2 (two) Directors will be drawn in consecutive order from the second list that received the highest number of votes at the meeting,

a.2) if 3 (three) or more lists are submitted, 2 (two) Directors will be drawn in consecutive order from the second list that obtained the highest number of votes at the meeting regardless of the percentage of votes received, while 1 (one) Director will be drawn in consecutive order from the third list that received the highest number of votes at the meeting provided that it received at least 2% of the votes cast at the meeting, it being understood that in the event of the failure to receive this percentage by the third list by number of votes the mechanism provided for in the previous paragraph a.1) will be applied;

b) if the majority list does not reach a sufficient number of candidates for the election of the number of Directors to be appointed, according to the mechanism indicated in letter a) above, all the candidates from the majority list shall be appointed and the remaining Directors shall be drawn from the minority list, in the order in which they appear on the list, receiving the highest number of votes; if necessary, directors shall also be drawn from the second most voted minority list, always in the order in which they appear on the list, until the number of Directors to elect has been reached;

c) if the number of candidates in the majority as well as minorities lists submitted is less than the number of the Directors to be elected, the remaining Directors shall be elected through a resolution made by the Shareholders' Meeting by relative majority (and therefore without taking into account any abstentions), ensuring compliance with the principles of independence and gender equality provided for respectively in articles 13 paragraph 3 and 13 paragraph 6 of Articles of Association. If there is a tie vote between two or more candidates, a run-off will be held between these candidates by means of another vote at the Shareholders' Meeting;

d) if only one list or no list is filed, the Shareholders' Meeting shall act in accordance with the procedures set forth in letter c) above; in the event of a tie between lists or candidates, the shareholders' meeting shall hold a second round of voting to establish their ranking;

e) if the required minimum number of Independent Directors and/or Directors belonging to the least represented gender is not elected, the Directors of the most voted list who have the highest consecutive number and do not meet the requirements in question shall be replaced by the next candidates on the same list, who meet the necessary requirements. Should it prove impossible, even after applying this criterion, to identify the Directors who meet the above requirements, the above substitution criterion shall apply to the minorities lists receiving the highest votes from which the candidates elected have been drawn;

f) if even after applying the substitution criteria referred to in letter e) above, suitable substitutions have not been found, the Shareholders' Meeting shall resolve by a relative majority. In this case, the substitutions shall be effected starting from the most voted lists and from the candidates bearing the highest number in consecutive order.

13. In the event of death, resignation, withdrawal or removal from office for any other reason of a Director, or where a Director no longer meets the professional competence and integrity requirements, the Board of Directors can take steps to coopt a Director, in compliance with the principles of minority representation and gender equality. If, in the above cases, the minimum number of independent Directors and/or the number of Directors belonging to the least represented gender envisaged respectively by articles 13 paragraph 3 and 13 paragraph 6 of the Articles of Association is not met, the Board of Directors shall replace them.

14. For the appointment of Directors needed to fill vacancies on the Board of Directors, the Shareholders' Meeting shall resolve by relative majority, ensuring that the principles of independence and gender equality established by current law and regulations and the Articles of Association are met.

Article 14

1. The Board of Directors elects from among its members, for three financial years - unless a different term is established by the Shareholders' Meeting pursuant to the provisions of Article 13 - a Chairman and a Secretary, who need not be one of its members and - where appropriate - one or more Vice Chairmen, one of which will act as a stand-in. In the event the Chairman's absent or incapacitated, he/she will be replaced by the Deputy Vice Chairman or, if he/she is absent, by the other Vice Chairman. Where both the Chairman and all the Vice Chairmen are absent or incapacitated, the Chairman shall be replaced by the eldest Director. In the event the Secretary is absent or incapacitated, the Board shall designate a replacement .

Article 15

1. The Board of Directors may appoint one Managing Director, and also determines his/her duties and powers, and may assign special duties and powers to other Board members.

2. The Board of Directors may appoint, determining the term of office and the respective duties and powers, a General Manager and one or more Deputy General Managers, who form the Head Office, together with the other employees of this office.

3. The Managing Director or – where not appointed – the General Manager shall oversee the Head Office.

4. The Managing Director shall take up the powers and duties of the General Manager if the latter has not been appointed.

5. If a Managing Director and General Manager are appointed, both positions must be held by the same person.

6. The Managing Director, or where not appointed, the General Manager shall be responsible for implementing the resolutions passed by the Board of Directors, with the assistance of the Head Office.

7. If a Managing Director has not been appointed, the General Manager shall take part in Board meetings with the power to make proposals and without voting rights.

8. The Managing Director and other Directors vested with particular responsibilities, as well

as the General Manager, where no Managing Director has been appointed, shall report to the Board of Directors on their activities, according to the procedures and time limits established by the Board, in accordance with law.

Article 16

1. The Board of Directors shall be convened at the Registered Office or elsewhere in Italy or abroad by the Chairman or his/her representative, usually at least once every three months and however any time the Chairman feels it necessary, or if requested by the Managing Director or by least two Directors. Meetings may also be convened on the request of a Statutory Auditor.
2. The Board shall be convened by the Chairman or by his/her replacement in accordance with Article 14 above, and may also be convened using telecommunication facilities.
3. If deemed appropriate by the Chairman of the Board of Directors, Board meetings may be held using telecommunication facilities, provided that each attendee can be identified by all the other attendees and that each of them is able to intervene in real time during the discussion of the issues at hand, as well as receive, transmit and view documents. If these requirements are met, the meeting of the Board of Directors shall be considered to have been held at the venue where it was convened.
4. Meetings shall be valid even if they are not convened as above, provided that all Directors and effective members of the Board of Statutory Auditors take part in the meeting.
5. The Board of Directors shall be chaired by the Chairman or, if he/she is absent or incapacitated, by the person replacing him/her in accordance with the provisions set out in Article 14.
6. The Chairman may invite Deputy General Managers and other employees from the management team to take part in Board meetings.

Article 17

1. The Board of Directors is vested with all powers necessary for managing the Company, except for those powers reserved by law and regulations, along with the Articles of Association to the Shareholders' meeting.
2. In compliance with applicable laws and the Company's Articles of Association, the Board of Directors shall adopt a Regulation on its functioning and responsibilities. This Regulation specifies, amongst other things, the limits on number of board mandates.
3. In addition to those duties and powers that cannot be delegated by law, the Board of Directors is responsible for passing resolutions - which cannot be delegated - concerning:
 - the general guidelines, as well as the adoption and amendment of the Company's industrial, strategic and financial plans;
 - the appointment and dismissal of the General Manager/s, Deputy General Managers and managers with strategic responsibilities;
 - the assessment of the overall business performance;
 - adjustments to be made to the Articles of Association to bring them in line with legal requirements;
 - corporate mergers and demergers in the cases provided under Articles 2505 and 2505 bis and 2506 of the Italian Civil Code;
 - the reduction of capital in the event of shareholder withdrawal;
 - decisions on which Directors, in addition to those indicated in these Articles of Association, may represent the Company;
 - the determination of criteria for the coordination and management of Group companies and the determination of criteria for compliance with Bank of Italy requirements;
 - the establishment of committees or commissions with advisory, decision-making or coordination functions;
 - the risk management policies, as well as the evaluation of the functionality,

efficiency and effectiveness of the internal control system and the adequacy of the organisational, administrative and accounting structure;

- the purchase and sale of equity investments, companies and/or company divisions, as well as decisions involving investments and/or divestments that modify the composition of the Banking Group without prejudice to the provisions set out in Article 2361, paragraph 2, of the Italian Civil Code;

- the purchase and sale of property;

- the approval and amendment of the main internal regulations;

- the appointment and dismissal of the heads of the internal audit, conformity and risk control and anti-money laundering functions;

- the opening and establishment, also for the purpose of structuring the signing authority, of secondary offices, branches, agencies, counters and representation offices, however named, in Italy and abroad, as well as closing them.

4. The Board of Directors may delegate powers to the Managing Director, the General Manager and/or Deputy General Managers, establishing the limits and operating methods, including the power to sub-delegate, where appropriate. It may also delegate its powers on an ongoing basis to other employees for the day-to-day management of the Company – including the granting of credit – as well as powers to complete specific categories of acts.

5. In the event of a demonstrable emergency, the Chairman, on the basis of a proposal made by the Managing Director, or the General Manager, may pass resolutions on any deal or transaction, with the exception of those matters reserved by law or by the Articles of Association exclusively to the Board of Directors, and shall inform the Board about the event at the next meeting.

Article 18

1. Meetings of the Board of Directors shall be valid only if attended by the majority of the members in office.

2. Resolutions are passed by a majority of the votes, excluding abstentions. In case of a tie, the Chairman of the meeting shall have the casting vote.

Article 19

1. Resolutions passed by the Board of Directors shall be recorded in the minutes transcribed in the relevant register, which are signed by the Chairman of the meeting and the Secretary.

2. Copies of the minutes, signed and certified as true by the Chairman of the Board of Directors or by his/her representative, or by the Secretary, shall constitute full proof thereof.

Article 20

1. The Directors shall be entitled to reimbursement of the costs incurred in carrying out their duties. The Board shall also be entitled to an annual fee, fixed and/or variable, which shall be resolved upon by the Ordinary Shareholders' Meeting and shall remain unchanged until the Meeting subsequently decides otherwise.

2. Remuneration of the Board of Directors, as resolved upon by the Shareholders' Meeting shall be distributed among its members by way of resolution by the Board. The Board of Directors may also, after consulting with the Board of Statutory Auditors, establish the remuneration of the Chairman, Vice Chairman, Managing Director and, in general, the Directors vested with specific responsibilities, pursuant to Article 2389, third paragraph, of the Italian Civil Code.

SECTION V DISCLOSURES BY EXECUTIVE BODIES AND OFFICERS

Article 21

1. Decisions made by those with delegated powers shall be disclosed to the Board according to the procedure and frequency (at least quarterly) established by the Board.
2. In particular, the executive bodies and officers shall report to the Board of Directors and the Board of Statutory Auditors, at least on a quarterly basis, on the general performance of the company, the business outlook, and transactions that have a significant effect on the results of operations and financial position- with particular regard to those that could potentially give rise to conflict of interest- carried out by the Company and its subsidiaries.

SECTION VI REPRESENTATION OF THE COMPANY

Article 22

1. The representation, also in legal proceedings, and the authority to sign on behalf of the company are the right, separately, of the Chairman of the Board of Directors, the Vice Chairman, the Managing Director, the General Manager and the Vice General Managers, who have the right to designate, be it on a continuous basis or otherwise, employees of the Company and persons on secondment to the Company, as well as outside third parties, as representatives and special agents for completing single acts and operations or specific types of acts and operations and to appoint lawyers, technical consultants and arbitrators, vesting them with the appropriate powers and authorities.
2. Representation in legal proceedings includes, but is not limited to, the right to initiate and support any act and measure to protect the Company's rights and interests, which may involve requesting injunctive remedies, precautionary measures and emergency actions, and exercising enforcement actions, the exercising, withdrawal and waiver of the right to take legal action, as well as the institution and the revocation of a civil action, in any court, administrative and arbitration proceedings, before any authority and in any state, and at any level of the law, with all of the necessary powers for such purposes, including the related appointment of a representative ad litem, also of a general nature, to conduct interrogations pursuant to the law, and with all legal rights to reach agreements, settle and submit to arbitration proceedings, also out of court and to waive acts and actions.
3. The Board of Directors may also appoint individual Directors, Senior Managers, Managers and other employees of the Company and persons on secondment at the company, as well as to outside third parties to represent the company and use the company signature, determining their powers, the limits and the procedures by which they are to be exercised.
4. Where necessary for the completion of certain acts or categories of acts, the Board may also grant mandates and powers of attorney to persons from outside the Company.

SECTION VII BOARD OF STATUTORY AUDITORS

Article 23

1. The Ordinary Shareholders' Meeting shall appoint three Standing Auditors, one of which will be elected Chairman, and two stand-in auditors, which shall hold office for three financial years. Their term ends on the date of the Shareholders' Meeting called to approve the financial statements relating to the last year of their appointment and they may be re-elected. The law and the provisions of these Articles of Association shall be observed for their appointment, dismissal and replacement.
2. The Statutory Auditors must be suitable for the performance of the office, in accordance with the legislation in force at the time and the Articles of Association and, in particular, they

must meet the requirements of professionalism, integrity and independence and respect the criteria of competence, correctness and dedication of time, and the specific limits on the accumulation of offices prescribed by the legislation in force at the time and by the Articles of Association and in any event those provided for by the European Directive of 26 June 2013 No. 36 (CRD IV).

The Statutory Auditors, in addition to the independence requirements provided for by the legislation in force at the time, must be in possession of the independence requirements provided for by Art. 13, paragraph 3, of the Articles of Association.

Pursuant to the provisions of current rules and regulations, at least two Standing Auditors and one stand-in Auditor must have been entered in the Register of Auditors for at least three years and have not less than three years of experience as a statutory auditor. Statutory Auditors who are not entered in the Register of Auditors must have at least three years of experience in:

- a) professional activities as a certified public accountant or lawyer, rendered primarily to the banking, insurance and financial sectors;
- b) teaching, at University level, subjects concerning - in the legal field - banking, commercial and/or fiscal law, as well as financial markets and - in the business/finance field - banking operations, business economics, accountancy, the running of the securities markets, the running of the financial and international markets and corporate finance;
- c) management functions at public entities governmental authorities operating in the credit, financial or insurance sector, as well as in the provision of investment services sector or collective portfolio management sector, both of which are defined in Legislative Decree no. 58 of 24 February 1998.

3. The appointment of standing and stand-in members of the Board of Statutory Auditors takes place on the basis of lists submitted by entitled persons in which the candidates must be listed in numerical order. Lists shall be divided in two sections, containing respectively up to three candidates for the position of Statutory Auditor and up to two candidates for the position of Stand-in Statutory Auditor. As a minimum, the first two candidates for the position of Statutory Auditor and the first candidate for the position of Stand-in Statutory Auditor in the respective lists must be entered in the Register of Auditors and have experience as a statutory auditor in accordance with paragraph 2. Each list for the appointment of Statutory Auditor and Stand-in Statutory Auditor must have a number of candidates belonging to the least represented gender, so as to ensure compliance with at least the minimum requirements for gender equality prescribed by current law and regulations. No candidate may appear in more than one list, or shall otherwise be disqualified.

4. In order to be valid, the lists must be filed at the Registered Office or the Head Office, also by means of remote communication and in accordance with the procedures stated in the notice of call which allows the identification of the parties filing the lists, no later than twenty-five days before the date of the Shareholders' Meeting (or within a different period of time according to applicable laws in force at the time) and must be made available to the public at the Registered Office, on the Company's website and through other channels provided for under current laws at least twenty-one days prior to the date of the Shareholders' Meeting (or within a different deadline as per applicable regulations).

5. Each party entitled to vote (as well as (i) entitled persons belonging to the same group, intended as a party, which need not be a corporation, exercising control pursuant to Article 2359 of the Italian Civil Code and any subsidiary controlled by, or under the control of the said party, or (ii) shareholders who are party to a shareholders' agreement as per Article 122 of Legislative Decree no. 58 of 24 February 1998, or (iii) entitled persons who are otherwise associated with each other in a material relationship pursuant to current and applicable statutory or regulatory provisions) may submit individually or with others only one list, just like each candidate may only be included in one list, or otherwise be considered ineligible.

6. Lists may be submitted by parties entitled to vote who alone or together with others, hold

shares with voting rights representing at least the percentage of share capital required by applicable law and regulatory provisions in force at the time.

7. Minority shareholders who are not affiliated with the shareholders concerned, shall be entitled to extend the deadline for presenting lists in the circumstances and according to the procedures set forth in current laws and regulations.

8. Ownership of the minimum shareholding required to submit a list is calculated with regard to the shares registered to each shareholder, or to multiple shareholders combined, on the day on which the lists are filed at the Company. Ownership of the number of shares necessary to submit lists must be proven pursuant to current rules and regulations; proof may be submitted to the Company also after the lists have been filed, provided that it is submitted within the deadline for when the Company must make the lists public.

The entitled persons who submitted a list must also file any additional documentation and declarations required by the laws and regulations in force at the time, within the deadline indicated in paragraph 4 above. Any list that does not meet the above requirements shall be deemed to have not been submitted.

10. Each eligible voter may vote for one list only.

11. The members of the Board of Statutory Auditors shall be elected as follows:

a) 2 (two) Standing Auditors and 1 (one) Stand-in Statutory Auditor are drawn from the list obtaining the largest number of votes cast by the Shareholders, in the order in which they appear on the list ;

b) the remaining Statutory Auditor and the remaining Stand-in Statutory Auditor are drawn from the list that obtained the most votes after the list referred to in letter a). The first candidates of the related section are thus elected Statutory Auditor and Stand-in Statutory Auditor.

12. The Chairmanship of the Board of Statutory Auditors will go to the first candidate of Standing Auditors from the minority list receiving the most votes.

13. If, in accordance with the deadlines and procedures set forth in the previous paragraphs, only one list or no list has been presented, or the lists do not contain the required number of candidates to be elected, the Shareholders' Meeting shall pass a resolution for the appointment or completion of the Board of Statutory Auditors by relative majority. If there is a tie vote between several candidates, a run-off election shall be held between them with a further vote of the Shareholders' Meeting. The Shareholders' Meeting shall be required to ensure compliance with the provisions of applicable laws and regulations concerning gender balance.

14. In the event the death, resignation, withdrawal or removal from office for any other reason of a Statutory Auditor, he/she shall be replaced by the Stand-in Statutory Auditor, from the same list as the outgoing Auditor, in the order in which they appear on the list, complying with the minimum number of members entered in the Register of Auditors who have been engaged in auditing activities as per paragraph 3 and in compliance with gender equality principles. If this is not possible, the outgoing Auditor shall be replaced by the Stand-in Statutory Auditor meeting the specified requirements, drawn from the minority list which obtained the most votes, following the order in which they appear on the list. Where the appointment of Auditors is not carried out using the slate voting system, the Stand-in Statutory Auditor shall take over pursuant to statutory provisions. Should it be necessary to replace the Chairman, the Stand-In Statutory Auditor taking over shall also serve as Chairman. The Shareholders shall appoint or replace Auditors in meetings called in accordance with article 2401, paragraph 1 of the Italian Civil Code in compliance with the principle of adequate representation of minority shareholders and gender equality. Where the appointment of the Stand-in Statutory Auditor in lieu of the Statutory Auditor is not confirmed by the Shareholders' Meeting, he/she shall return to his/her position as Stand-in Statutory Auditor.

15. The Board of Statutory Auditors shall be considered as having been validly constituted

if the majority of Statutory Auditors are present, and resolutions shall be passed by an absolute majority of those present. in case of a tie, the vote cast by the Chairman shall prevail.

16. If deemed appropriate by the Chairman of the Board of Statutory Auditors, meetings of the Board of Statutory Auditors may be held using telecommunication facilities, provided that each attendee can be identified by all the other attendees and that each of them is able to intervene in real time during the discussion of the issues at hand, as well as receive, transmit and view documents. If these requirements are met, the meeting of the Board of Statutory Auditors shall be considered to have been held in the place where the Chairman is located.

17. The Ordinary Shareholders' Meeting shall establish the annual remuneration for each Auditor as required by law. Auditors shall be entitled to reimbursement of the costs incurred in carrying out their duties.

Article 24

1. In order to properly perform its tasks, and in particular to fulfil its obligation to promptly inform the Bank of Italy, and other Supervisory Authorities if required, on management irregularities or violations of the law, the Board of Statutory Auditors is vested with all the broadest powers provided for by current laws and regulations.

2. The Board of Statutory Auditors, without prejudice to any other or more specific duty and power assigned to it by primary and secondary laws and regulations in force, monitors compliance with laws, regulations and the Articles of Association, as well as the correct administration, adequacy of organisational and accounting arrangements of the Bank, of the risk management and control system, as well as the functioning of the overall internal control system, of the external auditing of the accounts, of the independence of external auditors and on the financial reporting process.

SECTION VIII FINANCIAL STATEMENTS, DISTRIBUTION OF PROFITS

Article 25

1. The financial year ends on 31 (thirty-one) December of each year.

2. At the end of each financial year, the Board of Directors shall prepare the company's financial statements, in accordance with statutory provisions.

Article 26

1. The net profit, as resulting from the financial statements, deducting the portion to be allocated to the legal reserve, shall be allocated as decided by the shareholders at the Shareholders' Meeting.

2. If the right to collect dividends is not exercised within five years from the day in which they became due, the dividends will revert to the Company and the equivalent value shall be allocated to the reserve fund.

3. The Shareholders' Meeting, on the basis of a proposal by the Board, may grant shareholders the right to require that the payment of dividends be settled, in whole or in part, in cash or by delivery of shares, having the same entitlements of the shares outstanding at their time of assignment.

4. If the above right is granted, the Shareholders' Meeting, on the basis of a proposal by the Board of the Directors, shall determine the criteria for the calculation and assignment of the shares, establishing how dividend payments will be settled if the above right by is not exercised by shareholders.

5. The Shareholders' Meeting, on the basis of a proposal by the Board of Directors, may

allocate a portion of the annual net profit to social, welfare and/or cultural projects, to be given as decided by the Board of Directors.

6. The Company may approve the distribution of interim dividends in the cases, manner and within the limits permitted by applicable laws.

SECTION IX WITHDRAWAL

Article 27

1 The right of withdrawal is regulated by the law, on the understanding that right of withdrawal may not be exercised by shareholders that have not been involved in the approval of resolutions regarding the extension of the Company's duration.

SECTION X NOMINATED OFFICIAL IN CHARGE OF DRAWING UP THE COMPANY ACCOUNTS

Article 28

1. The Board of Directors, subject to the mandatory opinion of the Board of Statutory Auditors, shall appoint for a period of up to three years, a nominated official in charge of drawing up the company accounts (Financial Reporting Officer) to perform the duties attributed to this function under current laws, and shall establish his/her powers, qualifications and compensation.

2. The Nominated Official in charge of drawing up Company Accounts shall be selected by the Board of Directors from the Company's Senior Managers who meet the following professional qualifications: specific administrative and accounting skills in lending, finance, securities and insurance-related issues. These skills, to be verified by the Board of Directors, must have been acquired through work experience in a position of adequate responsibility for a reasonable period of time or in undertakings similar to the Company.

3. The Financial Reporting Officer must also meet the integrity requirements provided under current law for the assumption of statutory offices. If the Officer no longer meets the integrity requirements, he/she shall be removed from office; in this case, the Board of Directors shall promptly replace the outgoing officer.

4. The Board of Directors shall ensure that the Nominated Official in charge of drawing up Company Accounts has the appropriate powers and means to carry out the duties assigned to him under current laws and properly complies with all administrative and accounting procedures.

5. In the performance of his duties, the Nominated Official in charge of drawing up Company Accounts may call on the assistance of all Bank structures.

6. The Financial Reporting Officer shall make all attestations and declarations, also in conjunction executive bodies and officers when required, in accordance with current laws.

SECTION XI FINAL PROVISIONS

Article 29

1. For anything not expressly provided for in the Articles of Association, reference shall be made to laws and regulations in force at the time.

(post 24 04 24)

**ECB-CONFIDENTIAL**

FinecoBank S.p.A.
Via della Rivoluzione d'Ottobre 16
42123 Reggio Emilia
ITALY

(hereinafter the 'Supervised Entity')

cc:
Banca d'Italia

ECB-SSM-2024-ITFNC-2
OGS-2024-ITFNC-0250679
Frankfurt am Main, 6 March 2024

Decision on the reduction of own funds without replacement

Dear Sir or Madam,

In response to your application of 22 January 2024, I am writing to notify you that I have decided by means of delegation to grant the Supervised Entity permission to reduce its own funds on a consolidated and on an individual basis through the repurchase of 256,740 ordinary shares with International Securities Identification Number (ISIN) IT0000072170 with a nominal value of EUR 0.33 per share (hereinafter the 'Instrument').

The aggregate maximum amount that the Supervised Entity is allowed to spend for the foregoing is EUR 1.0 million.

The permission granted by this Decision is valid for one year from the date this Decision takes effect.

The permission granted by this Decision shall irrevocably lapse if the Supervised Entity informs the ECB in writing that it no longer intends to use the permission and following that notification no action may be executed under the permission hereby granted.

This Decision has been adopted pursuant to Article 77(1)(a) and Article 78(1)(b) of Regulation (EU) No 575/2013 of the European Parliament and of the Council¹ and Subsection 1 of Section 2 of Chapter IV of Commission Delegated Regulation (EU) No 241/2014², in conjunction with Article 4(1)(d) and Article 9(1) of Council Regulation (EU) No 1024/2013³, Article 4 of Decision (EU) 2017/933 of the European Central

1 Regulation (EU) No 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and amending Regulation (EU) No 648/2012 (OJ L 176, 27.6.2013, p. 1).

2 Commission Delegated Regulation (EU) No 241/2014 of 7 January 2014 supplementing Regulation (EU) No 575/2013 of the European Parliament and of the Council with regard to regulatory technical standards for own funds and eligible liabilities requirements for institutions (OJ L 74, 14.3.2014, p. 8) (RTS on own funds and eligible liabilities).

3 Council Regulation (EU) No 1024/2013 of 15 October 2013 conferring specific tasks on the European Central Bank concerning policies relating to the prudential supervision of credit institutions (OJ L 287, 29.10.2013, p. 63).

Bank (ECB/2016/40)⁴, Article 5(3) of Decision (EU) 2018/546 of the European Central Bank (ECB/2018/10)⁵ and Decision (EU) 2020/1333 of the European Central Bank (ECB/2020/41)⁶.

1. Facts on which this Decision is based

1.1 On 22 January 2024, the Supervised Entity submitted to the ECB an application for permission to reduce its own funds on a consolidated and on an individual basis through the repurchase of the Instrument in the total amount of EUR 1.0 million. The Instrument forms part of the Supervised Entity's Common Equity Tier 1 (CET1) capital.

1.2 The Supervised Entity's application may be summarised as follows.

1.2.1 *Rationale for the proposed reduction of own funds*

The Supervised Entity has sought permission to repurchase the abovementioned number of ordinary shares in order to acquire the financial instruments needed to carry out a remuneration scheme for the Personal Financial Advisors Identified Staff, which includes a variable compensation partially made up of ordinary shares. The repurchase will allow the Supervised Entity to carry out the incentive systems already authorised and the incentive schemes that will be approved by the shareholders in the future, or other future needs.

1.2.2 *Impact of the proposed reduction of own funds on the Supervised Entity's compliance with regulatory requirements*

The impact of the repurchase is equal to -1.0 million of CET1 Capital, corresponding to -2 basis points on CET1 ratio, Tier 1 ratio, total capital ratio, and MREL (TREA) and equal to -0.3 basis points on Leverage ratio and MREL (TEM).

Regarding the compliance with the requirements in a forward-looking perspective, the information provided by the Supervised Entity shows that the level of own funds exceeds the regulatory requirements on a three-year horizon by a margin that the ECB considers sufficient and that the impact of the repurchase on the projected ratios over the three-year horizon is low. The Supervised Entity provided the projections of the capital ratios and the leverage ratio for a three-year period (from 2024 to 2026, providing year-end figures) on consolidated basis and on individual basis. According to the projections in the submitted application, based on the latest applicable SREP decision⁷ the Supervised Entity exceeds the CET1, Tier 1 capital and total capital requirements during the three calendar years, before and after the reduction of own funds, by a margin that the ECB considers sufficient (e.g. projected headroom above CET1 requirement (excl. Pillar 2 Guidance) on consolidated level of 1679 basis points, 1388 basis points and 1416 basis points for the years 2024, 2025, and 2026, respectively). The projections also show that the Supervised Entity will continue to exceed the leverage ratio requirement by a sufficient margin under the baseline projections (by 241 basis points, 229 basis points and 207 basis points in 2024, 2025 and 2026).

4 Decision (EU) 2017/933 of the European Central Bank of 16 November 2016 on a general framework for delegating decision-making powers for legal instruments related to supervisory tasks (ECB/2016/40) (OJ L 141, 1.6.2017, p. 14).

5 Decision (EU) 2018/546 of the European Central Bank of 15 March 2018 on delegation of the power to adopt own funds decisions (ECB/2018/10) (OJ L 90, 6.4.2018, p. 105).

6 Decision (EU) 2020/1333 of the European Central Bank of 15 September 2020 nominating heads of work units to adopt delegated own funds decisions and repealing Decision (EU) 2018/547 (ECB/2020/41) (OJ L 312, 25.9.2020, p. 38).

7 Decision ECB-SSM-2023-ITFNC-6 of 30 November 2023 establishing prudential requirements.

1.2.3 Impact on the Supervised Entity's risk coverage

The Supervised Entity has provided the results of the impact of two stress scenarios (moderate and severe stress). Even under stressed conditions, as defined by the Supervised Entity, the Supervised Entity meets all applicable minimum requirements after the repurchase transaction both on consolidated and on individual basis. The impact of the repurchase on the Supervised Entity's capital and MREL ratios under stress is low.

2. Assessment

- 2.1 Based on the facts summarised in Section 1, the ECB has determined that the application meets the conditions for reducing own funds set out in Article 78(1)(b) of Regulation (EU) No 575/2013.
- 2.2 In particular, the Supervised Entity has demonstrated to the satisfaction of the ECB that, following the reduction requested in the application, its own funds and eligible liabilities, on a consolidated and on an individual basis, are expected to exceed the requirements laid down in Regulation (EU) No 575/2013, Directive 2013/36/EU of the European Parliament and of the Council⁸ and Directive 2014/59/EU of the European Parliament and of the Council⁹ by a margin that the ECB considers necessary.

In particular, after the transaction and based on data as of 31 December 2023, the own funds and eligible liabilities of the Supervised Entity are expected to exceed¹⁰:

- (i) The CET1 requirements and combined buffer requirement by 1613 basis points on a consolidated basis and 1677 basis points on an individual basis,
- (ii) The Tier 1 requirements and combined buffer requirement by 2482 basis points on a consolidated basis and 2599 basis points on an individual basis,
- (iii) The own funds requirements and combined buffer requirement by 2232 basis points on a consolidated basis and 2399 basis points on an individual basis,
- (iv) The minimum requirement for own funds and eligible liabilities plus CBR in terms of Total Risk Exposure Amount (TREA) under the national law implementing Directive 2014/59/EU by 3020 basis points on a consolidated basis, and
- (v) The minimum requirement for own funds and eligible liabilities in terms of Total Exposure Measure (TEM) under the national law implementing Directive 2014/59/EU by 208 basis points on a consolidated basis, and
- (vi) The leverage ratio requirement and buffer requirement by 195 basis points on consolidated and by 184 basis points on an individual basis,

⁸ Directive 2013/36/EU of the European Parliament and of the Council of 26 June 2013 on access to the activity of credit institutions and the prudential supervision of credit institutions, amending Directive 2002/87/EC and repealing Directives 2006/48/EC and 2006/49/EC (OJ L 176, 27.6.2013, p. 338).

⁹ Directive 2014/59/EU of the European Parliament and of the Council of 15 May 2014 establishing a framework for the recovery and resolution of credit institutions and investment firms and amending Council Directive 82/891/EEC, and Directives 2001/24/EC, 2002/47/EC, 2004/25/EC, 2005/56/EC, 2007/36/EC, 2011/35/EU, 2012/30/EU and 2013/36/EU, and Regulations (EU) No 1093/2010 and (EU) No 648/2012, of the European Parliament and of the Council, (OJ L 173, 12.6.2014, p. 190).

¹⁰ Requirements mentioned under (i) to (iii) are those applicable as of 1 January 2024 based on the latest SREP Decision (Decision ECB-SSM-2023-ITFNC-6).

which, in the view of the ECB, are considered a sufficient margin above the aforementioned requirements, also taking into account a forward-looking perspective.

- 2.3 On the basis of this above, the ECB concludes that the Supervised Entity should be permitted to reduce its own funds as requested.
- 2.4 Pursuant to Article 28(2) of Regulation (EU) No 241/2014, the Supervised Entity shall deduct the corresponding amounts to be redeemed, reduced or repurchased from its own funds once the prior permission of the competent authority has been obtained and where redemptions, reductions or repurchases are expected to take place with sufficient certainty. The ECB considers that sufficient certainty exists as of the moment of the permission under this Decision and therefore the Supervised Entity shall deduct EUR 1.0 million from the corresponding elements of its own funds with effect from the date on which this Decision takes effect. In case of lapsing of the permission following the Supervised Entity's notification to the ECB that it no longer intends to use this permission, the Supervised Entity may reinstate into own funds the amounts not repurchased.

3. General

- 3.1 The ECB has taken this Decision on the basis of the facts provided and statements made by the Supervised Entity. If any of those facts or statements, in particular any information on the impact of the actions permitted by this Decision on the current and future own funds, were incorrect or incomplete, or no longer reflect the state of affairs described, this could constitute sufficient grounds to revoke this Decision in full or in part.
- 3.2 If the Supervised Entity ceases to comply with the requirements on the basis of which this Decision was taken, or fails to fulfil any requirement or ancillary provision set out in this Decision, or if the applicable law changes, and without prejudice to other cases set out in the applicable law providing for revocation, the ECB will consider revoking this Decision in full or in part.
- 3.3 This Decision takes effect on the day of its notification to the Supervised Entity.

4. Administrative and judicial review

- 4.1 A review of this Decision by the ECB's Administrative Board of Review may be requested under the conditions and within the time limits set out in Article 24 of Regulation (EU) No 1024/2013 and Decision ECB/2014/16 of the European Central Bank¹¹. A request for a review should be sent preferably by electronic mail to ABoR@ecb.europa.eu, or by post to:

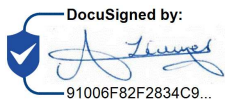
The Secretary of the Administrative Board of Review
European Central Bank
Sonnemannstrasse 22
60314 Frankfurt am Main
Germany

¹¹ Decision ECB/2014/16 of the European Central Bank of 14 April 2014 concerning the establishment of an Administrative Board of Review and its Operating Rules (OJ L 175, 14.6.2014, p. 47).

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4.2 This Decision may be challenged before the Court of Justice of the European Union under the conditions and within the time limits provided for in Article 263 of the Treaty on the Functioning of the European Union.

Yours sincerely,

DocuSigned by:

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Anne LÉCUYER

Deputy Director General

Directorate General Specialised Institutions & LSIs



ECB-CONFIDENTIAL

FinecoBank S.p.A.
Piazza Durante, 11
20131 Milan
ITALY

(hereinafter the 'Supervised Entity')

cc: Banca d'Italia

ECB-SSM-2024-ITFNC-3
OGS-2024-ITFNC-0251377
Frankfurt am Main, 4 April 2024

Decision on amendments to the statutes of the Supervised Entity

Dear Sir or Madam,

In response to your application of 22 January 2024, I am writing to notify you that the European Central Bank (ECB) has decided to confirm that the amendments to the statutes of the Supervised Entity summarised below do not jeopardise its sound and prudent management.

This Decision is subject to the condition that the Supervised Entity's extraordinary shareholders' meeting or any other competent body set out in the applicable law approves the amendments.

The Governing Council of the ECB has adopted this Decision, on the basis of a draft proposal of the Supervisory Board in accordance with Article 26(8) of Council Regulation (EU) No 1024/2013¹, pursuant to Article 4(1)(e) and Article 9(1) of Regulation (EU) No 1024/2013, in conjunction with Article 56 of the Italian law on banking² and the Banca d'Italia Circular No 229/1999³, Title III, Chapter 1, Section II.

1. Facts on which this Decision is based

- 1.1 On 22 January 2024, the Supervised Entity requested the ECB's confirmation pursuant to Article 56 of the Italian law on banking that the proposed amendments to its statutes, as described in paragraph 1.2, do not jeopardise the Supervised Entity's sound and prudent management.
- 1.2 The proposed amendments to the statutes aim to delegate to the Supervised Entity's board of directors, as foreseen in Article 2443 of the Italian Civil Code, the power to carry out free share capital increases by 2029, in one or more instances, as foreseen in Article 2349 of the Italian Civil Code⁴, in execution of the Supervised Entity's 2023 incentive scheme. In particular, the purpose of the free share capital increase is to allow the Supervised Entity to pay out in financial instruments a share of the variable remuneration to the Identified staff for the purpose of allocating the last tranche of 2023

1 Council Regulation (EU) No 1024/2013 of 15 October 2013 conferring specific tasks on the European Central Bank concerning policies relating to the prudential supervision of credit institutions (OJ L 287, 29.10.2013, p. 63).

2 Decreto Legislativo 1 settembre 1993, n. 385, Testo unico delle leggi in materia bancaria e creditizia, e successive modificazioni e integrazioni, Gazzetta Ufficiale della Repubblica Italiana n.230 del 30-9-1993 - Suppl. Ordinario n. 92.

3 Circolare n. 229 del 21 aprile 1999, Istruzioni di Vigilanza per le banche.

4 Codice Civile, R.D. 16 marzo 1942 nr. 262 aggiornato al 30 aprile 2022

incentive Scheme. The maximum amount of the share capital increases above is EUR 39,933.30. The share capital increase is to be executed within five years from the date of the relevant shareholders' resolution.

- 1.3 In addition, the abovementioned amendments aim to delegate to the Supervised Entity's board of directors, as foreseen in Article 2443 of the Italian Civil Code, the power to carry out a free share capital increase for a maximum period of five years, in one or more instances, as foreseen in Article 2349 of the Italian Civil Code, and for: i) a maximum amount of EUR 200,566.74 to be granted to the Identified Staff in execution of the 2024 Incentive Scheme which will be subject to the approval of the shareholders in the next ordinary meeting; ii) a maximum amount of EUR 460,286.64 to be granted to the employees in execution of the 2024-2026 Long-Term Incentive Plan which will be subject to the approval of the shareholders in the next ordinary meeting.
- 1.4 The proposed amendments were approved by the Supervised Entity's board of directors on 16 January 2024.
- 1.5 At the notification date of this Decision, the extraordinary shareholders' meeting of the Supervised Entity has not yet approved the proposed amendments to the statutes.

2. Assessment

- 2.1 Based on the information summarised in Section 1, the ECB has assessed the envisaged amendments to the statutes against the criteria set out in Article 56 Italian law on banking and the Banca d'Italia Circular No 229/1999.
- 2.2 The proposed amendments are deemed to give the Supervised Entity's board of directors the necessary flexibility to execute the 2023 and 2024 remuneration and incentive systems.
- 2.3 The ECB notes that the extraordinary shareholders' meeting of the Supervised Entity has not yet approved the proposed amendments to the statutes of the Supervised Entity.
- 2.4 Based on the above, the ECB concludes that the proposed amendments do not jeopardise the sound and prudent management of the Supervised Entity and that there is no reason to oppose the proposed amendments to the statutes of the Supervised Entity.

3. General

- 3.1 The ECB has taken this Decision on the basis of the facts provided and statements made by the Supervised Entity. If any of those facts or statements were incorrect or incomplete, or no longer reflect the state of affairs described, this could constitute sufficient grounds to revoke this Decision in full or in part.
- 3.2 If the Supervised Entity ceases to comply with the requirements on the basis of which this Decision was taken, or fails to fulfil any requirement or ancillary provision set out in this Decision, or if the applicable law changes, and without prejudice to other cases set out in the applicable law providing for revocation, the ECB will consider revoking this Decision in full or in part.
- 3.3 For the purposes of Article 2436 of the Italian Civil Code, this Decision is without prejudice to any assessment by a public notary or the Companies Register on the conformity of the amendments to the statutes with applicable law.

3.4 This Decision takes effect on the day of its notification to the Supervised Entity.

4. Administrative and judicial review

4.1 A review of this Decision by the ECB's Administrative Board of Review may be requested under the conditions and within the time limits set out in Article 24 of Regulation (EU) No 1024/2013 and Decision ECB/2014/16 of the European Central Bank⁵. A request for a review should be sent preferably by electronic mail to ABoR@ecb.europa.eu, or by post to:

The Secretary of the Administrative Board of Review

European Central Bank

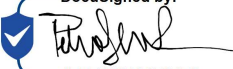
Sonnemannstrasse 22

60314 Frankfurt am Main

Germany

4.2 This Decision may be challenged before the Court of Justice of the European Union under the conditions and within the time limits provided for in Article 263 of the Treaty on the Functioning of the European Union.

Yours sincerely,

DocuSigned by:

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Petra SENKOVIC

Director General Secretariat

The Secretary of the Governing Council

⁵ Decision ECB/2014/16 of the European Central Bank of 14 April 2014 concerning the establishment of an Administrative Board of Review and its Operating Rules (OJ L 175, 14.6.2014, p. 47).

Computer copy conforming to the original document, on paper, pursuant to art. 22, Legislative Decree no. 82 of March 7, 2005, in time for registration with the Companies' Register of Milan-Monza-Brianza-Lodi.

Signed Carlo Marchetti

Milan, May 17, 2024

Acquitted under the decree of 22 February 2007 by M.U.I.