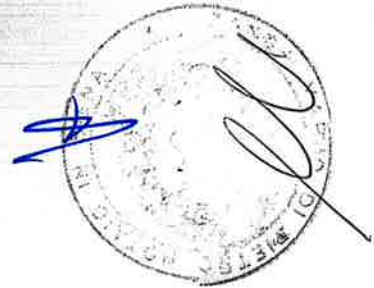


LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio:	Delega	Totale
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	48.745.324	48.745.324
6096	BUTI LUCA	9	0	9
6128	GOSTI GIULIA	0	300	300
6156	BETTI SERGIO	0	0	0
6229	ROSSI ANTONIO	2.500	0	2.500
6279	TOSELLI BARBARA	2	0	2
6293	BALESTRI SAMANTHA	10	0	10
6328	VASTA LUIGI	10	0	10
DE*	A.D.FID SRL SOCIETA' FIDUCIARIA E DI R EVISIONE	0	0	0
DE*	AZUFIN SPA	0	1.000	1.000
DE*	FINANZIARIA ITALIA 2005 SPA	0	13.000.000	13.000.000
RI*	FINCAL SOCIETA' PER AZIONI	0	62.000.000	62.000.000
DE*	INTERMEDIA SRL	0	0	0
DE*	QUARTA IBERICA SRL	0	120.000	120.000
DE*	SO.CO.GE.IM SPA	0	9.660.000	9.660.000
DE*	SOVANA S.R.L.	0	10.250.000	10.250.000
DE*	VM 2006 SRL	0	10.000	10.000
6337	MARCHETTI BEATRICE	2	69.800.000	69.800.000
6351	BABBONI PAOLA	7.866	0	7.866
6391	CORSINI ROBERTO	377	0	377
6443	PASANISI CRISTIANO	700	20.513	21.213
6448	CORRADINI CARLO	0	0	0
RI*	CORRADINI & C. S.R.L	61.758	0	61.758
6466	SABBATINI ALESSANDRO	26	0	26
6473	TREVISAN DARIO	0	0	0
**D	DEGUSA BANK-UNIVERSAL-RENTENFONDS	0	470.498	470.498
**D	MASTERINVEST KAPITALANLAGE GMBH	0	7.417	7.417
**D	LF - AI IMPACT EQUITY EU	0	4.173	4.173
**D	SIEMENS GLOBAL EQUITIES	0	15.487	15.487
**D	SIEMENS EUROINVEST AKTIEN	0	15.183	15.183
**D	TIMM INVEST EUROPA PLUS	0	3.740	3.740
**D	TAGES CAPITAL ICAV - IVCT EUROPEAN EQUIT	0	7.088.936	7.088.936
**D	HELABA INV KAPITALANL GES MBH HI SZVA 2	0	112.400	112.400
**D	HELABA INVEST KAG MBH HI KAPPA 10 SFONDS	0	118.700	118.700
**D	THE WHITE MAGNOLIA TRUST	0	150.000	150.000
**D	PARLATORE ERMENEGILDO	0	1.125.000	1.125.000
**D	WHITE LOTUS FOUNDATION	0	200.000	200.000
**D	PREVINDAI FONDSLEITUNG AG	0	251.250	251.250
**D	PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	0	687.117	687.117
**D	BAYERINVEST KVG MBH VKB PORTFOLIO VK MSCJ WORLD	0	9.825	9.825
**D	WORLD TRADE ORGANIZATION PENSION PLAN	0	3.184	3.184
**D	BAYERINVEST KVG MBH VK EUROPA AKTIEN	0	17.982	17.982
**D	PICTET CH - GLOBAL EQUITIES	0	187.659	187.659
**D	TWO SIGMA EQUITY RISK PREMIA-PORTFOLIO LLC	0	15.034	15.034
**D	TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC	0	254.514	254.514
**D	VERITON MULTI STRATEGY MASTER FUND LTDG	0	506.733	506.733
**D	HUDSON BAY MASTER FUND LTD TRADING	0	589.986	589.986
**D	BLUEHARBOUR MAP	0	202.640	202.640
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P	0	381.745	381.745
**D		0	1.488.794	1.488.794

ALLEGATO LETT. N° 2 ALL'ATTO
N° 45980 DI REPERTORIO
N° 23589 DI RACCOLTA



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	209.633	209.633
**D	MORGAN STANLEY INVESTMENT FUNDS	0	83.520	83.520
**D	ROBECO CAPITAL GROWTH FUNDS	0	41.663	41.663
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	10.221	10.221
**D	CHURCH COMMISSIONERS FOR ENGLAND	0	14.680	14.680
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	18.986	18.986
**D	UI-FONDS RBSS	0	2.378	2.378
**D	STOREBRAND EUROPA PLUS	0	25.934	25.934
**D	NFS LIMITED	0	986	986
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	195.943	195.943
**D	ROBECO UCITS ICAV	0	24.621	24.621
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI 118.442	0	0	118.442
**D	NORDEA 1 SICAV	0	615.859	615.859
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	771.284	771.284
**D	ALASKA COMMON TRUST FUND	0	75.991	75.991
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 3.846	0	0	3.846
**D	ROBECO UMBRELLA FUND I N.V.	0	11.449	11.449
**D	MINISTRY OF ECONOMY AND FINANCE	0	197.582	197.582
**D	UI-S	0	57.536	57.536
**D	VERDIPAPIRFONDET EQUINOR AKSJER EUROPA	0	100.000	100.000
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	10.336	10.336
**D	BLACKROCK FUNDS I ICAV	0	317.573	317.573
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	67.589	67.589
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 3.449	0	0	3.449
**D	BAYERNINVEST PAE-FONDS	0	92.079	92.079
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	10.836	10.836
**D	GOVERNMENT SUPERANNUATION FUND	0	6.040	6.040
**D	NORDEA GLOBAL INDEX SELECT FUND	0	76.606	76.606
**D	MGF	0	33.464	33.464
**D	VINVA INTERNATIONAL EQUITY ALPHA EXTENSION FUND	0	349.050	349.050
**D	STOREBRAND LIVSFORSIKRING AS	0	91.127	91.127
**D	BAYERNINVEST PEE-FONDS	0	27.000	27.000
**D	VINVA EQUITY MARKET NEUTRAL FUND	0	30.648	30.648
**D	BAYERN-INVEST KAI-FONDS	0	46.000	46.000
**D	BLACKROCK ADVANTAGE GLOBAL FUND, INC.	0	158.193	158.193
**D	UBS ASSET MANAGEMENT LIFE LTD	0	89.364	89.364
**D	STOREBRAND SICAV - SKAGEN FOCUS LUX	0	18.902	18.902
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	12.833	12.833
**D	STOREBRAND SICAV - STOREBRAND GLOBAL PLUS LUX	0	7.285	7.285
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	58.708	58.708
**D	MACQUARIE MULTI-FACTOR FUND	0	14.162	14.162
**D	BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST	0	1.380	1.380
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	3.277	3.277
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	13.285	13.285
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID	0	72.174	72.174
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR NATIONAL PENSION FUND ASSOCIATION 400037061	0	971.297	971.297
**D	BLACKROCK INTERNATIONAL ALPHA TILTS FUND	0	190.378	190.378

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS	0	44.789	44.789
**D	VWLAKH MASTER	0	100.000	100.000
**D	SPP PENSION & FORSAKRING AB (PUBL)	0	3.049	3.049
**D	NORDEA EUROPEAN INDEX SELECT FUND	0	71.366	71.366
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	30.930	30.930
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE 369.259	0	0	369.259
**D	ARAMCO ASIA SINGAPORE PTE. LTD	0	4.475	4.475
**D	ALLIANZGI-FONDS DSEPT	0	47.204	47.204
**D	VERDIPAPIRFONDET KRON INDEKS GLOBAL	0	2.227	2.227
**D	BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	2.074	2.074
**D	TF-EQUITY	0	261.612	261.612
**D	VINVA INTERNATIONAL EQUITY FUND	0	76.826	76.826
**D	SKAGEN FOCUS VERDIPAPIRFOND	0	805.400	805.400
**D	FACTORY MUTUAL INSURANCE COMPANY	0	107.173	107.173
**D	OB 2	0	12.766	12.766
**D	STOREBRAND GLOBAL DEVELOPED MARKETS	0	774	774
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	39.473	39.473
**D	MEAG PEGASUS	0	23.488	23.488
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEU-EUROPA-DIVIDENDEN	0	358.559	358.559
**D	MULTI-MANAGER DIRECTIONAL ALTERNATIVE STRATEGIES FUND	0	18.383	18.383
**D	MEAG EUROERTRAG	0	44.000	44.000
**D	COINVEST LIMITED	0	3.093	3.093
**D	ALLIANZGI-FONDS GANO 2	0	2.088	2.088
**D	CERES FONDS D ACTIONS MONDE	0	11.844	11.844
**D	GLOBAL PLATFORM	0	29.370	29.370
**D	ALLIANZGI-FONDS PFI SEGMENT PFI-AA2-E_EUA	0	29.423	29.423
**D	CDN ACWI ALPHA TILTS FUND	0	22.932	22.932
**D	BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	1.036.668	1.036.668
**D	BNP PARIBAS APOLLO ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	265.299	265.299
**D	BNP PARIBAS APOLLO THEMATIC GENDER	0	437.500	437.500
**D	ERAPP ACTIONS EURO IV	0	1.355.856	1.355.856
**D	APOLLO EMERGENTS 2027	0	116.144	116.144
**D	SPP GENERATION 70-TAL	0	3.805	3.805
**D	MULTIPAR SOLIDAIRE DYNAMIQUE SOCIALEMENT RESPONSABLE	0	1.526.077	1.526.077
**D	MEAG DIVIDENDE	0	71.776	71.776
**D	MEAG EUROBALANCE	0	166.965	166.965
**D	GLOBAL ALPHA TILTS FUND B (ACWITLTB)	0	20.653	20.653
**D	BNP PARIBAS APOLLO THEMATIC ECONOMIE	0	509.313	509.313
**D	BNPP MODERATE - FOCUS ITALIA	0	34.607	34.607
**D	BNP PARIBAS APOLLO GLOBAL WATER	0	92.344	92.344
**D	BNP PARIBAS APOLLO THEMATIC ENERGY	0	145.884	145.884
**D	AXA SELECT ACTIONS EUROPE	0	330.000	330.000
**D	TITAN BEST SELECTION EURO 2026	0	91.437	91.437
**D	ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE	0	322.194	322.194
**D	ERI BAYERNINVEST FONDS AKTIEN EUROPA	0	65.227	65.227
**D	MEAG PREMIUM	0	3.238.524	3.238.524
**D	MEAG EUROKAPITAL	0	64.817	64.817
**D	BI AKTIENFONDS	0	173.739	173.739
**D	DC-AKTIEU-FONDS	0	8.194	8.194

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BNP PARIBAS SMALLCAP EUROLAND ISR	0	3.321.803	3.321.803
**D	FUNDACAO CALOUSTE GULENKIAN	0	658	658
**D	MULTIPAR SOLIDAIRE EQUILIBRE SOCIALEMENT RESPONSABLE	0	487.369	487.369
**D	FONDS BOHRINGER ISR EQUILIBRE SOLIDAIRE	0	54.220	54.220
**D	APOLLO INFRASTRUCTURE 2027	0	96.274	96.274
**D	PEGASUS-UI-FONDS	0	20.000	20.000
**D	LESAFFRE EQUILIBRE RESPONSABLE AND SOLIDAIRE	0	39.838	39.838
**D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	112.580	112.580
**D	ARRCO QUANT 1	0	44.779	44.779
**D	FRANCE D ACTIONS 1	0	179.226	179.226
**D	BNP PARIBAS APOLLO CYBERSECURITE	0	55.571	55.571
**D	ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II	0	365.206	365.206
**D	AXA AA DIVERSIFIE INDICIEL 1	0	128.960	128.960
**D	BANCOPOSTA STRATEGIC INSURANCE DISTRIBUTION	0	941	941
**D	VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER	0	828	828
**D	CARDIF BNPP AM SMALL CAP EUROPE	0	238.790	238.790
**D	BNP PARIBAS EASY MSCI EUROPE MIN TE	0	539.903	539.903
**D	TRINITY COLLEGE CAMBRIDGE	0	46.874	46.874
**D	BESTSELECT - UBS SRI GLOBAL EQUITY	0	15.185	15.185
**D	VZERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE	0	18.431	18.431
**D	NORDEA WORLD INDEX SELECT FUND	0	79.318	79.318
**D	INVESTITORI FLESSIBILE	0	120.000	120.000
**D	BDF FONDS E ACTIONS EUROPEENNES	0	62.000	62.000
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	367.400	367.400
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	19.675	19.675
**D	BANCOPOSTA DIVERSIFIED DISTRIBUTION	0	76.227	76.227
**D	INVESTITORI PIAZZA AFFARI	0	170.500	170.500
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF	0	12.646	12.646
**D	BNP PARIBAS ATHENA PRESTIGE S&P 100	0	628.172	628.172
**D	ALLIANZGI S AKTIEN	0	54.840	54.840
**D	INVESTITORI EUROPA	0	107.810	107.810
**D	ROTHSCHILD AND CO ASSET MANAGEMENT EUROPE	0	203.328	203.328
**D	UI-GKR-FONDS	0	10.800	10.800
**D	DNCA INVEST-EURO DIVIDEND GROWER	0	804.961	804.961
**D	CAIXABANK WEALTH SICAV	0	44.000	44.000
**D	BNP PARIBAS FUNDS - EUROPE SMALL CAP	0	1.203.104	1.203.104
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF	0	888	888
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	53.318	53.318
**D	BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	0	2.655.588	2.655.588
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS WEALTH LEGERE FUND (CAIXA)	0	115.000	115.000
**D	CAIXABANK WEALTH SICAV - CAIXABANK WEALTH LEGERE FUND (CAIXA)	0	28.000	28.000
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	4.369	4.369
**D	BNP PARIBAS FUNDS - EURO EQUITY	0	13.857	13.857
**D	HSBC TRINKAUS ALPHASCREEN	0	1.100.311	1.100.311
**D	CAIXABANK WEALTH SICAV-CAIXABANK WEALTH KOTINOS	0	85.754	85.754
**D	BNP PARIBAS MIDCAP FRANCE	0	7.000	7.000
**D	DNCA INVEST - ALPHAPLAY EUROLAND EQUITIES	0	658.110	658.110
**D	AXA PEA REGULARITE	0	1.535.718	1.535.718
**D	UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS	0	624.756	624.756
**D		0	7.804	7.804

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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	METROPOLITAN-RENTASTRO - GROWTH	0	952.030	952.030
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	0	944.888	944.888
**D	BNP PARIBAS B PENSION STABILITY	0	172.960	172.960
**D	BNZ WHOLESALÉ INTERNATIONAL EQUITIES (INDEX) FUND	0	42.274	42.274
**D	BNP PARIBAS EASY EMU MIN TE	0	462.124	462.124
**D	SAUR EPARGNE SOLIDAIRE ISR	0	61.964	61.964
**D	CARDIF BNPP IP SMID CAP EURO	0	422.886	422.886
**D	INVESTITORI EIGHTY TWENTY	0	9.880	9.880
**D	ORANO DIVERSIFIE DYNAMIQUE	0	16.912	16.912
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	121.432	121.432
**D	TRATON-UI-DYNAMIK	0	59.279	59.279
**D	EPARGNE DIVERSIFIEE KINGFISHER	0	114.993	114.993
**D	BNP PARIBAS APOLLO MEDICAL TECH	0	88.607	88.607
**D	BANCOPOSTA AZIONARIO EURO	0	378.111	378.111
**D	THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB	0	169.639	169.639
**D	BNP PARIBAS FUNDS - EUROPE EQUITY	0	934.962	934.962
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	0	23.655	23.655
**D	CNP ASSUR SMID CAP EUROPE	0	298.329	298.329
**D	SCHOLLER-STIFTUNGSFONDS 1	0	53.266	53.266
**D	PSVAG MASTERFONDS	0	87.249	87.249
**D	G.A.-FUND-B - WORLD EQUITIES PLUS	0	2.100	2.100
**D	BANCOPOSTA GLOBAL EQUITY LTE	0	26.225	26.225
**D	DNCA INVEST ARCHER MID CAP EUROPE	0	2.228.150	2.228.150
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1	0	10.188	10.188
**D	MULTIPAR ACTIONS SOCIALEMENT RESPONSABLE	0	1.327.635	1.327.635
**D	BNP PARIBAS FUNDS - SEASONS	0	1.433.345	1.433.345
**D	BNP PARIBAS EASY - MSCI EUROPE	0	9.311	9.311
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	89.564	89.564
**D	AZ ALLOCATION-BALANCED BRAVE	0	954.840	954.840
**D	UNIVERSITIES SUPERANNUATION SCHEME	0	116.920	116.920
**D	GENERATE WHOLESALÉ UNIT TRUST SCHEME	0	3.255	3.255
**D	AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND	0	40.759	40.759
**D	WM POOL - FIXED INTEREST TRUST NO. 12	0	2.271	2.271
**D	WESTPAC WHOLESALÉ INTERNATIONAL SHARE NO. 3 TRUST	0	5.687	5.687
**D	BNP PARIBAS EASY - MSCI EMU	0	9.409	9.409
**D	BPI GLOBAL INVESTMENT FUND- PERSEO FUND	0	10.417	10.417
**D	BNP PARIBAS B PENSION BALANCED	0	2.335.663	2.335.663
**D	THEAM QUANT- EQUITY EUROZONE GURU	0	405.280	405.280
**D	FOVERUKA PENSION UNIVERSAL	0	18.000	18.000
**D	FUTURE GROUP INTERNATIONAL EQUITIES FUND	0	70.690	70.690
**D	UI-FONDS BAV RBI AKTIEN	0	294.545	294.545
**D	SCHRODER GAIA	0	978	978
**D	EBK-AKTIEN-UNIVERSAL-FONDS	0	39.160	39.160
**D	EMBO-FONDS	0	54.640	54.640
**D	BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST	0	15.935	15.935
**D	DNCA INVEST - ALPHAPLAY EUROPEAN EQUITIES	0	648.825	648.825
**D	JNL INTERNATIONAL INDEX FUND	0	301.300	301.300
**D	AXA ASSICURAZIONI SPA	0	241.000	241.000
**D	VANGUARD GLOBAL VALUE EQUITY FUND	0	11.873	11.873
**D	GOLDMAN SACHS FUNDS III	0	114.116	114.116



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMP INTERNATIONAL EQUITY INDEX FUND	0	140.105	140.105
**D	ING DIRECT SICAV	0	95.102	95.102
**D	VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	104.809	104.809
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	359.140	359.140
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	165.031	165.031
**D	FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	2.740	2.740
**D	AUSTRALIANSUPER	0	473.000	473.000
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	1	1
**D	INCOME INSURANCE LIMITED	0	4.822	4.822
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	204.965	204.965
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	0	279.321	279.321
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	25.400	25.400
**D	EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	29.189	29.189
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	25.497	25.497
**D	ATCP-UI-FONDS	0	15.322	15.322
**D	BANCOPOSTA EQUITY ALL COUNTRY	0	13.564	13.564
**D	CARMIGNAC PORTFOLIO LONG-SHORT EUROPEAN EQUITIES	0	1.223.784	1.223.784
**D	AZ FUND 1 CGM OPPORTUNISTIC EUROPEAN	0	140.000	140.000
**D	BANCOPOSTA GLOBAL EQUITY HEDGED LTE	0	3.260	3.260
**D	ANSELECT - BLACKROCK EURO EQUITY	0	520.532	520.532
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	15.843	15.843
**D	STATE OF WYOMING	0	4.100	4.100
**D	BANCOPOSTA DYNAMIC MULTI-ASSET	0	14.029	14.029
**D	TEAM QUANT - EUROPE TARGET PREMIUM	0	376.771	376.771
**D	WM POOL - EQUITIES TRUST NO. 75	0	34.985	34.985
**D	DEKA VALUE PLUS	0	516.263	516.263
**D	BANCOPOSTA RINASCIMENTO	0	166.137	166.137
**D	FONDACO SICAV FP BCC	0	18.191	18.191
**D	UI BYK KAPITALVERWALTUNGSGESSELLSCHAFT MBH ON BEHALF OF BAYVK AI FONDS	0	113.379	113.379
**D	B-FUND - EUROPE EQUITY D	0	40.630	40.630
**D	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	13.513	13.513
**D	WM POOL - EQUITIES TRUST NO. 75	0	5.157	5.157
**D	ELEVA GLOBAL MULTI OPPORTUNITIES FUND	0	13.463	13.463
**D	AZ FUND 1 AZ ALLOCATION ITALIAN TREND	0	189.614	189.614
**D	ELEVA ABSOLUTE RETURN EUROPE FUND	0	43.025	43.025
**D	BKM	0	310.047	310.047
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	5.940	5.940
**D	TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	0	108.956	108.956
**D	EPS	0	34.100	34.100
**D	BNP PARIBAS B PENSION GROWTH	0	745.525	745.525
**D	SBC MASTER PENSION TRUST	0	209.792	209.792
**D	BUMA-UNIVERSAL-FONDS I	0	31.507	31.507
**D	NATIONAL PENSION INSURANCE FUND	0	131	131
**D	AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	0	75.000	75.000
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	21.743	21.743
**D	TURICOM - AKTIEN UND IMMOBILIENWERTSCHRIFTEN	0	184.597	184.597
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	0	26.563	26.563
**D	PASSIVE GLOBAL SHARE TRUST	0	37.169	37.169
**D	CARESUPER	0	67.272	67.272
**D	UNISUPER	0	40.984	40.984

LISTA ESITO DELLA VOTAZIONE

Objetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	0	586.140	586.140
**D	WM POOL - EQUITIES TRUST NO. 74	0	73.221	73.221
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND	0	12.681	12.681
**D	THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR	0	5.888	5.888
**D	HESTA	0	49.038	49.038
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	6.896	6.896
**D	INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL	0	1.478	1.478
**D	FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	1.070.802	1.070.802
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	237.237	237.237
**D	HC RENTE	0	7.855	7.855
**D	TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	0	3.848	3.848
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	512.573	512.573
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	444.654	444.654
**D	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	0	8.425	8.425
**D	PREVIDENZA COOPERATIVA	0	17.931	17.931
**D	INDUSTRIENS PENSIONSFORSIKRING A/S	0	61.713	61.713
**D	SIEMENS-FONDS SIEMENS-RENTE	0	164.077	164.077
**D	INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL	0	7.521	7.521
**D	FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	0	70.985	70.985
**D	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	16.620	16.620
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	0	34.851	34.851
**D	FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	0	222.550	222.550
**D	FONDO PENSIONE COMPLEMENTARE PER I LAVORATORI DELLE IMPRESE INDUSTRIALI ED ARTIGIANE EDILI ED AFFINI - PREVEDI	0	10.023	10.023
**D	HUMANIS RETRAITE ACTIONS EMPLOI SANTE	0	467.655	467.655
**D	FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL VALUE INDEX FUND	0	2.821.572	2.821.572
**D	SIENNA GESTION	0	235.467	235.467
**D	TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	396.328	396.328
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING 26	0	7.839	7.839
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	19.829	19.829
**D	ERAPP ACTIONS EURO I	0	828.027	828.027
**D	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	75.349	75.349
**D	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL	0	162.352	162.352
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	0	67.811	67.811
**D	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	70.846	70.846
**D	REASSURE LIMITED	0	527.208	527.208
**D	HSBC POOLED INVESTMENT FUND	0	517.817	517.817
**D	KBC INSTITUTIONAL INVESTOR	0	7.336	7.336
**D	HSBC COLLECTIVE INVESTMENT TRUST - HSBC EURO MULTI-ASSET INCOME FUND	0	6.183	6.183
**D	FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND	0	171.034	171.034
**D	BEST INVESTMENT CORPORATION	0	195.713	195.713
**D	PLATO RI WORLD	0	8.720	8.720
**D	FLOURISH INVESTMENT CORPORATION	0	64.406	64.406
**D	PLATO INST I FUND EURO EQUITY	0	55.879	55.879
**D	KBC INSTIT INVESTORS FAMILY ENTERPRISES DBI-RDT	0	1.979	1.979
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	54.780	54.780
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	5.635	5.635
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	0	3.982	3.982
**D	PLATO INSTIT INDEX FND WORLD DBI-RDT	0	41.341	41.341
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	0	6.014	6.014
**D	SCHRODER INSTITUTIONAL POOLED FUNDS	0	9.496	9.496

Avanti diritto:
in proprio:

1.960 41
29 in delega: 1.931

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Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	KBC INSTITUTIONAL FUND SRI EURO	0	245.828	245.828
**D	KBC INST FUND EURO EQUITY	0	16.134	16.134
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	772	772
**D	AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	0	2.069	2.069
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	8.277	8.277
**D	KBC INSTITUTIONAL FUND/SRI WORLD EQUITY	0	84.406	84.406
**D	M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	0	50.336	50.336
**D	HSBC GLOBAL FUNDS ICAV	0	1.722	1.722
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	129.923	129.923
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	0	100.408	100.408
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF	0	19.322	19.322
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	0	1.435.394	1.435.394
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	0	330.345	330.345
**D	HSBC GLOBAL INVESTMENT FUNDS	0	8.784	8.784
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	0	4.091	4.091
**D	PRICOS	0	1.231.977	1.231.977
**D	KBC EQUITY FUND/STRATEGIC SATELLITES	0	42.429	42.429
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	0	124.754	124.754
**D	PRICOS SRI	0	45.117	45.117
**D	PLATO INSTITUTIONAL INDEX FUND/WORLD	0	71.022	71.022
**D	ALLIANZ GLOBAL INVESTORS GMBH	0	789.291	789.291
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS	0	57.171	57.171
**D	KBC EQUITY FUND/FAMILY ENTERPRISES	0	125.141	125.141
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV	0	22.934	22.934
**D	PRICOS DEFENSIVE	0	23.906	23.906
**D	PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY	0	128.878	128.878
**D	ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	0	3.587	3.587
**D	LB HOLDINGS I LLC	0	10.218	10.218
**D	BIRELEY'S ORANGE JAPAN, S.A.	0	15.436	15.436
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O S. D	0	36.819	36.819
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	0	27.050	27.050
**D	CM-AM EUROPE GROWTH	0	1.350.000	1.350.000
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521	0	5.178	5.178
**D	KATHERINE C MOORE CHARITABLE LEAD ANNUIT	0	1.937	1.937
**D	1934 GLOBAL INVESTMENT FUND LP	0	499.327	499.327
**D	ORANO ACTIONS EUROPEENNES	0	60.753	60.753
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	32.151	32.151
**D	JEFFREY LLC	0	24.681	24.681
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	0	31.040	31.040
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	0	1.529	1.529
**D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT ORWLCO-AKTIE	0	50.000	50.000
**D	NUVEN INTERNATIONAL EQUITY INDEX FUND	0	280.987	280.987
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC	0	13.504	13.504
**D	HW INTERNATIONAL VALUE FD	0	8.630	8.630
**D	MASTER TR FOR DEF.CONTRIBUTN PLNS OF AMER AIRLINES, INC., US AIRWAYS, INC.AND AF	0	283.592	283.592
**D	HOAG FAMILY TRUST U/A DTD 8-02-94	0	15.577	15.577
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	179.360	179.360
**D	CM-AM EUROPE VALUE	0	532.098	532.098
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	238.187	238.187
**D	PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	0	3.242	3.242

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIL GENESIS LIMITED - FIDELITY POC EAFE PILOT	0	2.943	2.943
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	189.030	189.030
**D	FIDELITY FUNDS - EUROPEAN CORE EQUITY POOL	0	51.387	51.387
**D	BLACKROCK INDEX SELECTION FUND	0	1.488.274	1.488.274
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	30.383.576	30.383.576
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)	0	2.812	2.812
**D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	742.276	742.276
**D	ALM ACTIONS ZONE EURO ISR	0	614.038	614.038
**D	SIMPLICITY HEDGED GLOBAL SHARE FUND	0	48.780	48.780
**D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	4.546	4.546
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)	0	5.159	5.159
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	166.454	166.454
**D	NVIT INTERNATIONAL INDEX FUND	0	3.795	3.795
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	37.712	37.712
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	0	93.802	93.802
**D	FCP ALM ACTIONS EUROPE ISR	0	158.236	158.236
**D	SIMPLICITY UNHEDGED GLOBAL SHARE FUND	0	49.896	49.896
**D	SCHRODER DIVERSIFIED GROWTH TRUST	0	10.087	10.087
**D	SMART WHOLESALE GLOBAL EQUITY ESG FUND	0	39.179	39.179
**D	MH EDRAM DIVERSIFIE	0	45.071	45.071
**D	RLA INTERNATIONAL EQUITIES FUND	0	60.396	60.396
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	58.409	58.409
**D	RLA NZ INTERNATIONAL EQUITIES FUND	0	24.956	24.956
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE	0	120.624	120.624
**D	ERAPP ACTIONS EURO VII	0	1.778.102	1.778.102
**D	IC EUROPE EQUITY ESG INDEX FUND	0	17.173	17.173
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	2.951.909	2.951.909
**D	AMP WHOLESALE GLOBAL EQUITIES FUND	0	44.291	44.291
**D	FIDELITY UCITS ICAV - FIDELITY GLOBAL EQUITY RESEARCH ENHANCED UCITS ETF	0	5.442	5.442
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	1.611.854	1.611.854
**D	JPMORGAN ETFs (IRELAND) ICAV - EUROZONE RESEARCH ENHAN INDEX EQ ACTIVE UCITS ETF	0	85.718	85.718
**D	FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	0	230.246	230.246
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL	0	260.440	260.440
**D	ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA	0	72.307	72.307
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	0	55	55
**D	FIDELITY UCITS ICAV - FIDELITY EUROPE EQUITY RESEARCH ENHANCED UCITS ETF	0	18.005	18.005
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	23.894	23.894
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF	0	38.747	38.747
**D	SCHRODER GLOBAL EX UK EQUITY TRACKER COMPONENT FUND	0	7.008	7.008
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II (B)/CCF	0	106.025	106.025
**D	ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	0	9.299	9.299
**D	SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	0	11.260	11.260
**D	FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	0	155.004	155.004
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AND ASSOCIATI	0	0	113.054
**D	DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)	0	8.229	8.229
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	76.494	76.494
**D	VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	0	57.505	57.505
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	198.741	198.741
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	6.527	6.527

Avanti diritto: 1.960 Teste: 41
in proprio: 29 in delega: 1.931

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	7.537.280	7.537.280
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	28.471	28.471
**D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	61.046	61.046
**D	VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND	0	1.178	1.178
**D	ANTIPODES INTERNATIONAL VALUE FUND, LP	0	4.492	4.492
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.179.588	1.179.588
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	230.843	230.843
**D	BLACKROCK CDN WORLD INDEX FUND	0	138.259	138.259
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	3.026	3.026
**D	VANGUARD ESG INTERNATIONAL STOCK ETF	0	414.859	414.859
**D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	51.180	51.180
**D	COMMINGLED PENSION TRUST FUND (SAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	1.031.244	1.031.244
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	2.523.097	2.523.097
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975	0	15.812	15.812
**D	THRIFT SAVINGS PLAN	0	5.766.907	5.766.907
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- YANG FTSE DVLDP WRLD EX UK CCF	0	45.175	45.175
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF	0	54.400	54.400
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF	0	28.395	28.395
**D	ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	0	268.986	268.986
**D	ISHARES MSCI WORLD EX AUSTRALIA VALUE ETF	0	1.472	1.472
**D	FIDELITY FUNDS - ITALY POOL	0	4.071.216	4.071.216
**D	VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	0	4.128	4.128
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	35.673	35.673
**D	SCHRODER MANAGED BALANCED FUND	0	32.398	32.398
**D	MSCI EQUITY INDEX FUND B - ITALY (MSITB)	0	653.702	653.702
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	1.361.167	1.361.167
**D	AMUNDI HK PORTFOLIOS	0	58.517	58.517
**D	AMUNDI ETF ICV	0	389.414	389.414
**D	AMUNDI ETF ICV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	12.135	12.135
**D	THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYERS RETIREMENT FUND SCHEME	0	4.573	4.573
**D	AMUNDI ETF ICV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF	0	112.230	112.230
**D	AMUNDI ETF ICV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	61.665	61.665
**D	MEAG MUNICH ERGO KAPITALANLAGESELLSCHAFT MBH	0	322.487	322.487
**D	AMUNDI ETF ICV-AMUNDI PRIME GLOBAL UCITS ETF	0	70.551	70.551
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS L	0	43.272	43.272
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE BALANCED	0	16.061	16.061
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DEVELOPED MARKETS EQUITY EA	0	26.355	26.355
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG	0	39.300	39.300
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF STUTTGARTER AKTIEN EUROPA	0	81.439	81.439
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS B	0	29.818	29.818
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS A	0	14.849	14.849
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF UKNRW INKA	0	44.393	44.393
**D	ISHARES EUROPE ETF	0	398.298	398.298
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ARZPRENTE 2	0	170.045	170.045
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE DYNAMIK	0	63.042	63.042
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ZA	0	17.049	17.049
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HP EQUITY	0	393.919	393.919
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF RAW INTERNATIONAL SEGMENT 13	0	147.727	147.727
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DS-FONDS	0	177.039	177.039
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF MAGDEBURG INKA	0	55.395	55.395

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BW-M PA 24, LTD	0	3.766	3.766
**D	BW PASPG, LTD.	0	5.468	5.468
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY IV, LP	0	1.986	1.986
**D	GLOBAL FUNDS TRUST COMPANY	0	151.500	151.500
**D	BEST INVESTMENT CORPORATION	0	16.038	16.038
**D	GLOBAL DIVERSIFIED IT POCKET	0	12.500.000	12.500.000
**D	FONDS DE RESERVE POUR LES RETRAITES	0	955.584	955.584
**D	ARDAN UCITS ICAV	0	13.100	13.100
**D	HI-PROAM-STIFTUNGSFONDS	0	4.927	4.927
**D	FCP SODIUM I	0	109.193	109.193
**D	SABADELL EUROPA BOLSA FI	0	410.467	410.467
**D	SABADELL INVERSION ETICA Y SOLIDARIA, FI	0	10.837	10.837
**D	SABADELL PLANIFICACION 25, FI	0	1.295	1.295
**D	HW GLOBAL VALUE FUND	0	40.300	40.300
**D	VIDENT INTERNATIONAL EX STRATEGY ETF	0	183.677	183.677
**D	MILA PERETTI - SAPA	0	670.000	670.000
**D	INVERSADELL 50, FI	0	3.622	3.622
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	558	558
**D	INVERSADELL 70, FI	0	1.338	1.338
**D	INVERSADELL 25, FI	0	4.938	4.938
**D	PEOPLE'S BANK OF CHINA	0	644.635	644.635
**D	AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	0	70.541	70.541
**D	BRIDGEWATER PURE ALPHA TRADING CO (GCM)	0	1.986	1.986
**D	BW-M PA 24, LTD.-INTL TRADING	0	3.766	3.766
***	PARLATORE ERMENEGILDO	0	175.000	175.000
**D	BRED BANQUE POPULAIRE	0	3.441.725	3.441.725
**D	COMPROMISO MEDIUM ANUM FI	0	1.189	1.189
**D	MEDIOLANUM PENSIONES II FONDO DE PENSIONES	0	30.120	30.120
**D	MEDIOLANUM RENTA VARIABLE GLOBAL SELECCION FI	0	112.496	112.496
**D	MEDIOLANUM PENSIONES I FONDO DE PENSIONES	0	284.597	284.597
**D	BAM MASTER (GCM)	0	24.988	24.988
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	528.479	528.479
**D	ARGA INTERNATIONAL VALUE FUND	0	136.427	136.427
**D	ARGA GLOBAL EQUITY AUSTRALIA FUND	0	508	508
**D	VANGUARD INTERNATIONAL VALUE FUND	0	4.369.890	4.369.890
**D	ILEX MASTER FUND LP AC	0	2.110.979	2.110.979
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	4.504	4.504
**D	DYNAMIC PROFILE FINCO AM FUND V	0	138.889	138.889
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	13.490	13.490
**D	DYNAMIC PROFILE FINCO AM FUND I	0	10.693	10.693
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	5.419	5.419
**D	AVIVA LIFE & PENSIONS UK LIMITED	0	1.085.894	1.085.894
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	142.287	142.287
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	0	186.155	186.155
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	293	293
**D	AVIVA LIFE AND PENSIONS UK LIMITED	0	16.423	16.423
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	411	411
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	107.657	107.657
**D	ENPAM	0	3.184.678	3.184.678
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	10.496	10.496

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	28.428	28.428
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI	0	80.542	80.542
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS MULTI-STRATEGY TARGET RETURN FUND	0	91.626	91.626
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	35.366	35.366
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	30.714	30.714
**D	DYNAMIC PROFILE FINECO: AM FUND VI	0	160.127	160.127
**D	DYNAMIC PROFILE FINECO AM FUND VII	0	286.770	286.770
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	10.025	10.025
**D	TOPS WLD EQS FD NON FLIP	0	28.423	28.423
**D	TOPS WLD EX-US FUND NON FLIP	0	231.491	231.491
**D	ASR LEVENSVZERKERING NV	0	12.180	12.180
**D	ASR SCHADEVERKERING NV	0	4.231	4.231
**D	AMUNDI SELEZIONE ATTIVA ITALIA	0	902.326	902.326
**D	AMUNDI ESG SELECTION BILANCIATO	0	20.469	20.469
**D	AMUNDI ESG SELECTION DINAMICO	0	10.773	10.773
**D	AMUNDI ESG SELECTION CONSERVATIVO	0	6.585	6.585
**D	AMUNDI PRIMO INVESTIMENTO	0	131.048	131.048
**D	CA VITA PIR AZ	0	39.895	39.895
**D	CA VITA PIR BIL	0	31.833	31.833
**D	TRUST NAVALE PUBLICLY TRADED INVESTMENTS	0	4.489	4.489
**D	AMUNDI RISPARMIO PI	0	198.929	198.929
**D	AMUNDI PROGETTO FUTURO PIR	0	154.552	154.552
**D	AMUNDI CRESCITA ITALIA	0	189.535	189.535
**D	AMUNDI LIFECYCLE 2030 EQUITY	0	22	22
**D	AMUNDI LIFECYCLE 2033 EQUITY	0	45	45
**D	AMUNDI LIFECYCLE 2036 EQUITY	0	94	94
**D	AMUNDI LIFECYCLE 2039 EQUITY	0	86	86
**D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	0	94.377	94.377
**D	AMUNDI FUNDS EUROPEAN EQUITY	0	251.829	251.829
**D	AMUNDI MSCI EMU ESG BROAD TRANSITION	0	357.611	357.611
**D	AMUNDI STOXX EUROPE 600	0	2.976.995	2.976.995
**D	AMUNDI INDEX MSCI EUROPE	0	1.385.227	1.385.227
**D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED	0	141.131	141.131
**D	AMUNDI MSCI WORLD CLIMATE TRANSITION	0	17.460	17.460
**D	AMUNDI MSCI EUROPE SCREENED	0	3.466	3.466
**D	LOF TARGETNETZERO GLOBAL EQUITY	0	98.754	98.754
**D	LOF ALL ROADS GROWTH	0	54.732	54.732
**D	LOF ALL ROADS CONSERVATIVE	0	55.794	55.794
**D	AMUNDI FUNDS EUROPE EQUITY SELECT	0	12.836	12.836
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED	0	558.276	558.276
**D	AMUNDI MSCI EMU CLIMATE PARIS ALIGNED	0	872	872
**D	NEF ETHICAL EURO EQUITY	0	62.726	62.726
**D	NEF RISPARMIO ITALIA	0	759.682	759.682
**D	AMUNDI ITALY MIB ESG	0	243.517	243.517
**D	AMUNDI MSCI EUROPE ESG BROAD TRANSITION	0	611.505	611.505
**D	AMUNDI STOXX EUROPE 600 ESG	0	311.190	311.190
**D	AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD	0	298.105	298.105
**D	LOF TARGETNETZERO EUROPE EQUITY	0	32.674	32.674
**D	NEF ETHICAL BALANCED DYNAMIC	0	34.816	34.816
**D		0	239.615	239.615

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI FUNDS MULTI ASSET REAL RETURN	0	7.250	7.250
**D	AMUNDI FUNDS EURO MULTI ASSET TARGET INC	0	10.920	10.920
**D	AMUNDI FUNDS GLOBAL MULTI ASSET	0	75.227	75.227
**D	AMUNDI FDS GLOB MULTI ASSET CONSERVATIVE	0	205.776	205.776
**D	AF EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	107.528	107.528
**D	AF EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	1.033.186	1.033.186
**D	AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE	0	13.763	13.763
**D	AMUNDI PRIME EUROPE	0	75.070	75.070
**D	AMUNDI PRIME EUROZONE	0	246.833	246.833
**D	MDP TOBAM ANTI BENCHMARK EURO EQ FUND	0	7.652	7.652
**D	AF MULTI ASSET CONSERVATIVE RESPONSIBLE	0	100.709	100.709
**D	LOF ALL ROADS	0	74.228	74.228
**D	AMUNDI FUNDS EUROLAND EQUITY RISK PARITY	0	11.540	11.540
**D	RCO LUX MONTJOLY INVEST POOL RCG	0	2.640	2.640
**D	LUXCELLENCE HELVETIA EUROP EQUITY	0	17.156	17.156
**D	LEMANIK SCV EUR DIV PRESERV	0	60.000	60.000
**D	EUROPEAN SPECIAL SITUATIONS	0	226.101	226.101
**D	HIGH GROWTH	0	160.237	160.237
**D	UNIVERSE THE CMI CONT EURO EQ	0	185.000	185.000
**D	YOUR SICAV SIF LEMANIK LONG TERM STRONG BELIEF	0	33.173	33.173
**D	CENTRAL BANK OF IRELAND MSCI PAB	0	192.635	192.635
**D	MEDIO MORGAN STANLEY GLOBAL SELECTION	0	90.786	90.786
**D	MIFL BB CS QP GIB EQ	0	4.918.395	4.918.395
**D	MIFL CH EE QPS EU EQ	0	100.313	100.313
**D	MIFL CH IE QP GBL EQ	0	76.637	76.637
**D	CHALLENGE ITALIAN EQUITY	0	488.000	488.000
**D	MIFL CH PRO QP GL EQ	0	188.210	188.210
**D	CH FINANCIAL OPPORTUNITY TENAX	0	1.598.366	1.598.366
**D	OSSIAM BLOOMBERG WORLD PAB UCITS ETF	0	1.770	1.770
**D	CRELAN INVEST DYNAMIC	0	37.301	37.301
**D	CRELAN INVEST CONSERVATIVE	0	10.037	10.037
**D	CRELAN INVEST BALANCED	0	71.378	71.378
**D	CO PERATIE KLAVERBLAD VERZEKERINGEN UA	0	19.665	19.665
**D	KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	0	21.859	21.859
**D	ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEELIGING	0	10	10
**D	STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSSEN	0	36.754	36.754
**D	STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAU	0	35.081	35.081
**D	LOIS CH TARGETNEZERO GLOBAL EX C EQUITY	0	11.414	11.414
**D	HELVETIA I EUROPA	0	117.230	117.230
**D	CFM INDOSUREZ WEALTH ITALIE	0	100.660	100.660
**D	ROYAL UNITED KINGDOM BENEFICIENT ASSOCIAT	0	3.154	3.154
**D	ABERDEEN GROUP CHARITABLE TRUST	0	3.008	3.008
**D	AM AMUNDI ETHIK PLUS	0	73.900	73.900
**D	AM WELT ERTRAG NACHHALTIG	0	44.964	44.964
**D	UI MAIN I UNIVERSAL FONDS UKA	0	23.099	23.099
**D	EDR SICAV EQUITY EURO SOLVE	0	86.701	86.701
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	382.410	382.410
**D	EDR SICAV EUROPEAN CATALYSTS	0	109.296	109.296
**D	IBM FRANCE F	0	70.857	70.857

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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	IBM FRANCE H	0	1.082	1.082
**D	HAMELIN DIVERSIFIE FLEX I	0	46.708	46.708
**D	LCL DYNAMIQUE ETF PEA SELECT	0	182.964	182.964
**D	AMUNDI RENDEMENT PLUS SELECT	0	9.966	9.966
**D	HYMNOS ISR	0	96.354	96.354
**D	AMUNDI EUROPE MONDE	0	85.460	85.460
**D	ASSURDIX	0	173.653	173.653
**D	AMUNDI ACTIONS EURO SELECT	0	1.254.040	1.254.040
**D	AA BNPP AM ACTIONS PETITES CAP EUROPE	0	763.011	763.011
**D	AA SSGA ACTIONS INDICE EURO	0	446.740	446.740
**D	PHARMA PREFERENCE	0	147.652	147.652
**D	R CO PHARMA ACTIONS	0	248.099	248.099
**D	BOURBON 1	0	251.834	251.834
**D	ECUREUIL RETRAITE ACTIONS 3	0	355.867	355.867
**D	FDRN AMUNDI	0	63.207	63.207
**D	ARRCO LONG TERME D	0	316.320	316.320
**D	CARP INDO	0	150.311	150.311
**D	AMUNDI PATRIMOINE PEA	0	109.050	109.050
**D	CNP ASSUR VALUE ET MOMENTUM	0	43.063	43.063
**D	CARPIMKO PTES ET MOYENNES CAPI C	0	483.050	483.050
**D	FCP PEA COURT TERME	0	1.279.490	1.279.490
**D	FGV ACTIONS EUROPE LM A	0	70.940	70.940
**D	ROPS EURO P	0	315.226	315.226
**D	DIEZE	0	4.867	4.867
**D	HSEC MULTI ASSET DYNAMIC EURO	0	137.336	137.336
**D	ERISA ACTIONS GRANDES VALEURS	0	716.000	716.000
**D	HSEC ACTIONS EUROPE	0	425.636	425.636
**D	SOLIDARITE	0	26.835	26.835
**D	IMDG FAMILLES ET ENTREPRENEURS	0	177.595	177.595
**D	CRP ACTIONS EURO PREMIUM SELECT	0	3.324	3.324
**D	GROUPAMA OPPORTUNITIES EUROPE	0	1.149.086	1.149.086
**D	AMUNDI ACTIONS EURO HORIZON ENVIRONNEMENT	0	983.608	983.608
**D	LCL ACTIONS MONDE HORS EUROPE EUR	0	834.195	834.195
**D	AMUNDI ACTIONS PME	0	1.543.475	1.543.475
**D	AMUNDI TRANSMISSION ACTIONS	0	7.006	7.006
**D	AMUNDI TRANSMISSION PATRIMOINE	0	24.603	24.603
**D	GROUPAMA EUROPE STOCK	0	83.047	83.047
**D	ALLOCATION PROTECTION 80	0	364.988	364.988
**D	ROPS ACTIONS EUROPEENNES 2	0	835.687	835.687
**D	AMUNDI EQUITY EURO CONSERVATIVE	0	96.785	96.785
**D	CONTI DIVERSIFIE	0	74.012	74.012
**D	CONTI FLEXIBLE	0	22.891	22.891
**D	ROPS SMART INDEX EURO	0	13.105	13.105
**D	AP ACTIONS 1 EURO	0	78.721	78.721
**D	ALLOCATION INVEST EQUITY CORE	0	35.406	35.406
**D	IP ACTIONS EURO	0	51.239	51.239
**D	ARRCO QUANT II	0	70.625	70.625
**D	SACD INVESTISSEMENT	0	9.554	9.554
**D	GLOBAL MULTI FACTOR EQUITY FUND	0	89.101	89.101
**D	BEL EQUITY EUROPE	0	386.524	386.524

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Badge	Regione Sociale	Proprio	Delega	Totale
**D	CL CENTRE MANCHE	0	4.668	4.668
**D	GROUPAMA LOIRE BRETAGNE LOCAL 1	0	11.877	11.877
**D	GROUPAMA GRAND EST	0	12.406	12.406
**D	GROUPAMA MEDITERRANEE	0	12.582	12.582
**D	GROUPAMA NORD EST	0	11.575	11.575
**D	FCP CSS LOC GROUPAMA PARIS VAL DE LOIRE	0	6.062	6.062
**D	GROUPAMA LOIRE BRETAGNE REGIONAL 1	0	15.231	15.231
**D	GROUPAMA LOIRE BRETAGNE LOCAL 2	0	10.912	10.912
**D	BNPP AM CAVAMAC ACTIONS EURO	0	204.682	204.682
**D	LMDB SMID CAP EUR FCP	0	150.965	150.965
**D	AMUNDI IPSA ACTIONS	0	84.716	84.716
**D	MAM ENTREPRISES FAMILIALES	0	40.000	40.000
**D	STAR PASTEUR	0	72.451	72.451
**D	ADARA	0	130.000	130.000
**D	NATIXIS SOLUTIONS PROTECT 75	0	141.321	141.321
**D	SAKKARAH 6	0	158.850	158.850
**D	SAKKARAH C	0	100.667	100.667
**D	SAKKARAH 7 FCP	0	55.357	55.357
**D	AMUNDI MSCI CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF	0	9.349	9.349
**D	ECUREUIL PROFIL 75 ACTIONS	0	297.438	297.438
**D	ECUREUIL PROFIL 90 ACTIONS EURO	0	1.070.225	1.070.225
**D	FC CARPIMKO ACTIONS EURO	0	114.570	114.570
**D	CONCORDE 96 ACTION EURO	0	25.644	25.644
**D	CNP ACTIONS EUROPE AMUNDI	0	436.173	436.173
**D	OFI INVEST ESG ACTIONS MIEUX VIVRE	0	15.424	15.424
**D	GEFTF EUROLAND ISR	0	154.093	154.093
**D	A A B DIVERSIFIE	0	77.835	77.835
**D	AMLC EQ SINGLE STOCKS	0	2.407	2.407
**D	WORLD EQUITIES II	0	17.381	17.381
**D	PARMA PEA JUN 2025	0	65.480	65.480
**D	SELECTION EURO CLIMAT JANVIER 2025	0	66.151	66.151
**D	ARCADE ACTIONS EURO	0	114.439	114.439
**D	CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD	0	6.096	6.096
**D	CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND	0	4.024	4.024
**D	PARMA PEA JUILLET 2026	0	351.435	351.435
**D	EDF TRETAITE LONG TERME INDICIELLE	0	56.517	56.517
**D	CORALIUM PEA JUN 2026	0	26.709	26.709
**D	SANTANDER SMALL CAPS EUROPA FI	0	153.262	153.262
**D	SANTANDER SMALL CAPS EUROPA FI	0	15.386	15.386
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	32.063	32.063
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	490.464	490.464
**D	KUTXABANK GESTION SGIIC, S.A.	0	359.381	359.381
**D	PIMCO CORPORATE AND INCOME OPPORTUNITY FUND	0	2.152.500	2.152.500
**D	PIMCO STRATEGIC INCOME FUND, INC.	0	323.500	323.500
**D	PIMCO INCOME STRATEGY FUND II	0	1.043.000	1.043.000
**D	PIMCO INCOME STRATEGY FUND	0	523.500	523.500
**D	PIMCO GLOBAL STOCKSPLUS AND INCOME FUND	0	123.500	123.500
**D	PIMCO DYNAMIC INCOME FUND	0	6.139.000	6.139.000
**D	PIMCO CORPORATE AND INCOME STRATEGY FUND	0	687.000	687.000
**D	PIMCO FLEXIBLE CREDIT INCOME FUND	0	3.581.000	3.581.000



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PIMCO HIGH INCOME FUND	0	886.500	886.500
**D	SELLA SGR RUBRICA INVESTIMENTI AZIONARI ITALIA	0	662.714	662.714
**D	SELLA SGR RUBRICA INVESTIMENTI BILANCIATI ITALIA	0	70.943	70.943
**D	ARBEJDSMARKEDETS TILLAEGSPENSION	0	2.848.693	2.848.693
**D	BOC-PRUDENTIAL EUROPEAN INDEX FUND	0	141.893	141.893
**D	KOSSMEHL ROUVEN	0	1	1
**D	BOC-PRUDENTIAL EUROPEAN EQUITY FUND	0	9.112	9.112
**D	MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	0	4.896	4.896
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	5.162.697	5.162.697
**D	VIKING GLOBAL EQUITIES II LP	0	188.232	188.232
**D	AVANTIS CIBC INTERNATIONAL EQUITY ETF	0	1.241	1.241
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	292.681	292.681
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	6.225	6.225
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	647.270	647.270
**D	TACS NON-US EQUITY CORE MARKET CONTINUOUS LLC	0	67.408	67.408
**D	VOYA BALANCED INCOME PORTFOLIO	0	5.655	5.655
**D	GREENFIELDS CAPITAL LIMITED	0	2.649	2.649
**D	BRIDGewater PURE ALPHA TRADING COMPANY II, LTD	0	139.663	139.663
**D	INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0	14.952	14.952
**D	VANGUARD FTSE ALL-WORLD EX-US INDEX FUND	0	4.792.572	4.792.572
**D	CNTRL PNSON FND INTRNTNL UNION	0	197.417	197.417
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	4.748	4.748
**D	VAERDIPAPIFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL	0	57.466	57.466
**D	FOREST PRESERVE DISTRICT EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	42.070	42.070
**D	WISDOMTREE ISSUER ICAV	0	15.157	15.157
**D	COMMONWEALTH OF PA - TREASURY	0	24.794	24.794
**D	PSEG NUCLEAR LLC MASTER DECOMMISSIONING TRUST	0	260.249	260.249
**D	LEGAL AND GENERAL UCITS ETF PLC	0	245.830	245.830
**D	ROTHSCHILD MARTIN MAUREL	0	4.167.484	4.167.484
**D	BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND	0	27.957	27.957
**D	STITCHING PENSIOENFONDS NOTARIAAT	0	3.824	3.824
**D	MARANIC II LLC	0	9.539	9.539
**D	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	71.455	71.455
**D	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	40.331	40.331
**D	VIKING LONG FUND MASTER LTD	0	3.369.355	3.369.355
**D	ARIZONA STATE RETIREMENT SYSTEM	0	47.786	47.786
**D	INCO GLOBAL PUBLIC EQUITY LP	0	138.653	138.653
**D	PORTFOLIO BUILDING BLOCK EUROPEAN BANKS INDEX ETF	0	542.952	542.952
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	9.142	9.142
**D	VIKING GLOBAL EQUITIES MASTER LTD	0	9.223.375	9.223.375
**D	ARGA EAFE VALUE EQUITY CIT FUND ARGA EAFE VALUE EQUITY CIT FUND	0	677.896	677.896
**D	NEUALT LLC	0	48.054	48.054
**D	GLOBAL X MSCI EAFE INDEX ETF	0	13.284	13.284
**D	POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	0	21.985	21.985
**D	COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT	0	19.424	19.424
**D	RELIANCE TRUST COMPANY	0	142.494	142.494
**D	WINDWISE MSCI EAFE INDEX NON-LENDING	0	42.040	42.040
**D	VAERDIPAPIFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL	0	18.883	18.883
**D	GLOBAL X MSCI SUPERDIVIDEND EAFE ETF	0	55.590	55.590
**D	PNC BANK AS CUSTODIAN FOR PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST LOUIS UNDER CUSTODY AGREEMENT DATED	0	10.297	10.297

Avanti diritto: 1.960
in proprio: 29

Teste: 41
in delega: 1.931

LISTA ESITO DELLA VOTAZIONE

Objetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY II, LTD	0	4.371	4.371
**D	VIKING GLOBAL OPPORTUNITIES LIQUID PORTFOLIO SUB-MASTER LP	0	1.703.500	1.703.500
**D	TD EMERALD INTERNATIONAL EQUITY INDEX FUND	0	400.361	400.361
**D	AUTORIDADE MONETARIA DE MACAU	0	25.970	25.970
**D	VERIZON MASTER SAVINGS TRUST	0	126.987	126.987
**D	BRIDGEWATER PURE ALPHA STERLING FUND, LTD	0	1.938	1.938
**D	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	38.851	38.851
***	PASTERIS MARCO	0	1.558	1.558
**D	MOTHER CABRINI HEALTH FOUNDATION, INC	0	21.442	21.442
**D	WISDMOTREE INTERNATIONAL EQUITY FUND	0	100.812	100.812
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	101.508	101.508
**D	STICHTING BELEGGEN MENZIS	0	9.265	9.265
**D	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	90.283	90.283
**D	RAINDROPS CAPITAL LIMITED	0	5.194	5.194
**D	VOYA VACS INDEX SERIES I PORTFOLIO	0	194.439	194.439
**D	TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST	0	3.125	3.125
**D	SNOWBALL CAPITAL HOLDINGS LIMITED	0	5.470	5.470
**D	CITW FUND, LP	0	1.113	1.113
**D	SEQUOIA HOLDINGS LLC	0	14.751	14.751
**D	CERVURITE INTERNATIONAL LLC	0	43.237	43.237
**D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	33.065	33.065
**D	THE JUPITER GLOBAL FUND	0	1	1
**D	VIRTUS INTERNATIONAL DIVIDEND ETF	0	172.715	172.715
**D	THE COMMONWEALTH FUND	0	15.364	15.364
**D	ARIZONA STATE RETIREMENT SYSTEM	0	2.325	2.325
**D	MACQUARIE MANAGEMENT HOLDINGS, INC	0	359.043	359.043
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	104	104
**D	GOLDMAN SACHS ETF ICAY	0	121.254	121.254
**D	BLACKROCK LIFE LIMITED	0	82	82
**D	FLORIDA RETIREMENT SYSTEM	0	51.303	51.303
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	104.799	104.799
**D	ISHARES VII PUBLIC LIMITED COMPANY	0	19.905	19.905
**D	ISHARES II PUBLIC LIMITED COMPANY	0	110.000	110.000
**D	MACKENZIE GLOBAL EQUITY INCOME FUND	0	93.367	93.367
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	4.069.061	4.069.061
**D	MACK COMPREHENSIVE EQUITY POOL	0	300.160	300.160
**D	THE ESB PENSION FUND	0	2.504.274	2.504.274
**D	STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN	0	367.063	367.063
**D	GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF	0	71.900	71.900
**D	COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM	0	244.738	244.738
**D	MACK EAFE EQUITY POOL	0	14.432	14.432
**D	AMUNDI IRELAND LIMITED	0	16.215	16.215
**D	UBS TRPL INCO ERPN BK EQY STRICY FD	0	2.093	2.093
**D	GREAT-WEST INTERNATIONAL INDEX FUND	0	88.432	88.432
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	8.975	8.975
**D		0	45.125	45.125
**D		0	1.713	1.713
**D		0	45.257	45.257
**D		0	312.276	312.276
**D		0	9.194	9.194



Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SHELL CANADA 2007 PENSION PLAN	0	4.086	4.086
**D	AVIVA INVESTORS GLOBAL	0	24.533	24.533
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0	41.036	41.036
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	82.999	82.999
**D	EUROPEAN CENTRAL BANK	0	33.907	33.907
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.885	1.885
**D	AZL INTERNATIONAL INDEX FUND	0	104.522	104.522
**D	WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	0	57.872	57.872
**D	GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND	0	51.588	51.588
**D	BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE	0	368.786	368.786
**D	ATB GROUP IRISH PENSION SCHEME	0	1.167	1.167
**D	AURION GLOBAL EQUITY FUND	0	6.606	6.606
**D	VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND	0	2.226.361	2.226.361
**D	ISHARES PUBLIC LIMITED COMPANY	0	518.059	518.059
**D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST	0	492.692	492.692
**D	ABB PENSION FUND	0	4.276	4.276
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	361.343	361.343
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	26.854	26.854
**D	THE EUROPEAN CENTRAL BANK	0	26.795	26.795
**D	QUALITY EDUCATION FUND	0	3.969	3.969
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO	0	2.383	2.383
**D	GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF	0	4.994	4.994
**D	INVESCO INTERNATIONAL DEVELOPED DYNAMIC MULTIFACTOR ETF	0	106.895	106.895
**D	INVESTINGFORENINGEN NYKREDIT INVEST	0	27.433	27.433
**D	INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF	0	112.510	112.510
**D	FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND	0	7.264.686	7.264.686
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	23.212	23.212
**D	DEAM-FONDS ZDV	0	13.325	13.325
**D	ALASKA PERMANENT FUND CORPORATION	0	41.778	41.778
**D	PMPT-INKA-FONDS	0	62.365	62.365
**D	DEUTSCHE DCG EO	0	5.859	5.859
**D	BRIDGEWATER BLUE PEAK FUND, LP	0	1.909	1.909
**D	DWS INVESTMENT GMBH ON BEHALF OF DEAM-FONDS ZAT 1	0	137.655	137.655
**D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I	0	108.536	108.536
**D	INVESCO MARKETS II PLC	0	276.968	276.968
**D	INVESTINGFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	27.811	27.811
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	32.772	32.772
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES III	0	124.122	124.122
**D	ENERGY INSURANCE MUTUAL LIMITED	0	16.920	16.920
**D	INVESTINGFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	106.179	106.179
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	3.631	3.631
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	171.988	171.988
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	129.827	129.827
**D	BLACKROCK FUND MANAGERS LTD	0	1.866.476	1.866.476
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	11.717	11.717
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF INKA PBEAKK	0	20.546	20.546
**D	NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST	0	2.077	2.077
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BFT	0	270.000	270.000
**D	INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	16.055	16.055

LISTA ESITO DELLA VOTAZIONE

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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INVECO MSCI EAFE INCOME ADVANTAGE ETF	0	29.916	29.916
**D	BLACKROCK FUND MANAGERS LTD	0	5.876.822	5.876.822
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	41.149	41.149
**D	SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	15.534	15.534
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	751.009	751.009
**D	ENSIGN PEAK ADVISORS INC	0	68.851	68.851
**D	BRUCE POWER PENSION PLAN	0	5.968	5.968
**D	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND	0	255.610	255.610
**D	STATE OF WISCONSIN INVESTMENT BOARD	0	2	2
**D	BANK OF KOREA	0	285.868	285.868
**D	TEXAS PERMANENT SCHOOL FUND CORP	0	1	1
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	24.929	24.929
**D	VANGUARD GLOBAL DIVIDEND FUND	0	148.493	148.493
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	8.643	8.643
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	0	1	1
**D	BLACKROCK LIFE LIMITED	0	100	100
**D	VIRGINIA RETIREMENT SYSTEM	0	407.378	407.378
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF	0	102.560	102.560
**D	IPC MULTI-FACTOR INTERNATIONAL EQUITY	0	190.309	190.309
**D	T. ROME PRICE GLOBAL EX-U.S. EQUITY MACRO POOL	0	1.353	1.353
**D	FRANKLIN INTERNATIONAL EQUITY INDEX ETF	0	30.082	30.082
**D	BLACKROCK GLOBAL FUNDS	0	5.367.074	5.367.074
**D	CIBC INTERNATIONAL INDEX FUND	0	91.710	91.710
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA	0	4.151	4.151
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	0	23.417	23.417
**D	TEXTRON INC MASTER TRUST	0	197.743	197.743
**D	LAY EMPLOYEES RETIREMENT PLAN OF THE ARCHDIOCESE OF PHILADELPHIA	0	24.681	24.681
**D	COMMISSION DE LA CAISSE COMMUNE	0	25.950	25.950
**D	FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL EQUITY INCOME UCITS ETF	0	129.309	129.309
**D	VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO	0	59.492	59.492
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND	0	409.316	409.316
**D	VIRGINIA RETIREMENT SYSTEM	0	1	1
**D	BANK OF KOREA	0	112.447	112.447
**D	FRANKLIN TEMPLETON ICAY	0	9.300	9.300
**D	CIBC INTERNATIONAL EQUITY INDEX POOL	0	7.205	7.205
**D	AXA MPS FINANCIAL DESIGNATED ACTIVITY CO	0	380.000	380.000
**D	NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	10.152	10.152
**D	VIRTUS GLOBAL ALLOCATION FUND	0	48.444	48.444
**D	KENTUCKY RETIREMENT SYSTEMS	0	832.021	832.021
**D	ALASKA PERMANENT FUND CORPORATION	0	163.684	163.684
**D	NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST	0	23.678	23.678
**D	PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI	0	233.951	233.951
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	81.414	81.414
**D	CIBC INTERNATIONAL EQUITY INDEX ETF	0	31.256	31.256
**D	THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH (USA)	0	42.346	42.346
**D	PRINCIPAL FUNDS, INC. - OVERSEAS FUND	0	19.114	19.114
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	214.512	214.512
**D	WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	0	203.901	203.901
**D	UNIVERSITY OF NOTRE DAME DU LAC	0	65.398	65.398
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.058	1.058



LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	U.S. ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN	0	1	1
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	18.352	18.352
**D	WISDOMTREE GLOBAL HIGH DIVIDEND FUND	0	12.729	12.729
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF	0	16.575	16.575
**D	ADVANCED SERIES TRUST- AST GLOBAL BOND PORTFOLIO	0	2.414.277	2.414.277
**D	INVESTERINGFORENINGEN LAEGERNES INVEST	0	9.434	9.434
**D	STICHTING BEDRIJFSPENSIENFONDS VOOR HET BAKKERSBEDRIJF	0	22.404	22.404
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	12.905	12.905
**D	VOYA INTERNATIONAL INDEX PORTFOLIO	0	55.344	55.344
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	69.125	69.125
**D	FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF	0	6.637.270	6.637.270
**D	NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST	0	12.535	12.535
**D	CIBC EUROPEAN INDEX FUND	0	10.519	10.519
**D	CANADIAN BROADCASTING CORPORATION PENSION PLAN	0	384.330	384.330
**D	NS PENSION PUBLIC EQUITY FUND	0	344.293	344.293
**D	IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	119.192	119.192
**D	WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	0	64.008	64.008
**D	XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	98.421	98.421
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	84.038	84.038
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF	0	19.060	19.060
**D	LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM	0	77.914	77.914
**D	BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	28.944	28.944
**D	PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND	0	104.381	104.381
**D	WISDOMTREE INTERNATIONAL LARGE-CAP DIVIDEND FUND	0	135.437	135.437
**D	STICHTING BEDRIJFSSTAKPENSIENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF	0	25.581	25.581
**D	STICHTING BEDRIJFSSTAKPENSIENFONDS VOOR DE ZOETWARENINDUSTRIE	0	15.595	15.595
**D	XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	16.085	16.085
**D	STICHTING PENSIENFONDS HOOGOVENS	0	6.277	6.277
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	8.728	8.728
**D	KENTUCKY RETIREMENT SYSTEMS INSURANCE TRUST FUND	0	340.609	340.609
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	236.135	236.135
**D	XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	776.853	776.853
**D	KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS	0	42.447	42.447
**D	SG ERS AMUNDI ACTIONS EUROPE S	0	69.900	69.900
**D	NATIO-FONDS EUCLIDE	0	141.301	141.301
**D	ATM EQUITY EUROPE CANTONS	0	47.199	47.199
**D	SG BLACKROCK ACTIONS EURO	0	696.321	696.321
**D	D M SELECTION ACTIONS MIDCAP	0	85.000	85.000
**D	SG ACTIONS INTERNATIONALES	0	71.194	71.194
**D	SG ACTIONS ETATS-UNIS POCHE AC	0	125.620	125.620
**D	SG DNCA ACTIONS EURO	0	97.151	97.151
**D	AMUNDI INVESTMENT FUNDS EMU	0	33.882	33.882
**D	EUROPEAN EQUITY	0	28.962	28.962
**D	AMUNDI INVESTMENT FUNDS MULTI	0	65.777	65.777
**D	AMUNDI SOLUZIONI ITALIA BILAN	0	1.675	1.675
**D	AMUNDI SOLUZIONI ITALIA BILANC	0	1.921	1.921
**D	MULTI UNITS LUXEMBOURG AMUNDI	0	11.825.031	11.825.031
**D	AMUNDI FUND SOLUTIONS - MULTI	0	11.400	11.400
**D	AMUNDI AUSTRIA	0	847.178	847.178

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	518.622	518.622
**D	AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	0	1.610.016	1.610.016
**D	AMUNDI SGR SPA -CORE PENSION	0	177.363	177.363
**D	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	25.815	25.815
**D	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	27.274	27.274
**D	AMUNDI SGR SPA / AMUNDI OBBLIGAZIONARIO PIU' A DISTRIBUZIONE	0	88.176	88.176
**D	SEI GLOBAL MASTER FUND PLC THE	0	573.231	573.231
**D	AB SICAV III - DYNAMIC ALL MAR	0	19.491	19.491
**D	KOKUSAI EQUITY INDEX FUND, A S	0	5.805	5.805
**D	MORGAN STANLEY PATHWAY FUNDS	0	32.346	32.346
**D	AB SICAV I - ALL MARKET INCOME	0	50.632	50.632
**D	BRIDGE BUILDER INTERNATIONAL E	0	761.749	761.749
**D	DESTINATIONS INTERNATIONAL EQU	0	116.304	116.304
**D	NZAM EURO STOXX PARIS-ALIGNED	0	34.002	34.002
**D	THE NOMURA TRUST AND BANKING C	0	4.298	4.298
**D	GLOBAL X ETFs ICAV	0	91.400	91.400
**D	ICP PLACEMENT	0	182.438	182.438
**D	SOGECAP ACTIONS - MID CAP	0	2.237	2.237
**D	SOGECAP AP CLIMAT FAB	0	156.708	156.708
**D	AMUNDI MSCI WORLD EX USA SCREE	0	169.405	169.405
**D	MULTI UNITS FRANCE AMUNDI FTSE	0	463	463
**D	MULTI UNITS FRANCE AMUNDI MSCI	0	2.168.001	2.168.001
***	GEORGE JOSEPH	0	100.261	100.261
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	90.000	90.000
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	726.724	726.724
**D	MIGROS BANK (LUX) FONDS 30	0	313.164	313.164
**D	MIGROS BANK (LUX) FONDS 50	0	2.690	2.690
**D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	5.570	5.570
**D	UBS (LUX) EQUITY SICAV - GLOBAL HIGH DIVIDEND	0	2.700	2.700
**D	UBS FUND MANAGEMENT(LUXEMBOURG) SA	0	1.156.532	1.156.532
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	39.000	39.000
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	36.653	36.653
**D	GMT I PLACEMENTS TRADITIONNELS ACTIONS ETRANGERES	0	684.855	684.855
**D	NORGES BANK	0	22.462	22.462
**D	GOVERNMENT OF NORWAY	0	16.295.833	16.295.833
**D	LEGAL & GENERAL CCF.	0	127	127
**D	LEGAL AND GENERAL CCF	0	21.714	21.714
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	1.542	1.542
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	514.333	514.333
**D	INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT	0	31.527	31.527
**D	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.	0	2.996	2.996
**D	WHEELS COMMON INVESTMENT FUND.	0	21.937	21.937
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	0	9.945	9.945
**D	PREMIER MITON DIVERSIFIED GROWTH FUND	0	100	100
**D	PREMIER MITON DIVERSIFIED CAUTIOUS GROWTH FUND	0	324.976	324.976
**D	PREMIER MITON DIVERSIFIED BALANCED GROWTH FUND	0	48.099	48.099
**D	PREMIER MITON DIVERSIFIED INCOME FUND	0	98.746	98.746
**D	PREMIER MITON DIVERSIFIED DYNAMIC GROWTH FUND	0	49.351	49.351
**D	LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E	0	69.264	69.264
**D		0	31.730	31.730



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

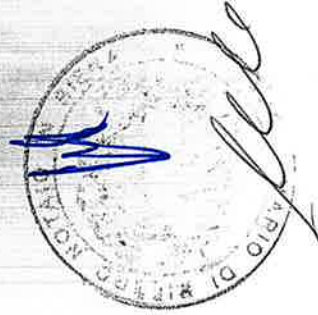
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	0	61.895	61.895
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO	0	64.902	64.902
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE	0	45.137	45.137
**D	JUPITER GLOBAL FINANCIAL INNOVATION FUND	0	166.423	166.423
**D	JUPITER FINANCIAL OPPORTUNITIES FUND	0	1.068.679	1.068.679
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	1.440.348	1.440.348
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	242.938	242.938
**D	ARTEMIS MONTHLY DISTRIBUTION FUND	0	2.497.176	2.497.176
**D	ARTEMIS GLOBAL INCOME FUND	0	16.336.900	16.336.900
**D	PRESCIENT FUND SERVICES IRELAND LIMITED ACTING IN ITS CAPACI	0	19.109	19.109
**D	CANTOR FITZGERALD INVESTMENT TRUST	0	305.702	305.702
**D	CANTOR FITZGERALD ASSET MANAGEMENT EUROPE	0	1.579.677	1.579.677
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	12.242	12.242
**D	BARCLAYS MULTI-MANAGER FUND PLC	0	60.491	60.491
**D	SKYLINE UMBRELLA FUND ICAV	0	562.126	562.126
**D	OSMOSIS ICAV	0	44.952	44.952
**D	LEGAL & GENERAL ICAV.	0	4.001	4.001
**D	VERDIPAPIRFONDET KLP AKSJEUROPA INDEKS.	0	1.684	1.684
**D	VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS	0	4.304	4.304
**D	VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS XI	0	200	200
**D	ARTEMIS FUNDS (LUX) .	0	10.596	10.596
**D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	846.436	846.436
**D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	3.090.678	3.090.678
**D	USAA GENERAL INDEMNITY COMPANY	0	6.553	6.553
**D	GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	0	3.374	3.374
**D	USAA CASUALTY INSURANCE COMPANY	0	14.363	14.363
**D	ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF	0	4.736	4.736
**D	CG TPT AUTHORIZED CONTRACTUAL SCHEME	0	14.852	14.852
**D	NORTHERN TRUST UCITS FGR FUND	0	485.012	485.012
**D	NORTHERN TRUST UCITS FGR FUND	0	35.415	35.415
**D	UFCW UNION AND PARTICIPATING FOOD INDUSTRY EMPLOYERS TRI-STA.	0	8.701	8.701
**D	CSAA INSURANCE EXCHANGE	0	8.346	8.346
**D	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	0	55.421	55.421
**D	GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	0	9.619	9.619
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	323.425	323.425
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	183.103	183.103
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	792.587	792.587
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	37.699	37.699
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	823.095	823.095
**D	LABORERS' AND RETIREMENT BOARD EMPLOYEES' ANNUITY & BENEFIT	0	90.220	90.220
**D	THE COCA-COLA COMPANY	0	63.914	63.914
**D	CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	0	3.510	3.510
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST.	0	42.223	42.223
**D	THE CALIFORNIA WELLNESS FOUNDATION	0	7.097	7.097
**D	ACORN 1998 TRUST.	0	1.291	1.291
**D	GREENFINCH FOUNDATION	0	8.320	8.320
**D	JOSHUA GREEN CORPORATION	0	18.483	18.483
**D	ESSENTIA HEALTH	0	7.932	7.932
**D	CONSTELLATION FITZPATRICK QUALIFIED FUND	0	7.425	7.425
**D	JTW TRUST NO. 3 UAD 9/19/02.	0	3.867	3.867

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	THE KING'S COLLEGE OF OUR LADY AND SAINT NICHOLAS IN CAMBRID	0	1.143	1.143
**D	NTGI-QM COMMON DAILY EAFE	0	281.612	281.612
**D	FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	0	17.982	17.982
**D	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES	0	4.750	4.750
**D	PEPCO HOLDINGS INC. VEBA TRUST	0	3.706	3.706
**D	EXELON CORPORATION EMPLOYEES BENEFIT TRUST FOR MANAGEMENT EM	0	91	91
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	8.286	8.286
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	0	15.360	15.360
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY.	0	6.249	6.249
**D	PIVOTAL PHILANTHROPIES FOUNDATION	0	3.933	3.933
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	0	69.634	69.634
**D	ROSEFINCH FOUNDATION	0	8.320	8.320
**D	SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST	0	716	716
**D	SNOWFINCH FOUNDATION	0	8.320	8.320
**D	NATIONAL CATHOLIC INVESTMENT TRUST	0	2.699	2.699
**D	THE NATHAN CUMMINGS FOUNDATION INC.	0	31.735	31.735
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	4.743	4.743
**D	OAKLAND COUNTY VEBA.	0	96.035	96.035
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT	0	1.101	1.101
**D	ARVEST FOUNDATION	0	1.013	1.013
**D	CHARLES C. GATES TRUST OF 6/30/1941	0	19.103	19.103
**D	CASEY FAMILY PROGRAMS	0	54.304	54.304
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	2.716	2.716
**D	UNITED SERVICES AUTOMOBILE ASSOCIATION	0	15.695	15.695
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	561.634	561.634
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	245.536	245.536
**D	BEAT DRUGS FUND ASSOCIATION	0	3.229	3.229
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	75.246	75.246
**D	INTERNATIONAL EQUITY FUND LLC	0	7.467	7.467
**D	GWL GLOBAL INVESTMENTS LLC.	0	90.074	90.074
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	6.461	6.461
**D	ARGA FUND TRUST SERIES - ARGA INTERNATIONAL FUND	0	114.881	114.881
**D	EVA VALLEY MAI LLC	0	9.891	9.891
**D	FUNDO DE PENSOES.	0	21.322	21.322
**D	FOURTH AVENUE INVESTMENT COMPANY LIMITED PARTNERSHIP	0	47.253	47.253
**D	FIDDLER PARTNERS LLC	0	901	901
**D	DYNASTY INVEST LTD	0	4.093	4.093
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	0	4.858	4.858
**D	DELFINCO LP	0	50.148	50.148
**D	LAKE AVENUE INVESTMENTS LLC	0	39.922	39.922
**D	ARGA INTERNATIONAL SECTOR-NEUTRAL VALUE EQUITY FUND	0	1.828	1.828
**D	RTIP LP.	0	11.402	11.402
**D	FCM INTERNATIONAL LLC	0	21.854	21.854
**D	PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST	0	509	509
**D	THYSSEN GLOBAL INVESTMENTS LLC	0	8.400	8.400
**D	ARGA INTERNATIONAL DIVERSIFIED VALUE FUND LP	0	1.493	1.493
**D	ARGA GLOBAL DIVERSIFIED VALUE FUND LP	0	1.293	1.293
**D	ARGA EUROPEAN EQUITY FUND LP	0	1.630	1.630
**D	801 INVESTMENTS LLC	0	12.753	12.753
**D	AVALON PORTFOLIO II LLC	0	11.274	11.274



LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BEAR CREEK INVESTMENT LLC	0	33.564	33.564
**D	BUILDERS ASSET MANAGEMENT WATER LLC	0	45.193	45.193
**D	ALICE L WALTON CHARITABLE LLC	0	291.543	291.543
**D	METIS EQUITY TRUST	0	29.629	29.629
**D	ARIEL INTERNATIONAL DM/EM LLC	0	68.276	68.276
**D	GLOBAL BOND FUND LLC WAYCROSSE INC	0	81.306	81.306
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	194.174	194.174
**D	NELKE PARTNERSHIP	0	5.993	5.993
**D	PINK CALI LLC	0	1.966	1.966
**D	OMEGA FTIP LIMITED PARTNERSHIP	0	4.708	4.708
**D	SLW FORTFOLIO LLC	0	10.324	10.324
**D	SENTINEL INTERNATIONAL TRUST	0	19.215	19.215
**D	GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	0	10.326	10.326
**D	ARGA FUND TRUST SERIES - ARGA GLOBAL FUND	0	67.423	67.423
**D	PRO-GEN INVESTMENTS LLC	0	6.402	6.402
**D	CINDY SPRINGS LLC	0	126.528	126.528
**D	LEGAL & GENERAL DEVELOPED MULTI-FACTOR SL FUND LLC	0	27.676	27.676
**D	MBB PUBLIC MARKETS I LLC	0	92.611	92.611
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	92.247	92.247
**D	HAWTHORN DM LLC	0	40.302	40.302
**D	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	0	9.649	9.649
**D	UNITED NATIONS JOINT STAFF PENSION FUND.	0	1.009.084	1.009.084
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	31.033	31.033
**D	CHEVRON UK PENSION TRUSTEE LIMITED AS TRUSTEE OF THE CHEVRON.	0	5.653	5.653
**D	MINWORKERS' PENSION SCHEME	0	194.937	194.937
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.	0	2.541.647	2.541.647
**D	FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	0	225.267	225.267
**D	THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E	0	7.586	7.586
**D	NUNAVUT TRUST	0	5.275	5.275
**D	RED LIFE REINSURANCE LIMITED	0	2.611	2.611
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	437.334	437.334
**D	TELSTRA SUPER PTY LTD AS TRUSTEE FOR TELSTRA SUPERANNUATION	0	52.324	52.324
**D	MERCER GLOBAL SMALL COMPANIES SHARES FUND	0	3.755	3.755
**D	MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS	0	4.214	4.214
**D	MERCER PASSIVE INTERNATIONAL SHARES FUND	0	11.797	11.797
**D	COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	0	237.775	237.775
**D	OIC INTERNATIONAL EQUITIES FUND.	0	5.686	5.686
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	69.059	69.059
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	114.210	114.210
**D	IAGM GLOBAL EQUITY TRUST.	0	14.971	14.971
**D	EQUIPSUPER	0	32.741	32.741
**D	INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	0	3.949	3.949
**D	INTERNATIONAL EQUITIES B UNIT TRUST	0	11.867	11.867
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	68.110	68.110
**D	AUSTRALIAN CAPITAL TERRITORY	0	55.753	55.753
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	575	575
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	2.833	2.833
**D	RUTGERS THE STATE UNIVERSITY	0	14.619	14.619
**D	NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST	0	3.609.011	3.609.011
**D	R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	0	300	300

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	IMPACTASSETS INC.	0	5.086	5.086
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	1.314	1.314
**D	NORTHAMPTONSHIRE PENSION FUND	0	11.267	11.267
**D	OAKLAND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	40.274	40.274
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	1.801	1.801
**D	UTAH STATE RETIREMENT SYSTEMS	0	192.728	192.728
**D	HRW TRUST NO. 2 UAD 01/17/03	0	3.095	3.095
**D	HRW TESTAMENTARY TRUST NO. 1	0	11.464	11.464
**D	HRW TESTAMENTARY TRUST NO. 3	0	7.143	7.143
**D	HRW TRUST NO. 1 UAD 01/17/03	0	16.439	16.439
**D	HRW TESTAMENTARY TRUST NO. 10.	0	7.353	7.353
**D	CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND	0	11.095	11.095
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	9.605	9.605
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	17.338	17.338
**D	ARIEL INTERNATIONAL FUND	0	452.219	452.219
**D	ARIEL GLOBAL FUND	0	84.309	84.309
**D	THE HEALTH FOUNDATION.	0	4.603	4.603
**D	HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T	0	4.843	4.843
**D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	376.142	376.142
**D	JTW TRUST NO. 2 UAD 9/19/02.	0	13.201	13.201
**D	JTW TRUST NO. 1 UAD 9/19/02.	0	808	808
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	132.902	132.902
**D	JTW TRUST NO. 5 UAD:9/19/02.	0	2.249	2.249
**D	CYSTIC FIBROSIS FOUNDATION	0	11.248	11.248
**D	CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	0	5.481	5.481
**D	HOBSON/LUCAS FAMILY FOUNDATION	0	44.293	44.293
**D	CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND.	0	1.276	1.276
**D	EAST SUSSEX PENSION FUND	0	14.063	14.063
**D	STEUART L. WALTON FAMILY TRUST UAD 03/19/13	0	3.662	3.662
**D	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST	0	79.907	79.907
**D	LAZARD INTERNATIONAL EQUITY CIT	0	183.415	183.415
**D	HRW TRUST NO. 3 UAD 01/17/03	0	50.555	50.555
**D	HRW TRUST NO. 3 UAD 01/17/03	0	3.756	3.756
**D	HRW TESTAMENTARY TRUST NO. 12.	0	12.543	12.543
**D	HRW TESTAMENTARY TRUST NO. 5	0	4.468	4.468
**D	HRW TRUST NO. 4 UAD 01/17/03	0	73.467	73.467
**D	HRW TRUST NO. 4 UAD 01/17/03	0	3.756	3.756
**D	HRW TESTAMENTARY TRUST NO. 7.	0	9.612	9.612
**D	HRW TESTAMENTARY TRUST NO. 2	0	5.785	5.785
**D	HRW TESTAMENTARY TRUST NO. 8.	0	53.157	53.157
**D	HRW TESTAMENTARY TRUST NO. 8.	0	4.602	4.602
**D	HRW TESTAMENTARY TRUST NO. 9.	0	7.353	7.353
**D	LAZARD ACW EX-US DIVERSIFIED ADVANTAGE CIT.	0	4.324	4.324
**D	HRW TESTAMENTARY TRUST NO. 4.	0	8.013	8.013
**D	HRW TESTAMENTARY TRUST NO. 6	0	8.941	8.941
**D	HRW TESTAMENTARY TRUST NO. 11.	0	27.201	27.201
**D	HRW TESTAMENTARY TRUST NO. 11.	0	9.498	9.498
**D	WYOMING RETIREMENT SYSTEM	0	4.083	4.083
**D	ALFRED I. DUPONT CHARITABLE TRUST	0	22.841	22.841
**D	LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	0	810.039	810.039



Assemblea Ordinaria del 15 aprile 2026

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0	233.249	233.249
**D	CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	0	112.463	112.463
**D	THE GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	38.868	38.868
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	99.099	99.099
**D	COAL STAFF SUPPERRANUATION SCHEME TRUSTEES LIMITED	0	61.456	61.456
**D	ABU DHABI PENSION FUND	0	222.925	222.925
**D	TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	0	148.657	148.657
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	351.955	351.955
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	189.096	189.096
**D	THE PEOPLE'S PENSION SCHEME	0	783.404	783.404
**D	SHELBY COUNTY TENNESSEE RETIREMENT SYSTEM	0	108.967	108.967
**D	THE REPRESENTATIVE CHURCH BODY	0	179.759	179.759
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	124.377	124.377
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	1.907	1.907
**D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	2.263.508	2.263.508
**D	LEGAL & GENERAL AUTHORISED CONTRACTUAL SCHEME	0	23.242	23.242
**D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	6.688	6.688
**D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	9.355	9.355
**D	ILLINOIS STATE BOARD OF INVESTMENT DEFERRED	0	336.839	336.839
**D	LGFS CENTRAL AUTHORISED CONTRACTUAL SCHEME...	0	230.670	230.670
**D	URS COMMON CONTRACTUAL FUND	0	2.519	2.519
**D	THE GREATER MANCHESTER PENSION FUND	0	634.886	634.886
**D	BLACKROCK UCITS CCF	0	122.009	122.009
**D	BLACKROCK COMMON CONTRACTUAL FUNDS	0	171.060	171.060
**D	CLEARWATER INTERNATIONAL FUND	0	55.027	55.027
**D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY	0	147.312	147.312
**D	UNIVEST.	0	39.360	39.360
**D	STICHTING PENSIOENFONDS EGB	0	324.039	324.039
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	40.185	40.185
**D	STICHTING PENSIOENFONDS CAMPINA	0	5.891	5.891
**D	STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	0	156	156
**D	TREDJE AP-FONDEN	0	1	1
**D	FJARDE AP-FONDEN.	0	1	1
**D	HUDSON BAY MASTER FUND LTD. C/O HUDSON BAY CAPITAL MANAGEMENT LP.	0	1.052.645	1.052.645
**D	PROJECT 121/160-70 (P)	0	2.685	2.685
**D	MOORE GLOBAL INVESTMENTS LLC C/O MOORE CAPITAL MANAGEMENT LP	0	75.000	75.000
**D	WELLINGTON-CIS DIVERSIFYING STRATEGIES FUND (CAYMAN) L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP	0	145.617	145.617
**D	AQR INNOVATION FUND L.P. C/O AQR CAPITAL MANAGEMENT LLC	0	360	360
**D	BAY FOND SELECT OPPORTUNITIES MASTER FUND (CAYMAN) L.P.C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC ACTING AS IA	0	571.262	571.262
**D	VERITON MULTI-STRATEGY MASTER FUND LTD. C/O VERITON FUND MANAGEMENT LLC	0	86.102	86.102
**D	ELLERSTON CP LTD AS RES FR ELLERSTN GLOBAL EQ MANAGER FD C/O ELLERSTON CAPITAL LIMITED ACTING AS RESPONSIBLE ENTITY	0	186.000	186.000
**D	SUNRISE PARTNERS LIMITED PARTNERSHIP	0	18.000	18.000
**D	SONA CREDIT MASTER FUND LIMITED	0	528.000	528.000
**D	CAPSTONE GLOBAL MASTER (CAYMAN) LIMITED	0	133.037	133.037
**D	HBK MASTER FUND LPHBK MASTER FUND LP PORTFOLIO MARGIN ACCOUNT C/O HBK SERVICES LLC	0	176	176
**D	BLACKROCK SYSTEMATIC TOTAL ALPHA MASTER FUND LTD.	0	111.878	111.878
**D	WELLINGTON GLOBAL MULTI-STRATEGY MASTER FUND (CAYMAN) L.P.	0	12.979	12.979
**D	EWP PA FUND LTD.	0	5.699	5.699
**D	WOODLINE MASTER FUND LP C/O WOODLINE PARTNERS LP	0	2.575.737	2.575.737

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LIUC VALORES SICAV S.A.	0	364.240	364.240
**D	CARTERA BELLIVER SICAV S.A.	0	287.536	287.536
**D	MAN MULTI-STRATEGY MASTER FUND MAPLES CORPORATE SERVICES LIMITES	0	238	238
**D	PINNACLE ANTIPODES GLOBAL FUND	0	943.013	943.013
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	68.785	68.785
**D	PINNACLE ANTIPODES GLOBAL OP FD	0	50.531	50.531
**D	JAWN-MED CORE GLOBAL EQ TILT	0	22.800	22.800
**D	PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	0	358.861	358.861
**D	DIMENSIONAL INTERNATIONAL SMALL CAP VALUE ETF OF DIMENSIONA	0	1.447.573	1.447.573
**D	DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E	0	223	223
**D	SCHWAB INTERNATIONAL INDEX FUND	0	1.262.216	1.262.216
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL EQUITY INDEX FUND	0	55.400	55.400
**D	PRIME SUPER PTY LTD	0	10.973	10.973
**D	CUKL COURTIER ETHICAL VALUE EQT FD	0	56.000	56.000
**D	COLONIAL FIRST STATE INVESTMENT FUND 50.	0	44.939	44.939
**D	COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	0	115.349	115.349
**D	COMMONWEALTH GLOBAL SHARE FUND 30.	0	572.766	572.766
**D	BETASHARES GLOBAL SHARES ETF	0	62.374	62.374
**D	ABRDN SICAV I - EUROPEAN EQUITY ENHANCED INDEX FUND	0	22.191	22.191
**D	WM POOL - EQUITIES TRUST NO. 76 - ROBECO	0	7.244	7.244
**D	WM POOL - EQUITIES TRUST NO. 31 - ROBECO	0	3.770	3.770
**D	ONEMARKETS ITALY ICAV	0	460.000	460.000
**D	AEGON CUSTODY B.V..	0	74.934	74.934
**D	RIA GLOBAL SHARE FUND	0	22.871	22.871
**D	KIM PRIVATE PRIME EUROPE EQUITY MASTER INVESTMENT TRUST 1	0	40.797	40.797
**D	DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E	0	235.423	235.423
**D	CITICORP TRUSTEE (SINGAPORE) LIMITED AS TRUSTEE FOR AND ON B	0	59.064	59.064
**D	HPL - HP PST HOTCHKIS AND WILEY	0	101.247	101.247
**D	DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST	0	4.118	4.118
**D	ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND	0	68.036	68.036
**D	HOSTPLUS POOLED SUPERANNUATION TRUST	0	15.753	15.753
**D	BLACKROCK PREMIER FUNDS - SYSTEMATIC GLOBAL EQUITY HIGH INCO	0	181.898	181.898
**D	ISHARES MSCI WORLD ETF	0	17.725	17.725
**D	ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	0	2.508.375	2.508.375
**D	ISHARES MSCI EUROZONE ETF	0	1.949.107	1.949.107
**D	ISHARES MSCI ITALY ETF	0	37.856	37.856
**D	ISHARES MSCI ACWI LOW CARBON TARGET ETF	0	2.155.860	2.155.860
**D	ISHARES MSCI EUROPE FINANCIALS ETF	0	5.175.099	5.175.099
**D	ISHARES MSCI EAFE VALUE ETF	0	6.839.769	6.839.769
**D	ISHARES MSCI EAFE ETF	0	540.458	540.458
**D	ISHARES MSCI ACWI EX U.S. ETF	0	609.062	609.062
**D	ISHARES MSCI ACWI ETF	0	5.767	5.767
**D	ISHARES MSCI KOKUSAI ETF	0	2.646.620	2.646.620
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	81.091	81.091
**D	ISHARES GLOBAL FINANCIALS ETF	0	2.048.745	2.048.745
**D	ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	0	13.966.865	13.966.865
**D	ISHARES CORE MSCI EAFE ETF	0	1.137.695	1.137.695
**D	ISHARES CORE MSCI EUROPE ETF	0	539.663	539.663
**D	ISHARES MSCI INTL VALUE FACTOR ETF	0	1.209.801	1.209.801
**D	ISHARES INTERNATIONAL EQUITY FACTOR ETF	0		

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**D	ISHARES ESG ADVANCED MSCI EAFE ETF	0	167.150	167.150
**D	COLONIAL FIRST STATE INVESTMENT FUND 291	0	4.922	4.922
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	4.938.543	4.938.543
**D	ILA-LA WORLD ESG SCREENED FUND	0	6.878	6.878
**D	ILA-A-ILSDMH	0	333.078	333.078
**D	IRISH LIFE ASSURANCE.	0	176.349	176.349
**D	ILA - A-ILGLOEQN	0	2.926	2.926
**D	ILA - A-ILDSGG	0	6.828	6.828
**D	ILA - A-ILGLOEQG	0	12.318	12.318
**D	ILA - A-ILEZEQG	0	40.376	40.376
**D	IRISH LIFE CLIMATE FOCUSED FUND	0	5.004	5.004
**D	IRISH LIFE ASSURANCE PLC	0	357.309	357.309
**D	ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY	0	112.102	112.102
**D	LARGE CAP INTL PORTFOLIO OF DFA INV	0	7	7
**D	DIMENSIONAL INTERNATIONAL VALUE ETF OF DIMENSIONAL ETF TRUST	0	5.459	5.459
**D	COLONIAL FIRST STATE SPECIALIST FUND 4	0	87.724	87.724
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	0	93.145	93.145
**D	FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	0	1.194	1.194
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND	0	11.135	11.135
**D	TSQG SOLACT ESG TBACO EX UNHG(3387)	0	1.638	1.638
**D	ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND	0	7.441	7.441
**D	GOLDFARB FAMILY TRUST AGREEMENT	0	1.289	1.289
**D	CFSIL RE CNEALTH GS FD 16	0	50.525	50.525
**D	OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.	0	86.700	86.700
**D	INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	0	1.176.862	1.176.862
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	12.072	12.072
**D	BERESFORD FUNDS ICAY.	0	1.494	1.494
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	90.868	90.868
**D	AZIMUT LIFE DAC	0	5.582	5.582
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	218.440	218.440
**D	HUTCHISON PROVIDENT FUND.	0	6.212	6.212
**D	VICTORY MARKET NEUTRAL INCOME FUNDFUND	0	350.090	350.090
**D	COURTIERS GLOBAL (EX-UK) EQUITYINCOME FUND	0	250.000	250.000
**D	DIMENSIONAL GLOBAL SUSTAINABILITY TRUST	0	148	148
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	106.957	106.957
**D	CITITRUST LIMITED	0	111.970	111.970
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	0	15.658	15.658
**D	CFSIL RE COLONIAL FS INV FUND 55	0	69.812	69.812
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	0	66.971	66.971
**D	CIP COURTIIERS TR BALANCED RK FUND	0	420.000	420.000
**D	CIP COURTIIERS TR CAUTIOUS RK FUND	0	170.000	170.000
**D	CIP COURTIIERS TR GROWTH RK FUND	0	190.000	190.000
**D	APPAN ASSET MANAGEMENT	0	727.131	727.131
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	0	209.756	209.756
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	10.719	10.719
**D	UAPF - BLACK ROCK PASSIVE EQUITY	0	12.633	12.633
**D	ATLAS DIVERSIFIED MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	16	16
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	6.635	6.635
**D	NBIMC EAFE EQUITY INDEX FUND.	0	11.263	11.263
**D	NT MSCI EAFE INDEX FUND	0	5.436	5.436

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**D	RBC PRIVATE OVERSEAS EQUITY POOL	0	65.391	65.391
**D	RBC INDIGO INTERNATIONAL EQUITY INDEX FUND	0	11.576	11.576
**D	BLUEPEARL MAP I LP.	0	14.552	14.552
**D	HBK MASTER FUND LP	0	176	176
**D	WELLINGTON FINANCIALS ABSOLUTE RETURN FUND LP	0	167.744	167.744
**D	WELLINGTON FINANCIALS ABSOLUTE RETURN FUND (BERMUDA) L.P. C/O WELLINGTON ALTERNATIVE INVESTMENT'S LLC	0	458.691	458.691
**D	HW HEDGED VALUE LP CORPORATION SERVICE COMPANY	0	116.700	116.700
**D	POINT72 ASSOCIATES LLC	0	4.594	4.594
**D	INTERNATIONAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O INTERTRUST CORP SVCS (CAYMAN) LTD	0	2.575	2.575
**D	CINCTIVE GLOBAL MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	14.408	14.408
**D	WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED	0	581	581
**D	THREE BRIDGES EUROPE FUND L.P.	0	144.390	144.390
**D	GREENLAND MASTER FUND LP C/O WALKERS CORPORATE LIMITED	0	549	549
**D	TURBOFAN INVESTORS FUND LP	0	911	911
**D	CAXTON INTERNATIONAL LIMITED	0	1.442	1.442
**D	COLTRANE MASTER FUND L.P.	0	88	88
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.134.218	1.134.218
**D	AHL STATARB MASTER LIMITED C/O CITCO TRUSTEES (CAYMAN) LIMITED	0	15.869	15.869
**D	BAY POND INVESTORS (BERMUDA) LP C/O WELLINGTON MANAGEMENT CO	0	17.498	17.498
**D	SOMA BLUE PEAK LTD C/O SONA ASSET MANAGEMENT (UK) LLP	0	54.000	54.000
**D	ILEX MASTER FUND LP	0	2.938.447	2.938.447
**D	ILEX MASTER FUND LP WALKERS CORPORATE LIMITED	0	164.930	164.930
**D	VERITION MULTI-STRATEGY MASTER FUND LTD.	0	606.163	606.163
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP	0	4.930.846	4.930.846
**D	MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP	0	1.019.057	1.019.057
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE IRELAND LIMITED.	0	846.481	846.481
**D	MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	0	3.639.600	3.639.600
**D	MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	0	11.475	11.475
**D	MARSHALL WACE COMMON CONTRACTU AL FUND - MWCCF WORLD TOPS 130 /30 FUND.	0	73.747	73.747
**D	MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND C/O MARSHALL WACE LLP	0	8.468	8.468
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	93.777	93.777
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	0	165.662	165.662
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	224.116	224.116
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND	0	371.358	371.358
**D	MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	0	116.059	116.059
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND	0	248.433	248.433
**D	MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	0	519.310	519.310
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	0	100.754	100.754
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND	0	272.500	272.500
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS FUND	0	600.000	600.000
**D	RP3 HOLDING S.R.L.	0	448.659	448.659
**D	FONDI ITALIA	0	14.116	14.116
**D	INTERFUND SICAV	0	40.800	40.800
**D	ABN AMRO FUNDS	0	950.000	950.000
**D	MEDOLANUM FLESSIBILE SVILUPPO ITALIA	0	4.567.024	4.567.024
**D	MEDOLANUM FLESSIBILE FUTURO ITALIA	0	4.952.647	4.952.647
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	15.900	15.900
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	117.796	117.796
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	15.129	15.129
**D	DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND	0	26.980	26.980
**D	OMERS ADMINISTRATION CORPORATION	0		

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**D	AOR TA GLOBAL RELAXED CONSTRAINT EQUITY FUND, L.P.	0	9.220	9.220
**D	AOR FUNDSQR MULTIASSET FUND	0	35.859	35.859
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	15.424	15.424
**D	NEW AIRWAYS PENSION SCHEME	0	5.824	5.824
**D	AM AMRO FGR	0	4.820	4.820
**D	THE TUOMO O. VUOLTEENAOH 2025 CHARI TABLE REMAINDER UNITRUST	0	107.061	107.061
**D	AOR FLEX 1 SERIES LLC - SERIES A9	0	107.658	107.658
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	348.243	348.243
**D	INTERNATIONAL MONETARY FUND	0	55.893	55.893
**D	INTERNATIONAL MONETARY FUND	0	66.663	66.663
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	6.414	6.414
**D	FUNDO DE SEGURAMCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	0	41.943	41.943
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	406.732	406.732
**D	AOR FUNDS - AQR CVX FUSION FUND	0	2.346	2.346
**D	BAF PENSIONE 2007 FONDO PENSIONE APERTO	0	1.561	1.561
**D	FIDEURAM PIANO BILANCIATO ITALIA 50	0	257.085	257.085
**D	FIDEURAM PIANO AZIONI ITALIA	0	1.119.970	1.119.970
**D	EPSILON ASSOCIATI SGR - EPSILONSGR DLONGRUN	0	934	934
**D	EPSILON ASSOCIATI SGR - EPSILONSGR QRETURN	0	20.177	20.177
**D	FIDEURAM BILANCIATO	0	19.000	19.000
**D	FIDEURAM ITALIA	0	117.727	117.727
**D	AXA MPS PREVIDENZA PER TE - CRESCITA	0	657.840	657.840
**D	FONDO PENSIONE APERTO UBI PREVIDENZA	0	25.171	25.171
**D	ALLIANZ ITALIA 50 SPECIAL	0	34.000	34.000
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	1.275.000	1.275.000
**D	ALLIANZ AZIONI EUROPA	0	154.441	154.441
**D	EURIZON PROGETTO ITALIA 70	0	686.475	686.475
**D	EURIZON PROGETTO ITALIA 40	0	370.396	370.396
**D	EURIZON AZIONI ITALIA	0	3.200.437	3.200.437
**D	EURIZON AZIONI EUROPA	0	863.949	863.949
**D	EURIZON AZIONI AREA EURO	0	657.453	657.453
**D	EURIZON CAP SGR-RENDITA	0	8.950	8.950
**D	EURIZON AZIONI INTERNAZIONALI	0	797.109	797.109
**D	EURIZON PIR ITALIA AZIONI	0	74.577	74.577
**D	EURIZON STEP TO GLOBAL TRENDS	0	7.939	7.939
**D	EURIZON DYNAMIC STEP TO GLOBAL TRENDS	0	26.522	26.522
**D	EURIZON AM RILANCIO ITALIA TR	0	22.000	22.000
**D	EURIZON STEP 70 PIR ITALIA GIUGNO 2027	0	160.000	160.000
**D	FONDO PENSIONE APERTO IL MIO DOMANILAN	0	374.677	374.677
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	19.192	19.192
**D	NINETY ONE GLOBAL STRATEGY FUND	0	913.501	913.501
**D	ARERO - DER WELTFONDS - ESG	0	58.679	58.679
**D	UBS LUX FUND SOLUTIONS	0	2.614.095	2.614.095
**D	CREDIT SUISSE INDEX FUND (LUX)	0	903.451	903.451
**D	VARIOPARTNER SICAV	0	84.099	84.099
**D	EURIZON AM SICAV	0	11.700	11.700
**D	EURIZON FUND	0	6.283.384	6.283.384
**D	EURIZON FUND II	0	447.821	447.821
**D	EURIZON NEXT 2.0	0	452.275	452.275
**D	INSTITUTIONAL SOLUTIONS FUND FCP-SIF	0	142.085	142.085

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**D	ALLIS SICAV	0	187.870	187.870
**D	XTRACKERS	0	43.959	43.959
**D	DWS MULTI ASSET PIR FUND	0	65.000	65.000
**D	BLACKROCK STRATEGIC FUNDS	0	172.775	172.775
**D	BLACKROCK GLOBAL INDEX FUNDS	0	206.991	206.991
**D	AXA WORLD FUNDS SICAV	0	300.000	300.000
**D	YOURINDEX SICAV	0	107.025	107.025
**D	EURIZON INVESTMENT SICAV	0	367.144	367.144
**D	ISHARES ENHANCED INTERNATIONAL ACTIVE ETF	0	330	330
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	6.560	6.560
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	60.023	60.023
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0	89.050	89.050
**D	ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	0	45.149	45.149
**D	ISHARES MSCI EAFE INTERNATIONAL INDEX FUND	0	1.226.202	1.226.202
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	5.904.990	5.904.990
**D	ISHARES III PUBLIC LIMITED COMPANY	0	5.795.948	5.795.948
**D	ISHARES V PUBLIC LIMITED COMPANY	0	3.131	3.131
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	699.726	699.726
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	979.189	979.189
**D	ISHARES STOXX EUROPE 600 UCITS ETF DE	0	1.680.402	1.680.402
**D	ISHARES STOXX EUROPE LARGE 200 UCITS ETF (DE)	0	4.149.406	4.149.406
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	26.157	26.157
**D	ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	0	905.775	905.775
**D	IBM 401(K) PLUS PLAN TRUST	0	5.178.993	5.178.993
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	322.301	322.301
**D	LAZARD INTERNATIONAL EQUITY PORTFOLIO	0	137.055	137.055
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	1.168.783	1.168.783
**D	M INTERNATIONAL EQUITY FUND	0	1.965.399	1.965.399
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	4.690	4.690
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	50.898	50.898
**D	SSB MSCI ITALY INDEX SECURITIES LENDING COMMON TRUST FUND	0	7.975.965	7.975.965
**D	SPDR PORTFOLIO EUROPE ETF	0	1.484.260	1.484.260
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	97.209	97.209
**D	MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	0	37.443	37.443
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	999	999
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	7.235	7.235
**D	SPDR MSCI ACWI EXUS ETF	0	2.548.507	2.548.507
**D	STATE OF MINNESOTA	0	175.293	175.293
**D	VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	0	16.488	16.488
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	187.783	187.783
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	120.077	120.077
**D	REGIME DE RETRAITE DE L'UNIVERSITE DE MONTREAL	0	1.755.360	1.755.360
**D	TIACREF INTERNATIONAL EQUITY INDEX FUND	0	294.920	294.920
**D	COLLEGE RETIREMENT EQUITIES FUND	0	3.065.855	3.065.855
**D	VFMC INTERNATIONAL EQUITY TRUST2	0	1.157.305	1.157.305
**D	VFMC INTERNATIONAL EQUITY TRUST1	0	6.656	6.656
**D	VANECK MSCI INTERNATIONAL VALUEETF	0	6.393	6.393
**D	NGS SUPER	0	23.448	23.448
**D	AUSTRALIAN RETIREMENT TRUST	0	24.472	24.472
**D		0	716.359	716.359

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INTERNATIONAL EQUITIES SECTOR TRUST	0	3.632	3.632
**D	PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND	0	593	593
**D	RETAIL EMPLOYEES SUPERANNUATION TRUST	0	104.595	104.595
**D	IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND	0	8.290	8.290
**D	PERPETUAL GLOBAL ALLOCATION ALPHA FUND	0	19.127	19.127
**D	RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	0	149.842	149.842
**D	AWARE SUPER	0	10.094	10.094
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	12.293	12.293
**D	TEAM SUPERANNUATION FUND	0	1.787	1.787
**D	RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND	0	32.234	32.234
**D	BRIGHTER SUPER	0	250	250
**D	BRIGHTER SUPER	0	8.974	8.974
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	14.149	14.149
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND	0	2.759	2.759
**D	AAI LIMITED	0	8.371	8.371
**D	BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	0	76.060	76.060
**D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	11.800	11.800
**D	PEOPLE'S BANK OF CHINA	0	47.967	47.967
**D	PEOPLE'S BANK OF CHINA	0	16.791	16.791
**D	PEOPLE'S BANK OF CHINA	0	11.558	11.558
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK) EQUITY FUND	0	101.688	101.688
**D	SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	0	50.345	50.345
**D	MANAGED PENSION FUNDS LIMITED	0	97.309	97.309
**D	ALLIANZ GLOBAL INVESTORS FUND	0	257.437	257.437
**D	OSSIAM LUX	0	101.452	101.452
**D	FONDO PENSIONE APERTO GIUSTINIANO	0	14.959	14.959
**D	PREVIDSYSTEM-FONDO PENSIONE APERTO	0	217.399	217.399
**D	FIDELITY GLOBAL FINANCIAL SERVICES FUND	0	9.343	9.343
**D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	791.476	791.476
**D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	93.923	93.923
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	95.993	95.993
**D	CITY UNIVERSITY OF NEW YORK	0	1.742	1.742
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	61.319	61.319
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	102.110	102.110
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	37.679	37.679
**D	AMERICAN CENTURY ETF TR-AMERICAN CENT QUALITY DIVERSIFIED INTL ETF	0	53.894	53.894
**D	E TRADE NO FEE INTERNATIONAL INDEX FUND	0	4.526	4.526
**D	MOUNT HATTON INVESTMENTS LIMITED	0	19.015	19.015
**D	MGI FUNDS PLC	0	288.674	288.674
**D	AGIALLIANZ VERMOEGENSBILDUNG EUROPA	0	292.534	292.534
**D	RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	0	85.567	85.567
**D	LVIP SSGA INTERNATIONAL INDEX FUND	0	279.566	279.566
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GF-UI-FONDS	0	7.380	7.380
**D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	386.973	386.973
**D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	10.725	10.725
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.109.730	1.109.730
**D	OPENWORLD PUBLIC LIMITED COMPANY	0	3.419	3.419
**D	SUNAMERICA SERIES TRUST- SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	0	532	532
**D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	93.254	93.254
**D	TRANSAMERICA MSCI EAFE INDEX VP	0	12.326	12.326

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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DESJARDINS INTERNATIONAL EQUITYIND EX ETF	0	112.458	112.458
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN	0	9.295	9.295
**D	PRINCIPAL LIFE INSURANCE COMPANY	0	50.700	50.700
**D	MAS PENSION SIEFORE BASICA 60-64 SA DE C.V.	0	35.838	35.838
**D	MAS PENSION SIEFORE BASICA 75-79 SA DE C.V.	0	70.265	70.265
**D	PROCTER AND GAMBLE BELGIUM PENSION FUND	0	4.855	4.855
**D	FIDELITY INTERNATIONAL HIGH DIVIDEND INDEX ETF	0	244.105	244.105
**D	CITY OF NEW YORK GROUP TRUST	0	628.150	628.150
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	486.198	486.198
**D	SSGA SPDR ETFs EUROPE II PUBLICLIMITED COMPANY	0	85.477	85.477
**D	THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	0	171.091	171.091
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	1.921.902	1.921.902
**D	VENERABLE INTERNATIONAL INDEX FUND	0	87.856	87.856
**D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	524.394	524.394
**D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	289.025	289.025
**D	UBS (IRL) ETF PLC	0	493.578	493.578
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1	0	165.242	165.242
**D	PRESBYTERIAN CHURCH IN AMERICA 403 (B) (9) RETIREMENT PLAN	0	12.607	12.607
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL VALUE FUN	0	458.499	458.499
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	12.221	12.221
**D	BRIGHTHOUSE FUNDS TRUST I SCHROEDERS GLOBAL MULTIASSET PORTFOLIO	0	1.467	1.467
**D	DIMENSIONAL FUNDS PLC	0	140.948	140.948
**D	CAPULA TAIL RISK MASTER FUND LIMITED	0	12.664	12.664
**D	CENTRAL PROVIDENT FUND BOARD	0	4.377	4.377
**D	BMO MSCI EAFE INDEX ETF	0	727.450	727.450
**D	THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	0	59.664	59.664
**D	GOVERNMENT PENSION INVESTMENT FUND	0	47.421	47.421
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	91.457	91.457
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR INDUSTRIA	0	1.958.279	1.958.279
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	3.719	3.719
**D	KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.646.002	2.646.002
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	56.247	56.247
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	8.179	8.179
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	48.502	48.502
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS CPT	0	4.614	4.614
**D	BANK OF KOREA	0	1.194	1.194
**D	GOVERNMENT PENSION INVESTMENT FUND	0	528	528
**D	PINNACLE ICAY	0	1.875.280	1.875.280
**D	MAS PENSION SIEFORE BASICA 90-94, SS DE C.V.	0	60.315	60.315
**D	MAS PENSION SIEFORE BASICA 65-69, SA DE C.V.	0	53.314	53.314
**D	FIDELITY COVINGTON TRUST:FIDELITY HIGH DIVIDEND ETF	0	75.196	75.196
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	603.819	603.819
**D	TEXAS MUNICIPAL RETIREMENT SYSTEM	0	15.776	15.776
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	236.427	236.427
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	0	11.153	11.153
**D	SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	0	1.282	1.282
**D	FCA CANADA INC. ELECTED MASTER TRUST	0	93.921	93.921
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ	0	70.483	70.483
**D	MEAG MUNICH ERGO KAPITALANLAGESELLSCHAFT MBH FOR MEAG VISION	0	22.000	22.000
**D		0	78.430	78.430



LISTA ESITO DELLA VOTAZIONE

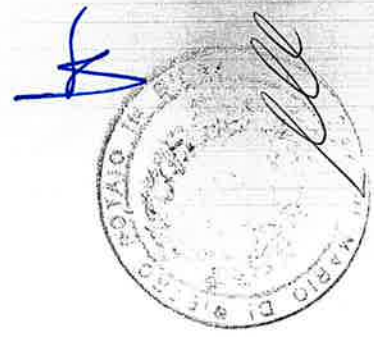
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Badge	Regione Sociale	Proprio	Delega	Totale
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ATLAS	0	77.442	77.442
**D	SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	0	7.901	7.901
**D	SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	0	604	604
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	27.832	27.832
**D	AMERICAN BEACON DIVERSIFIED FUND	0	47.248	47.248
**D	COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF	0	770	770
**D	AMERICAN CENTURY ICAY	0	23.112	23.112
**D	AMERICAN BUREAU OF SHIPPING	0	1.720	1.720
**D	RTX SAVINGS PLAN MASTER TRUST	0	615.662	615.662
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	49.197	49.197
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.094.315	2.094.315
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	229.328	229.328
**D	INVESCO BCPL BADGER FUND, A SERIES OF INVESCO MULTI SERIES FUNDS II	0	9.695	9.695
**D	JUNIVERSITAS GB UMBRELLA FUND -JUNIVERSITAS MA M 1 FUND UNIT TRUST	0	6.379	6.379
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GS-UI-FONDS	0	7.380	7.380
**D	MDPIM INTERNATIONAL EQUITY INDEX POOL	0	93.165	93.165
**D	SCOTIA INTERNATIONAL EQUITY INDEX ETF	0	62.109	62.109
**D	JNL/MELLON MSCI WORLD INDEX FUND	0	23.065	23.065
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	8.950	8.950
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	2.108	2.108
**D	PRUDENTIAL HONG KONG LIMITED	0	33.545	33.545
**D	MAS PENSION SIEFORE BASICA 80-84, SA. DE C.V.	0	88.504	88.504
**D	FIDELITY COVINGTON TRUST; FIDELITY INTL HIGH DIVIDEND ETF	0	3.425	3.425
**D	FIDELITY INTERNATIONAL VALUE INDEX ETF	0	1.197.118	1.197.118
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	471.335	471.335
**D	STATE STREET ICAY	0	39.246	39.246
**D	JANE TAFT INGALLS TR DTD 12 6 51 FDC AFTN GARY LOMBARDO	0	3.211	3.211
**D	STATE STREET IRELAND UNIT TRUST	0	2.999	2.999
**D	VANGUARD GLOBAL VALUE FACTOR ETF	0	67.904	67.904
**D	GLOBAL SYSTEMATIC ACTIVE EQUITIES	0	60.244	60.244
**D	WASHINGTON STATE INVESTMENT BOARD	0	705.018	705.018
**D	ASIAN DEVELOPMENT BANK	0	15.574	15.574
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	217.016	217.016
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	70.979	70.979
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I	0	80.255	80.255
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	108.704	108.704
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EO ALLOCATION TRUST	0	159.785	159.785
**D	HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	0	25.980	25.980
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	20.121.927	20.121.927
**D	EMPOWER ANNUITY INSURANCE COMPANY	0	76.734	76.734
**D	STATE OF MINNESOTA	0	354.053	354.053
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	9.301	9.301
**D	FIDELITY GLOBAL EX-U S. EQUITY INDEX INSTITUTIONAL TRUST	0	12.402	12.402
**D	FIDUCIE GLOBALE DES REGIMES DERETRAITE DE LA SOCIETE DE MONTREAL	0	60.232	60.232
**D	DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	0	6.327	6.327
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	29.306	29.306
**D	VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	0	9.811	9.811
**D	THE CAPTIVE INVESTORS FUND	0	812.642	812.642
**D	CARDANO COMMON CONTRACTUAL FUND	0	10.382	10.382
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGK Carbon FOCUS	0	9.202	9.202

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Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	37.561	37.561
**D	AXA IM ETF ICAY	0	3.246	3.246
**D	MAS PENSION SIEFORE BASICA 85-89 SA DE C.V.	0	86.658	86.658
**D	MATB MSCI KOKUSAI INDEX MOTHER FUND	0	42.087	42.087
**D	VNL LP	0	1.092	1.092
**D	MAFC 2 HOLDING LLC	0	1.963	1.963
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	6.986	6.986
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	15.583	15.583
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	422.089	422.089
**D	WWF FOUNDATION	0	934	934
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	738	738
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	89.294	89.294
**D	LACERA MASTER OPEB TRUST	0	44.496	44.496
**D	INSTITUTIONAL RETIREMENT TRUST	0	17.503	17.503
**D	INTE KAPITALANLAGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	0	246.480	246.480
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	3.605	3.605
**D	RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND	0	3.714	3.714
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	533.920	533.920
**D	JNL/DFA INTERNATIONAL CORE EQUITY FUND	0	158.284	158.284
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.781.622	1.781.622
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	2.178	2.178
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	37.799	37.799
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	6.438	6.438
**D	STICHTING ING CDC PENSIOENFONDS	0	5.351	5.351
**D	BANK OF KOREA	0	138	138
**D	BANK OF KOREA	0	505	505
**D	PIMCO COMMODITIESPLUS STRATEGY FUND	0	46.500	46.500
**D	FIDELITY COVINGTON TRUST - FIDELITY DIVIDEND ETF FOR RISING RATE	0	2.578	2.578
**D	PIMCO ACCESS INCOME FUND	0	1.073.500	1.073.500
**D	FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF	0	215.803	215.803
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL VALUE FACTOR ETF	0	1.617	1.617
**D	POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY	0	265.447	265.447
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	6.924	6.924
**D	RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND	0	6.851	6.851
**D	SELFFINANCING POSTSECONDARY EDUCATION FUND	0	2.728	2.728
**D	HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	0	2.188	2.188
**D	BMO GLOBAL DIVIDEND OPPORTUNITIES FUND	0	244.028	244.028
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	60.848	60.848
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	21.221	21.221
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	87.804	87.804
**D	THRIFT SAVINGS PLAN	0	894.599	894.599
**D	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	364.335	364.335
**D	STATE STREET CCF	0	6.981	6.981
**D	COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	0	2.407	2.407
**D	MEAG MUNICH ERGO KAPITALANLAGES MBH FOR MEAG EUROSTAR	0	11.187	11.187
**D	LAZARD RETIREMENT INTERNATIONALEQUITY PORTFOLIO	0	114.615	114.615
**D	UNIVERSALINVESTMENTSELLSCHAFTMBH FOR DEBEKAARTIENEUROPAESG	0	318.150	318.150
**D	RUSSELL INVESTMENT COMPANY PLC	0	1.609	1.609
**D	LAZARD INTERNATIONAL EQUITY ADVANTAGE PORTFOLIO	0	1.148	1.148
**D	MEAG PENSION INVEST	0	39.043	39.043



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**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS	0	28.587	28.587
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY TRUST	0	517.819	517.819
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	2.753	2.753
**D	FWR CAPITAL INC	0	1.886	1.886
**D	THE METHODIST HOSPITAL	0	82.637	82.637
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	171.224	171.224
**D	ARKWRIGHT, LLC	0	33.207	33.207
**D	KAISER PERMANENT GROUP TRUST	0	12.822	12.822
**D	STATE STREET TOTAL RETURN VIS FUND	0	11.408	11.408
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	233.343	233.343
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	472.719	472.719
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTING INSTITUTIONAL FUNDS - ZIF GREEN	0	76.160	76.160
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	0	67.025	67.025
**D	NATWEST ST JAMES'S PLACE GREATER EUROPEAN PROGRESSIVE UNIT TRUST	0	1.785.980	1.785.980
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	481.829	481.829
**D	ESKOM PENSION AND PROVIDENT FUND	0	11.492	11.492
**D	COLUMBIA THREADNEEDLE (UK) ICVCLII - CT UNIVERSAL MAP INCOME FUND	0	7.004	7.004
**D	SOCIAL PROTECTION FUND	0	1.000	1.000
**D	NOW PENSIONS TRUST	0	78.834	78.834
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND	0	6.574	6.574
**D	CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	0	20.659	20.659
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	120.215	120.215
**D	BMO INTERNATIONAL DIVIDEND ETF	0	6.006	6.006
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	577.800	577.800
**D	AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	0	6.725	6.725
**D	MONTANA BOARD OF INVESTMENTS	0	5.409	5.409
**D	LM FUND LP	0	2.933	2.933
**D	RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC	0	4.297	4.297
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	62.088	62.088
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTE	0	8.791	8.791
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	12.611	12.611
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	27.912	27.912
**D	TANGERINE BALANCED PORTFOLIO	0	18.799	18.799
**D	SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND	0	72.212	72.212
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	13.835	13.835
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	29.240	29.240
**D	DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	0	3.180	3.180
**D	ALLSOLUTIONS IRELAND ICAV	0	59.299	59.299
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	20.885	20.885
**D	PIMCO DYNAMIC INCOME OPPORTUNITIES FUND	0	2.274.000	2.274.000
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	67.296	67.296
**D	MAS PENSION SIFFORE BASICA 70-74, SA DE C.V.	0	69.570	69.570
**D	PUBLIC EMPLOYEES' LONG-TERM CARE FUND	0	32.623	32.623
**D	DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER	0	3.290	3.290
**D	FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	0	709.300	709.300
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	905.240	905.240
**D	SPDR MSCI WORLD QUALITY MIX ETF	0	5.981	5.981
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENTTEAKTIEN	0	85.000	85.000
**D	DYNAMIC ACTIVE GLOBAL FINANCIALSERVICES ETF	0	16.777	16.777
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	1.640.759	1.640.759

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	KAISER FOUNDATION HOSPITALS	0	230	230
**D	IMGP INTERNATIONAL FUND	0	189.458	189.458
**D	SYLVAN PARTNERS, LLC	0	8.161	8.161
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND	0	4.740	4.740
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	11.774	11.774
**D	SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD	0	2.418	2.418
**D	ASIAN DEVELOPMENT BANK	0	12.576	12.576
**D	MEAG MULTI LIFE	0	100.947	100.947
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	0	3.602	3.602
**D	LAZARD ESC INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	12.495	12.495
**D	SMTB FOREI GN STOCK INDEX MOTHER FUND	0	1.433	1.433
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIFONDS	0	149.165	149.165
**D	SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	89.454	89.454
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS	0	4.847	4.847
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	0	253.213	253.213
**D	HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	0	1.943	1.943
**D	HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND	0	459.113	459.113
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	0	24.962	24.962
**D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO	0	197.121	197.121
**D	STICHTING PHILIPS PENSIOENFONDS	0	30.413	30.413
**D	MEAG MONICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	0	190.797	190.797
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	4.468.867	4.468.867
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	0	3.200	3.200
**D	VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	0	2.513	2.513
**D	SOCIAL PROTECTION FUND	0	1.105	1.105
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	29.256	29.256
**D	RGI FUNDS ICVC - RGI GLOBAL RECOVERY FUND	0	126.155	126.155
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	0	1.255	1.255
**D	LAZARD INTERNATIONAL EQUITY TRUST	0	45.691	45.691
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	24.606	24.606
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	0	741.182	741.182
6666	NOTO FILIPPO	0	0	0
DE*	CALT 2004 SRL	0	16.030.000	16.030.000
DE*	CED DIGITAL & SERVIZI SRL	0	10.000	10.000
DE*	FINCED SRL	0	18.150.000	18.150.000
DE*	IMPRESE TIPOGRAFICHE VENETE SRL	0	10.000	10.000
DE*	P.I.M.-PUBBLICITA' MULTIMEDIA ITALIANA SRL	0	10.000	10.000
DE*	QUOTIDIANO DI PUGLIA SRL	0	10.000	10.000
DE*	STAMPA ROMA 2015 S.R.L.	0	10.000	10.000
DE*	STAMPA VENEZIA SRL	0	10.000	10.000
DE*	VIAPAR SRL	0	7.200.000	7.200.000
6680	VITALE FEDERICO	0	0	0
DE*	ANIMA HOLDING SPA	0	50.290.691	50.290.691
DE*	BANCO BPM SPA	0	62.984.485	62.984.485
6752	CHIARONI ANDREA	10	0	10
6827	AMENDOLA SANTO	1.200	0	1.200
6879	ORTU MARIO	0	0	0
DE*	SEED S.R.L.	0	58.500	58.500
6920	NATALE ETTORE	11.000	0	11.000
7042	BIANCIARDI GUIDO	25.000	0	25.000

Aventi diritto:
in proprio:

1.960 Testc:
29 in delega:

41
1.931

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	PENE` FRANCO	0	1.013.200	1.013.200
***D	MAIRE INVESTMENTS S.P.A.	0	275.000	275.000
***D	ECONOMA S.R.L.	0	500.000	500.000
***	FIORITO MATTEO	0	11.000	11.000
***	LAZZARI PAOLA	0	2.000	2.000
***	DEL GIUDICE MARIAELISA	0	25.000	25.000
***	ASCARI FEDERICO	0	1.720	1.720
***	CACCAVALE ANTONIO	0	2.721	2.721
***	GABELLI MASSIMO	0	15.000	15.000
***	DE FAVERI MARCO	0	1.306	1.306
***	DI FATTA GIUSEPPE	0	1.400	1.400
***	SCLOPIS GABRIELE VITTORIO GREGORIO	0	32.000	32.000
***	EREDE MATTEO MARIA FRANCESCO TOMMASO	0	0	0
7187	DELFIN S.A.R.L.	0	534.676.825	534.676.825
DE*	RAVAIOLI MARCO	0	0	0
7221	AUSONIA S.R.L.	0	13.100.000	13.100.000
DE*	ESPERIA 15 SRL	0	13.100.000	13.100.000
DE*	GAMMA SRL	0	56.950.000	56.950.000
DE*	INMAKO SRL	0	1.500.000	1.500.000
DE*	ISTITUTO FINANZIARIO 2012 SPA	0	29.460.000	29.460.000
DE*	M.K. 87 SPA	0	10.000	10.000
7246	SPALVIERI ANTONIO	2.263	0	2.263
7254	BRETTONI FEDERICO	260	0	260
7307	TORTORA ELEONORA	178.925	0	178.925
7357	TORTORA FIERLUIGI	1.850.000	0	1.850.000
RL*	PLT HOLDING S.R.L.	18.991.874	0	18.991.874
RL*	PLT S.P.A.	13.341.954	0	13.341.954
DE*	SO.FIRIS S.R.L.	0	563.592	563.592
DE*	ROMANO RICCARDO	0	146.780	146.780
DE*	FEIDOS SPA	0	1.050.000	1.050.000
7398	BARRA CARACCILOLO	0	122.397	122.397
7484	IACOPINI FABIO	0	0	0
7495	BETTI LORENZO	25.000	0	25.000
7569	ROSSI CARLO	20.000	0	20.000
RL*	FONDAZIONE MONTE DEI PASCHI DI SIENA	0	0	0
7575	ALBANO ARTURO	6.190.556	0	6.190.556
DE*	ALPHA UCITS SICAV-AMBER EQUITY FUND	0	0	0
DE*	AMBER CAPITAL INVESTMENT MANAGEMENT ICAV - AMBER EVENT DRIVE	0	128.000	128.000
DE*	PRIVILEGE - AMBER EVENT EUROPE	0	374.330	374.330
7613	MARTELLACCI GABRIELLO	37.000	623.000	623.000
7629	MAZZEI ROBERTO	0	21.900	21.900
7649	DORELLA CHRISTIAN	0	80.000	80.000
RL*	G.G.G. SPA	61.583.312	0	61.583.312
7689	FAULI FRANCESCO	0	41.609	41.609
7698	SCAPECCHI STEFANO	10	0	10
7708	RIMOLDI FABIO	70.000	0	70.000
Totale voti		1.901.157.932		

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
FAVOREVOLI

Badge Ragione Sociale
Percentuale votanti % 96,408379
Percentuale Capitale % 62,570648

Proprio Delega Totale

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
6006	CHINI ALESSANDRO	3.501	0	3.501
6008	VENA DONATO	22.700	0	22.700
6029	CONFORTI ALESSANDRO	3.001	0	3.001
6034	CORSI SANDRO	4.200	0	4.200
6035	GALATI MARCO	10	0	10
6037	DE MEJO ALBERTO	2.000	0	2.000
6080	TASSI SONIA	300	0	300
6087	SERRAGLI STEFANO	2.000	0	2.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	0	0
6101	VALORI VINCENZO	4.101	0	4.101
6110	FIORETTO KATRINE	140	0	140
6117	NASTARI GIOVANNI	6.009	0	6.009
6127	PACCHIARINI MARCO	50	0	50
6135	PISANU PIERO	10	0	10
6138	GEMASSMER WERNER	390.001	0	390.001
6146	SPAMPANI FERNANDO	750	0	750
6210	CERVELLI FABIO	2.800	0	2.800
6224	SARDELLI MARIA GRAZIA	5.500	0	5.500
6252	VALENTI GIULIO	5.000	0	5.000
6256	MARMUGI RENZO	1.000	0	1.000
6257	ORSI GIUSEPPE	8.500	0	8.500
6282	AZZARONE CARLO	53.234	0	53.234
6325	FANTINI FILIPPO	40.201	0	40.201
6326	GRIZZI OTTORINO	10	0	10
6401	DI FRANCA FABRIZIO GIOVANNI MARIA	55.241	0	55.241
6403	FARCAS CRISTINA	12.950	0	12.950
6407	CAPPELLETO MARCO	0	754	754
6426	PALATRESI EMILIO	1.500	0	1.500
6452	SERRAGLI FRANCESCO	950	0	950
6461	MARTELLACCI FRANCESCA	3.900	0	3.900
6462	CAUDULLO ALFREDO	40.000	0	40.000
6473	TREVISAN DARIO	0	0	0
***	TIRONI MATTEO	0	18	18
**D	BCV ENHANCED EUROPE EQUITY ESG	0	25.393	25.393
**D	BCV SYSTEMATIC PREMIA EUROPE EQUITY ESG	0	5.176	5.176
**D	CAISSE DE PENSIONS DU PERSONNEL COMMUNAL DE LAUSANNE (CPCL)	0	35.431	35.431
**D	STICHTING Ahold DELHAIZE PENSIOEN	0	12.498	12.498
**D	EUROPE INCOME FAMILY	0	550.000	550.000
**D	AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL	0	69.016	69.016
**D	SYNERGIE - ACTIONS GLOBALES TARGETNETZERO	0	38.688	38.688
**D	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES LARGE CAP	0	26.666	26.666
**D	CAISSE DE PREVOYANCE DU PERSONNEL DE L'ETAT PENSIONSKASSE DES STAATSPERSONALS	0	5.995	5.995
**D	FONDS DE PLACEMENT UNIGE - ACTIONS ETRANGERES	0	12.013	12.013
**D	CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET	0	21.671	21.671
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - B	0	157.353	157.353
**D	SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES	0	18.865	18.865
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - A	0	157.266	157.266
**D	CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE	0	182.901	182.901

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STICHTING BPL PENSIOEN MANDAAT BLACKROCK	0	395.561	395.561
**D	SPA MANDATE BLACKROCK	0	49.018	49.018
**D	ST PFED PNA MANDATE BLACKROCK	0	19.825	19.825
**D	APICIL ACTIONS EURO	0	11.360	11.360
**D	STICHTING PENSIOENFONDS HORECA AND CATERING	0	26.824	26.824
***	STOK ERIK	0	1	1
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	56.503	56.503
**D	STICHTING PENSIOENFONDS ING	0	67.816	67.816
**D	STICHTING PENSIOENFONDS VERVOER	0	1.652.421	1.652.421
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	0	53.758	53.758
**D	MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX	0	136.047	136.047
6500	RIZZO GABRIELE	45.000	4.000	49.000
6533	QUARTINI MARCO AURELIO	5	0	5
6541	BOSSIELLO GIUSEPPE	25.840	0	25.840
6548	PIEVANI ANGELO	1.000.000	0	1.000.000
RL*	BOTTONIFICIO B.A.P. S.P.A.	2.000.000	0	2.000.000
6558	MICHELAGNOLI GUGLIELMO	0	0	0
RL*	GE.AL. S.P.A.	5.500	0	5.500
6566	STADERINI PIETRO	1	0	1
6583	CAPPELLOTTI LORENZO	0	4.000	4.000
DE*	CASTALIA FOUNDATION	0	112.690	112.690
6593	RISANI FULVIO	20	0	20
6647	PROVVEDI ANTONIO	26.510	0	26.510
6657	RIZZI GIANMATTEO	1.940	0	1.940
6679	AVITABILE GIOVANNI	60.000	0	60.000
6761	BAGNAI ROSSANO	12.442	0	12.442
6782	SILVESTRI LORENZO	5.000	0	5.000
6830	FIASCHI FABIO	2.600	0	2.600
6847	PAOLONE SHARON	2.500	0	2.500
6888	CAGLIANONE GIAMPAOLO	1.500	0	1.500
6929	BRACALI LEONARDO	7.900	0	7.900
6937	DE MARTINO MATTEO	2.000	0	2.000
6975	ADINOLFI VINCENZO	250.000	0	250.000
6991	DI BLASIO GIUSEPPE	500	0	500
7024	GABRIELE LUCA	0	4.970	4.970
7056	BORBOTTI SANDRO	3.420	0	3.420
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	LORUSSO COSIMO DAMIANO	0	14.000	14.000
7101	FAGIOLINI MONICA	15.000	0	15.000
7199	BRUNAMONTI FABIO	5	0	5
7231	CUTINI MARIO	100	0	100
7233	ROGANTINI PICCO LUIGI	1	0	1
7279	MONTIGIANI MAURIZIO	1.000	0	1.000
7285	MANTOVANI FRANCESCA	4.250	0	4.250
7286	GIANNELLI LEONARDO	10	0	10
7327	MENSINI MARIO	19.350	0	19.350
7334	ANGELINI CESARE	2.500	0	2.500
7352	MALVESTIO MASSIMO	0	0	0

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126 Teste:
72 in delega:Avanti diritto:
in proprio:

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
DE*	HERMES LINDER FUND SICAV	0	7.859.715	7.859.715
DE*	PRAUDE MICRO AND SMALL CAP FUND	0	292.375	292.375
DE*	PRAUDE TOTAL RETURN FUND	0	2.714.010	2.714.010
DE*	VENIERO HOLDINGS LIMITED	0	12.751.886	12.751.886
7387	MONTARELLA ROSANNA	6.171	0	6.171
7393	BIVONA GIUSEPPE	0	1	1
7401	VEZZOLI NICOLO'	0	0	0
DE*	IN CROISSANTERIA S.R.L.	0	80.000	80.000
7437	SIMONELLI ENNIO	0	0	0
7473	BURRINI SERGIO	144	0	144
7482	VALERI TIZIANA	10	0	10
7510	GHILARDI FABIO	1	0	1
7568	BIENIECKA ANNA	45.000	0	45.000
7582	GIOTTI AURO	20.395	0	20.395
7644	D ACAMPORA GIAMMARCO	1.100	0	1.100
7648	ANATRELLA NUNZIA	2.000	0	2.000
7683	MOSCATELLI FILIPPO	7.000	0	7.000
7685	DEGL' INNOCENTI MARCELLO	2	0	2
7719	TURRENI FRANCESCO	15.005	0	15.005
7722	CAPITANI MAURO	10.000	0	10.000
		32	0	32

Totale voti 32.682.675
Percentuale votanti % 1,657350
Percentuale Capitale % 1,075648

Aventi diritto:
in proprio: 126
in delega: 72

80
54

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	1.614.382	1.614.382
6209	CINI LEANDRO	6	0	6
6220	LOTTI ALESSANDRO	1	0	1
6235	SCHIAVON BRUNO	759	0	759
6281	PESCI GIOVANNI	1	0	1
6305	TUZI VINCENZO	1.000	0	1.000
6416	GARELLA LUCA	0	0	0
DE*	BLUEPOINT MANAGEMENT LTD	0	2.700.000	2.700.000
DE*	ULTIMA HOLDING S.A.	0	333.000	333.000
DE*	UNIONE FIDUCIARIA SPA	0	395.000	395.000
6473	TREVISAN DARIO	0	0	0
**D	FONDO FENSIONE COMETA	0	0	0
**D	FONDOPOSTE	0	284.469	284.469
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	0	166.193	166.193
**D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	55.091	55.091
**D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	40.325	40.325
**D	CHALLENGE FUNDS CHALLENGE ITALIAN EQUITY .	0	384.500	384.500
6575	MARTELLACCI ELENA	15.100	0	15.100
6577	GALLERI PAOLO	9.450	0	9.450
6603	MASTROGIACOMO LUCA	2.000	0	2.000
6691	FRANCESCHIN MAURIZIO	11	0	11
6788	GALASSINI OMERO	100	0	100
6800	FERRI GIOVANNI	0	2.000	2.000
6884	SEMPlici ROMOLO	500	0	500
6914	PANCACCINI DANIELE DELFO COSTANTINO	60	0	60
6926	FINUCCI GIORGIO	1	0	1
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	TURI UGO	0	0	0
***	FUSARI PAOLO	0	30.500	30.500
***	ABBA PAOLO	0	16.360	16.360
***	RINALDI PAOLO	0	28.000	28.000
***	RINALDI MARCO ANDREA	0	4.400	4.400
***	CATTANEO CLAUDIA	0	1.320	1.320
***	FERDEGHINI ANDREA	0	10.000	10.000
***	CICERI MASSIMILIANO	0	1.600	1.600
***	LIVRAGHI ANNA MARIA	0	1.000	1.000
***	DI FATTA GIUSEPPE	0	1.000	1.000
7176	CADAMURO ANGELO	43.150	390	43.540
RL*	CADAMURO COSTRUZIONI S.R.L.	42.500	0	42.500
7321	TONIACCINI GIANNI	12	0	12
7425	CAPANNA GIUSEPPE	0	0	0
DE*	MIRIA GROWTH FUND SA SICAV RALF ITACA MULTI STRATEGY	0	31.600.000	31.600.000
7640	PASINI VALERIO	110	0	110
7716	GRANAI ALDO	455	0	455
7738	CUOMO PIETRO	2.275	0	2.275
Totale voti				
Percentuale votanti %	38.091.821			
	1.931.649			

Aventi diritto:
in proprio: 61
in delega: 19

Testic:
24
42

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EB

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
ASTENUTI

Badge Ragione Sociale
Percentuale Capitale % 1,253673

Proprio Delega Totale

Aventi diritto:
in proprio:

61 Teste:
19 in delega:

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42

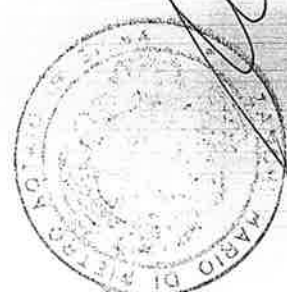
LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti. NON VOTANTI

Badge	Ragione Sociale	Proprio	Delega	Totale
6178	GRANAI ANDREA	1	0	1
6301	ROCCA RICCARDO	0	0	0
RL*	CROMWELL GROUP S.R.L.	100	0	100
6457	SALVO' NICOLETTA	1	0	1
6607	GRECO LUCA	100	0	100
6983	ROSSI EUGENIO	10.000	0	10.000
7088	CORSETTI PAOLO	1.000	0	1.000
7092	SILVESTRI ALESSIA	57	23.000	23.057
7301	TOCCHI TITO	202	0	202
7433	FIZZUTO LUIGI	10	0	10
7441	BURLAMACCHI KARINE	15.000	0	15.000
7600	BAGNOLI MASSIMO	2.213	0	2.213
7687	MAGNI CARLO	10	0	10

Totale voti 51.694
Percentuale votanti % 0,002621
Percentuale Capitale % 0,001701

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Aventi diritto:
in proprio:

13 Teste:
12 in delega:

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti.
VOTI ESCLUSI DAL QUORUM Deliberativo

Badge	Ragione Sociale	Proprio	Delega	Totale
6473	TREVISAN DARIO	0	0	0
**D	TENAX GLOBAL EQUITY FUND	0	476.122	476.122
**D	TENAX FINANCIAL UCITS FUND	0	50.939	50.939
**D	SIREF FIDUCIARIA SPA	0	55.495	55.495
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	COMELLI PAOLA	0	0	0
***	FANTONI MARCO	0	3.000	3.000
***	PATRIZI STEFANO	0	1.000	1.000
***	AGOSTINI PATRIZIA	0	31.120	31.120
***	AGOSTINI GIOVANNI	0	30.000	30.000
***	PATRIZI CLAUDIO	0	41.250	41.250
***	GERARDI GABRIELE	0	5.000	5.000
**D	M.D.O. DEI FRATELLI DOMENICO E FIORE FOTI SOCIETA' IN	0	6.000	6.000
***	TEZA ALBERTO	0	20.000	20.000
**D	EL PEPINO IMMOBILIARE S.R.L.	0	3.000	3.000
**D	FUGAS S.P.A.	0	2.000.000	2.000.000
***	MAURRI SANDRO	0	500.000	500.000
**D	TRUST BENI CERVI	0	53.500	53.500
***	BONFIGLI DOMENICO	0	37.998	37.998
***	GUASCO PAOLO	0	506.600	506.600
**D	VOVO S.R.L.	0	117.500	117.500
***	BIONDI PAOLO	0	9.000	9.000
***	LOMBARDI COSIMO	0	40.000	40.000
***	MAGGIANI GIORGIO	0	18.000	18.000
**D	FONDAZIONE PIERO BONGIANINO ONLUS	0	177.500	177.500
**D	BOSI & PARTNERS S.A.S.	0	22.500	22.500
***	TRUST MARMAROLA	0	9.600	9.600
***	BOSI LUCA GIOVANNI MARIA	0	90.900	90.900
***	PAVONI VALTER	0	16.500	16.500
***	AGOSTINI GIOVANNI	0	38.000	38.000
***	GERARDI GABRIELE	0	25.000	25.000
***	GERARDI CARLA	0	8.000	8.000
***	DALLA PRIA DANIELE	0	5.000	5.000
***	LUCIANI GIUSEPPE	0	18.502	18.502
***	LIACI PIERO	0	13.000	13.000
***	PORTO GIUSEPPE SANTO	0	24.000	24.000
***	GIUDITTA MICHELE	0	20.000	20.000
***	NAVA GIUSEPPE	0	1.000	1.000
***	FIASCONARO FILIPPO	0	59.000	59.000
***		0	46.000	46.000

Totale voti 4.580.026
 Percentuale votanti % 0,232255
 Percentuale Capitale % 0,150737

Aventi diritto:
 in proprio: 37

Teste: 3
 in delega: 37

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

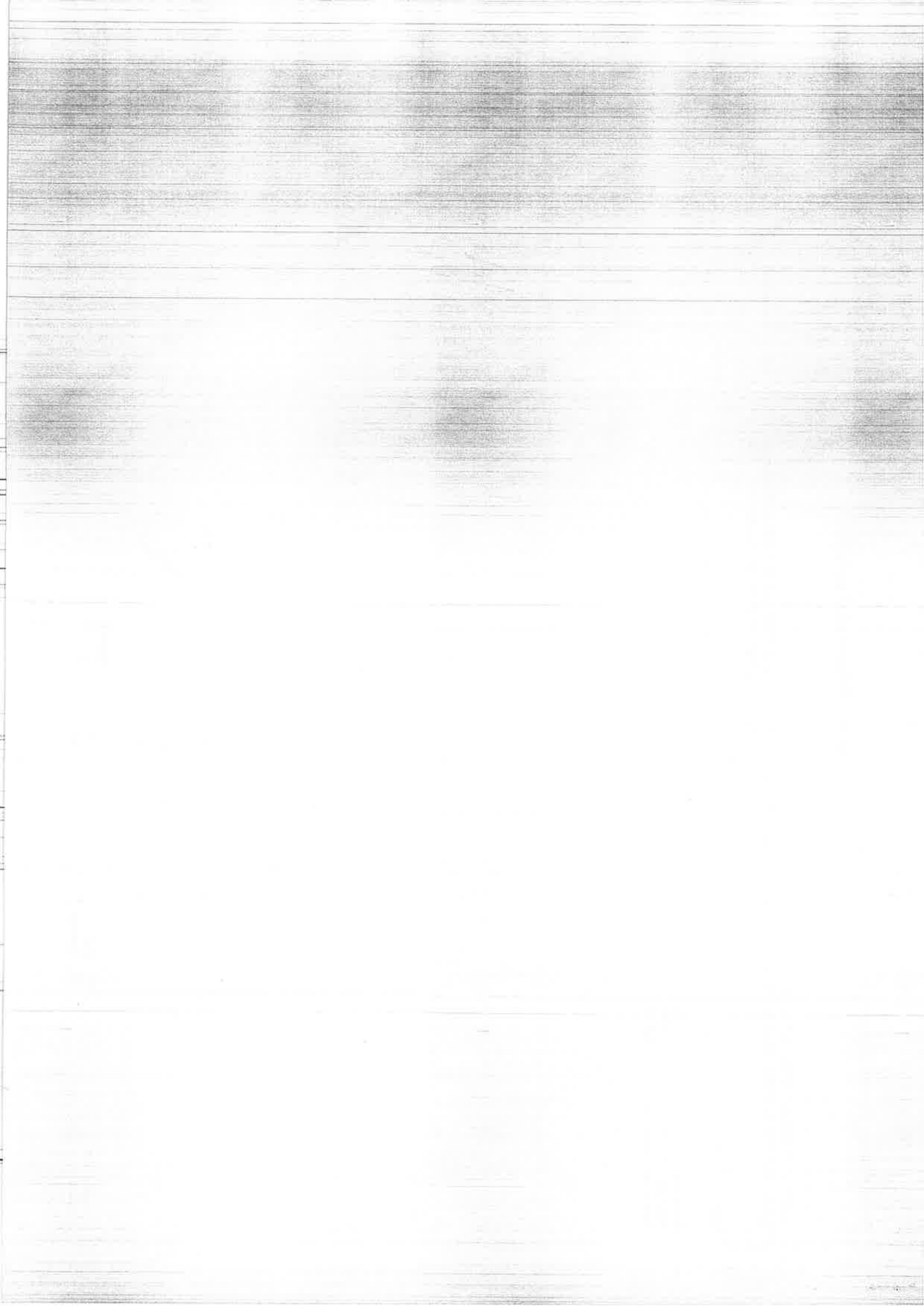
Oggetto: 2.1) voto in ordine al rapporto tra la componente variabile e la componente fissa della remunerazione; deliberazioni inerenti e conseguenti. VOTI NON COMPUTATI (Non Votati)

Badge *RA*	Ragione Sociale COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	Proprio	Delega	Totale
		0	2.991.578	2.991.578
Totale voti				
Percentuale votanti %	2.991.578			
Percentuale Capitale %	0,151704			
	0,098458			

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
6035	GALATI MARCO	10	0	10
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	48.872.074	48.872.074
6096	BUTI LUCA	9	0	9
6117	NASTARI GIOVANNI	6.009	0	6.009
6128	GOSTI GIULIA	0	300	300
6138	GEMASSMER WERNER	390.001	0	390.001
6146	SPAMPANI FERNANDO	750	0	750
6156	BETTI SERGIO	2.500	0	2.500
6224	SARDELLI MARIA GRAZIA	5.500	0	5.500
6229	ROSSI ANTONIO	2	0	2
6257	ORSI GIUSEPPE	8.500	0	8.500
6279	TOSELLI BARBARA	10	0	10
6281	PESCI GIOVANNI	1	0	1
6282	AZZARONE CARLO	53.234	0	53.234
6293	BALESTRI SAMANTHA	10	0	10
6305	TUZI VINCENZO	1.000	0	1.000
6328	VASTA LUIGI	0	0	0
DE*	A.D.FTD SRL SOCIETA' FIDUCIARIA E DI R EVISIONE.	0	1.000	1.000
DE*	AZUFIN SPA	0	13.000.000	13.000.000
DE*	FINANZIARIA ITALIA 2005 SPA	0	62.000.000	62.000.000
RL*	FINCAL SOCIETA' PER AZIONI	89.600.000	0	89.600.000
DE*	INTERMEDIA SRL	0	120.000	120.000
DE*	QUARTA IBERICA SRL	0	9.660.000	9.660.000
DE*	SO.CO.GE.IM SPA	0	10.250.000	10.250.000
DE*	SOVANA S.R.L.	0	10.000	10.000
DE*	VM 2006 SRL	0	69.800.000	69.800.000
6337	MARCHETTI BEATRICE	2	0	2
6391	CORSINI ROBERTO	377	0	377
6443	PASANISI CRISTIANO	700	20.513	21.213
6448	CORRADINI CARLO	0	0	0
RL*	CORRADINI & C. S.R.L	61.758	0	61.758
6466	SABBATINI ALESSANDRO	26	0	26
6473	TREVISAN DARIO	0	0	0
**D	DEGUSA BANK-UNIVERSAL-RENTENFONDS	0	470.498	470.498
**D	MASTERINVEST KAPITALANLAGE GMBH	0	7.417	7.417
**D	LF - AI IMPACT EQUITY EU	0	4.173	4.173
**D	SIEMENS GLOBAL EQUITIES	0	15.487	15.487
**D	SIEMENS EUROINVEST AKTIEN	0	15.183	15.183
**D	TIMM INVEST EUROPA PLUS	0	3.740	3.740
**D	TAGES CAPITAL ICAV - IVCT EUROPEAN EQUIT	0	7.088.936	7.088.936
**D	HELABA INV KAPITALANL GES MBH HI SZVA 2	0	112.400	112.400
**D	HELABA INVEST KAG MBH HI KAPPA 10 SFONDS	0	118.700	118.700
**D	PREVINDAI FONDO PENSIONE	0	251.250	251.250
**D	SWISSCANTO FONDSLEITUNG AG	0	687.117	687.117
**D	PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	0	9.825	9.825
**D	BAYERNINVEST KVG MBH VKB PORTFOLIO VK MSCI WORLD	0	3.184	3.184
**D	WORLD TRADE ORGANIZATION PENSION PLAN	0	17.982	17.982
**D	BAYERNINVEST KVG MBH VK EUROPA AKTIEN	0	187.659	187.659
**D	PICTET CH - GLOBAL EQUITIES	0	15.034	15.034
**D	TWO SIGMA EQUITY RISK PREMIA-FORTFOLIO LLC	0	254.514	254.514

ALLEGATO LETT. 02 ALL'ATTO
 N° 45980 DI REPERTORIO
 N° 23589 DI RACCOLTA



Signature

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC	0	506.733	506.733
**D	VERITION MULTI STRATEGY MASTER FUND LTDG	0	589.986	589.986
**D	HUDSON BAY MASTER FUND LTD TRADING	0	202.640	202.640
**D	BLUEHARBOR MAP	0	381.745	381.745
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P	0	1.488.794	1.488.794
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	209.633	209.633
**D	MORGAN STANLEY INVESTMENT FUNDS	0	83.520	83.520
**D	ROBECO CAPITAL GROWTH FUNDS	0	41.663	41.663
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	10.221	10.221
**D	CHURCH COMMISSIONERS FOR ENGLAND	0	14.680	14.680
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	18.986	18.986
**D	UI-FONDS RBSG	0	2.378	2.378
**D	STOREBRAND EUROPA PLUS	0	25.934	25.934
**D	NFS LIMITED	0	986	986
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	195.943	195.943
**D	ROBECO UCITS ICAV	0	24.621	24.621
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	118.442	118.442
**D	118.442			
**D	NORDEA 1 SICAV	0	615.859	615.859
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	771.284	771.284
**D	ALASKA COMMON TRUST FUND	0	75.991	75.991
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS` RETIREMENT ALLOWANCE MUTUAL AID 400025501	0	0	0
**D	3.846			3.846
**D	ROBECO UMBRELLA FUND I N.V.	0	11.449	11.449
**D	MINISTRY OF ECONOMY AND FINANCE	0	197.582	197.582
**D	UI-S	0	57.536	57.536
**D	VERDIPAPFONDET EQUINOR AKSJER EUROPA	0	100.000	100.000
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	10.336	10.336
**D	BLACKROCK FUNDS I ICAV	0	317.573	317.573
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	67.589	67.589
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS` RETIREMENT ALLOWANCE MUTUAL AID 400021974	0	0	0
**D	3.449			3.449
**D	BAYERINVEST PAE-FONDS	0	92.079	92.079
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	10.836	10.836
**D	GOVERNMENT SUPERANNUATION FUND	0	6.040	6.040
**D	NORDEA GLOBAL INDEX SELECT FUND	0	76.606	76.606
**D	MGF	0	33.464	33.464
**D	VINVA INTERNATIONAL EQUITY ALPHA EXTENSION FUND	0	349.050	349.050
**D	STOREBRAND LIIVSFORSIKRING AS	0	91.127	91.127
**D	BAYERINVEST PEE-FONDS	0	27.000	27.000
**D	VINVA EQUITY MARKET NEUTRAL FUND	0	30.648	30.648
**D	BAYERN-INVEST KAI-FONDS	0	46.000	46.000
**D	BLACKROCK ADVANTAGE GLOBAL FUND, INC.	0	158.193	158.193
**D	STOREBRAND SICAV - SKAGEN FOCUS LUX	0	18.902	18.902
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	12.833	12.833
**D	STOREBRAND SICAV - STOREBRAND GLOBAL PLUS LUX	0	7.285	7.285
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	58.708	58.708
**D	MACQUARIE MULTI-FACTOR FUND	0	14.162	14.162
**D	BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST	0	1.380	1.380
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	3.277	3.277

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INVESTINGFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	13.285	13.285
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID	0	72.174	72.174
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR NATIONAL PENSION FUND ASSOCIATION 400037061	0	971.297	971.297
**D	BLACKROCK INTERNATIONAL ALPHA TILTS FUND	0	190.378	190.378
**D	STICHTING JURIDISCH EIGENPAAR ASR WERELDWIJD AANDELEN FONDS	0	44.789	44.789
**D	VMLAKH MASTER	0	100.000	100.000
**D	SPP PENSION & FORSAKRING AB (PUBL)	0	3.049	3.049
**D	NORDEA EUROPEAN INDEX SELECT FUND	0	71.366	71.366
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	30.930	30.930
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE 369.259	0	369.259	369.259
**D	ARAMCO ASIA SINGAPORE PTE. LTD	0	4.475	4.475
**D	ALLIANZGI-FONDS DSPT	0	47.204	47.204
**D	VERDIPAPIRFONDET KRON INDEKS GLOBAL	0	2.227	2.227
**D	BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	2.074	2.074
**D	TF-EQUITY	0	261.612	261.612
**D	VINVA INTERNATIONAL EQUITY FUND	0	76.826	76.826
**D	SKAGEN FOCUS VERDIPAPIRFOND	0	805.400	805.400
**D	FACTORY MUTUAL INSURANCE COMPANY	0	107.173	107.173
**D	OB 2	0	12.766	12.766
**D	STOREBRAND GLOBAL DEVELOPED MARKETS	0	774	774
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	39.473	39.473
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEEN-EUROPA-DIVIDENDEN	0	358.559	358.559
**D	MULTI-MANAGER DIRECTIONAL ALTERNATIVE STRATEGIES FUND	0	18.383	18.383
**D	COINVEST LIMITED	0	3.093	3.093
**D	ALLIANZGI-FONDS GANO 2	0	2.088	2.088
**D	CERES FONDS D ACTIONS MONDE	0	11.844	11.844
**D	GLOBAL PLATFORM	0	29.370	29.370
**D	ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA	0	29.423	29.423
**D	CDN ACWI ALPHA TILTS FUND	0	22.932	22.932
**D	BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	1.036.668	1.036.668
**D	BNP PARIBAS APOLLO ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	265.299	265.299
**D	BNP PARIBAS APOLLO THEMATIC GENDER	0	437.500	437.500
**D	APOLLO EMERGENTS 2027	0	116.144	116.144
**D	SPP GENERATION 70-ITAL	0	3.805	3.805
**D	MULTIPAR SOLIDAIRE DYNAMIQUE SOCIALEMENT RESPONSABLE	0	1.526.077	1.526.077
**D	GLOBAL ALPHA TILTS FUND B (ACWITILTB)	0	20.653	20.653
**D	BNP PARIBAS APOLLO THEMATIC ECONOMIE	0	509.313	509.313
**D	BNP PARIBAS APOLLO THEMATIC WATER	0	34.607	34.607
**D	BNP PARIBAS APOLLO GLOBAL WATER	0	92.344	92.344
**D	BNP PARIBAS APOLLO THEMATIC ENERGY	0	145.884	145.884
**D	AXA SELECT ACTIONS EUROPE	0	330.000	330.000
**D	TITAN BEST SELECTION EURO 2026	0	91.437	91.437
**D	ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE	0	322.194	322.194
**D	ERI BAYERNINVEST FONDS AKTIEN EUROPA	0	65.227	65.227
**D	BI AKTIENFONDS	0	173.739	173.739
**D	DC-AKTIEEN-FONDS	0	8.194	8.194
**D	BNP PARIBAS SMALLCAP EUROLAND ISR	0	3.921.803	3.921.803
**D	FUNDACAO CALOUSTE GULBENKIAN	0	658	658
**D	MULTIPAR SOLIDAIRE EQUILIBRE SOCIALEMENT RESPONSABLE	0	487.369	487.369

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FONDS BOEHRINGER ISK EQUILIBRE SOLIDAIRE	0	54.220	54.220
**D	APOLLO INFRASTRUCTURE 2027	0	96.274	96.274
**D	PEGASUS-UI-FONDS	0	20.000	20.000
**D	LESAFFRE EQUILIBRE RESPONSABLE AND SOLIDAIRE	0	39.838	39.838
**D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	112.580	112.580
**D	ARCO QUANT 1	0	44.779	44.779
**D	FRANCE D ACTIONS 1	0	179.226	179.226
**D	BNP PARIBAS APOLLO CYBERSECURITE	0	55.571	55.571
**D	ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II	0	365.206	365.206
**D	AXA AA DIVERSIFIE INDICIEL 1	0	128.960	128.960
**D	BANCOPOSTA STRATEGIC INSURANCE DISTRIBUTION	0	941	941
**D	STICHTING AHOLD DELHAIZE PENSIOEN	0	12.498	12.498
**D	VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER	0	828	828
**D	CARDIF BNPP AM SMALL CAP EUROPE	0	238.790	238.790
**D	BNP PARIBAS EASY MSCI EUROPE MIN TE	0	539.903	539.903
**D	TRINITY COLLEGE CAMBRIDGE	0	46.874	46.874
**D	VÆRDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE	0	18.431	18.431
**D	NORDEA WORLD INDEX SELECT FUND	0	79.318	79.318
**D	INVESTITORI FLESSIBILE	0	120.000	120.000
**D	BDF FONDS E ACTIONS EUROPEENNES	0	62.000	62.000
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	367.400	367.400
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	19.675	19.675
**D	BANCOPOSTA DIVERSIFIED DISTRIBUTION	0	76.227	76.227
**D	INVESTITORI PIAZZA AFFARI	0	170.500	170.500
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF	0	12.646	12.646
**D	BNP PARIBAS ATHENA PRESTIGE S&P 100	0	628.172	628.172
**D	ALLIANZGI S AKTIEN	0	54.840	54.840
**D	INVESTITORI EUROPA	0	107.810	107.810
**D	ROTHSCHILD AND CO ASSET MANAGEMENT EUROPE	0	203.328	203.328
**D	UI-GKR-FONDS	0	10.800	10.800
**D	DNCA INVEST-EURO DIVIDEND GROWER	0	804.961	804.961
**D	CAIXABANK WEALTH SICAV	0	44.000	44.000
**D	BNP PARIBAS EASY ICAV - EUROPE SMALL CAP	0	1.203.104	1.203.104
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF	0	888	888
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	53.318	53.318
**D	BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES I/S	0	2.655.588	2.655.588
**D	CAIXABANK WEALTH SICAV - CAIXABANK WEALTH LEGERE FUND (CAIXA)	0	115.000	115.000
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	28.000	28.000
**D	BNP PARIBAS FUNDS - EURO EQUITY	0	4.369	4.369
**D	HSBC TRINKAUS ALPHASCREEN	0	13.857	13.857
**D	CAIXABANK WEALTH SICAV-CAIXABANK WEALTH KOTINOS	0	1.100.311	1.100.311
**D	BNP PARIBAS MIDCAP FRANCE	0	85.754	85.754
**D	DNCA INVEST - ALPHAPLAY EUROLAND EQUITIES	0	7.000	7.000
**D	AXA PEA REGULARITE	0	658.110	658.110
**D	UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS	0	1.535.718	1.535.718
**D	METROPOLITAN-RENTASTRO - GROWTH	0	624.756	624.756
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	0	7.804	7.804
**D	BNP PARIBAS B PENSION STABILITY	0	952.030	952.030
**D		0	944.888	944.888
**D		0	172.960	172.960

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BNZ WHOLESAL INTERNATIONAL EQUITIES (INDEX) FUND	0	42.274	42.274
**D	BNP PARIBAS EASY MSCI EMU MIN TE	0	462.124	462.124
**D	SAUR EPARGNE SOLIDAIRE ISR	0	61.964	61.964
**D	CARDIF BNPP IP SMID CAP EURO	0	422.886	422.886
**D	INVESTITORI EIGHTY TWENTY	0	9.880	9.880
**D	ORANO DIVERSIFIE DYNAMIQUE	0	16.912	16.912
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	121.432	121.432
**D	TRATON-UI-DYNAMIK	0	59.279	59.279
**D	EPARGNE DIVERSIFIE KINGFISHER	0	114.993	114.993
**D	BNP PARIBAS APOLLO MEDICAL TECH	0	88.607	88.607
**D	BANCOPOSTA AZIONARIO EURO	0	378.111	378.111
**D	THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB	0	169.639	169.639
**D	BNP PARIBAS FUNDS - EUROPE EQUITY	0	934.962	934.962
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	0	23.655	23.655
**D	CNP ASSUR SMID CAP EUROPE	0	298.329	298.329
**D	SCHOLLER-STIFTUNGSFONDS 1	0	53.266	53.266
**D	PSVAG MASTERFONDS	0	87.249	87.249
**D	G.A.-FUND-B - WORLD EQUITIES PLUS	0	12.100	12.100
**D	BANCOPOSTA GLOBAL EQUITY LTE	0	26.225	26.225
**D	DNCA INVEST ARCHER MID:CAP EUROPE	0	2.228.150	2.228.150
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1	0	10.188	10.188
**D	MULTIPAR ACTIONS SOCIALEMENT RESPONSABLE	0	1.327.635	1.327.635
**D	BNP PARIBAS FUNDS - SEASONS	0	1.433.345	1.433.345
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	9.311	9.311
**D	AZ ALLOCATION-BALANCED BRAVE	0	89.564	89.564
**D	GENERATE WHOLESAL UNIT TRUST SCHEME	0	954.840	954.840
**D	AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND	0	3.255	3.255
**D	WM POOL - FIXED INTEREST TRUST NO. 12	0	40.759	40.759
**D	WESTPAC WHOLESAL INTERNATIONAL SHARE NO. 3 TRUST	0	2.271	2.271
**D	BNP PARIBAS EASY - MSCI EMU	0	5.687	5.687
**D	BPI GLOBAL INVESTMENT FUND- PERSEO FUND	0	9.409	9.409
**D	BNP PARIBAS B PENSION BALANCED	0	10.417	10.417
**D	THEAM QUANT- EQUITY EUROZONE GURU	0	2.335.663	2.335.663
**D	FOVERUKA PENSION UNIVERSAL	0	18.000	18.000
**D	FUTURE GROUP INTERNATIONAL EQUITIES FUND	0	405.280	405.280
**D	UI-FONDS BAV RBI AKTIEN	0	70.690	70.690
**D	SCHRODER GAIA	0	294.545	294.545
**D	EBK-AKTIEUNIVERSAL-FONDS	0	978	978
**D	EMBO-FONDS	0	39.160	39.160
**D	BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST	0	54.640	54.640
**D	DNCA INVEST - ALPHAPLAY EUROPEAN EQUITIES	0	15.935	15.935
**D	JNL INTERNATIONAL INDEX FUND	0	648.825	648.825
**D	AXA ASSICURAZIONI SPA	0	301.300	301.300
**D	VANGUARD GLOBAL VALUE EQUITY FUND	0	241.000	241.000
**D	GOLDMAN SACHS FUNDS III	0	11.873	11.873
**D	ING DIRECT SICAV	0	114.116	114.116
**D	VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	95.102	95.102
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	104.809	104.809
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	359.140	359.140
**D		0	165.031	165.031



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	2.740	2.740
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	1	1
**D	INCOME INSURANCE LIMITED	0	4.822	4.822
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	204.965	204.965
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	0	279.321	279.321
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	25.400	25.400
**D	EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	29.189	29.189
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	25.497	25.497
**D	ATCP-UI-FONDS	0	15.322	15.322
**D	BANCOPOSTA EQUITY ALL COUNTRY	0	13.564	13.564
**D	CARMIGNAC PORTFOLIO LONG-SHORT EUROPEAN EQUITIES	0	1.223.784	1.223.784
**D	AZ FUND 1 CGM OPPORTUNISTIC EUROPEAN	0	140.000	140.000
**D	BANCOPOSTA GLOBAL EQUITY HEDGED LTE	0	3.260	3.260
**D	AMSELECT - BLACKROCK EURO EQUITY	0	520.532	520.532
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	5.843	5.843
**D	STATE OF WYOMING	0	4.100	4.100
**D	BANCOPOSTA DYNAMIC MULTI-ASSET	0	14.029	14.029
**D	TEAM QUANT - EUROPE TARGET PREMIUM	0	376.771	376.771
**D	WM POOL - EQUITIES TRUST NO. 75	0	34.985	34.985
**D	DEKA VALUE PLUS	0	516.263	516.263
**D	BANCOPOSTA RINASCIMENTO	0	166.137	166.137
**D	FONDACO SICAV FP BCC	0	18.191	18.191
**D	UI BVK KAPITALVERWALTUNGSGESSELLSCHAFT MBH ON BEHALF OF BAYVK AI FONDS	0	113.379	113.379
**D	B-FUND - EUROPE EQUITY D	0	40.630	40.630
**D	WM POOL - EQUITIES TRUST NO. 75	0	5.157	5.157
**D	ELEVA GLOBAL MULTI OPPORTUNITIES FUND	0	13.463	13.463
**D	AZ FUND 1 AZ ALLOCATION ITALIAN TREND	0	189.614	189.614
**D	ELEVA ABSOLUTE RETURN EUROPE FUND	0	43.025	43.025
**D	BKM	0	310.047	310.047
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	5.940	5.940
**D	TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	0	108.956	108.956
**D	EPS	0	34.100	34.100
**D	BNP PARIBAS B PENSION GROWTH	0	745.525	745.525
**D	SBC MASTER PENSION TRUST	0	209.792	209.792
**D	BUMA-UNIVERSAL-FONDS I	0	31.507	31.507
**D	NATIONAL PENSION INSURANCE FUND	0	131	131
**D	AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	0	75.000	75.000
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	21.743	21.743
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	0	26.563	26.563
**D	PASSIVE GLOBAL SHARE TRUST	0	37.169	37.169
**D	FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	0	586.140	586.140
**D	WM POOL - EQUITIES TRUST NO. 74	0	73.221	73.221
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND	0	12.681	12.681
**D	THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR	0	5.888	5.888
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	6.896	6.896
**D	FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	1.070.802	1.070.802
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	237.237	237.237
**D	HC RENTE	0	7.855	7.855
**D	TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	0	3.848	3.848
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	444.654	444.654

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PREVIDENZA COOPERATIVA	0	17.931	17.931
**D	SIEMENS-FONDS SIEMENS-RENTE	0	164.077	164.077
**D	FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	0	70.985	70.985
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	0	34.851	34.851
**D	FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	0	222.550	222.550
**D	FONDO PENSIONE COMPLEMENTARE PER I LAVORATORI DELLE IMPRESE INDUSTRIALI ED ARTIGIANE EDILI ED AFFINI - PREVEDI	0	10.023	10.023
**D	FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL VALUE INDEX FUND	0	2.821.572	2.821.572
**D	TCOREIM DEVELOPED MARKETS EQUITITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	396.328	396.328
**D	ERAFP ACTIONS EURO I	0	828.027	828.027
**D	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	75.349	75.349
**D	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEGGED) INDEX POOL	0	162.352	162.352
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	0	67.811	67.811
**D	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	70.846	70.846
**D	REASSURE LIMITED	0	517.817	517.817
**D	HSBC POOLED INVESTMENT FUND	0	7.336	7.336
**D	KBC INSTITUTIONAL INVESTOR	0	6.183	6.183
**D	HSBC COLLECTIVE INVESTMENT TRUST - HSBC EURO MULTI-ASSET INCOME FUND	0	195.713	195.713
**D	BEST INVESTMENT CORPORATION	0	8.720	8.720
**D	PLATO RI WORLD	0	64.406	64.406
**D	FLOURISH INVESTMENT CORPORATION	0	55.879	55.879
**D	PLATO INST I FUND EURO EQUITY	0	1.979	1.979
**D	KBC INSTIT INVESTORS FAMILY ENTERPRISES DBI-RDT	0	54.780	54.780
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	5.635	5.635
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	3.982	3.982
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	0	41.341	41.341
**D	PLATO INSTIT INDEX FND WORLD DBI-RDT	0	6.014	6.014
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	0	9.496	9.496
**D	SCHRODER INSTITUTIONAL POOLED FUNDS	0	245.828	245.828
**D	KBC INSTITUTIONAL FUND SRI EURO	0	16.134	16.134
**D	KBC INST FUND EURO EQUITY	0	772	772
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	2.069	2.069
**D	AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	0	8.277	8.277
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	84.406	84.406
**D	KBC INSTITUTIONAL FUND/SRI WORLD EQUITY	0	50.336	50.336
**D	M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	0	1.722	1.722
**D	HSBC GLOBAL FUNDS ICAY	0	129.923	129.923
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	100.408	100.408
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	0	19.322	19.322
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF	0	1.435.394	1.435.394
**D	PUMM AUTHORISED CONTRACTUAL SCHEME - PUMM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	0	8.784	8.784
**D	HSBC GLOBAL INVESTMENT FUNDS	0	4.091	4.091
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	0	1.231.977	1.231.977
**D	PRICOS	0	42.429	42.429
**D	KBC EQUITY FUND/STRATEGIC SATELLITES	0	124.754	124.754
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	0	45.117	45.117
**D	PRICOS SRI	0	71.022	71.022
**D	PLATO INSTITUTIONAL INDEX FUND/WORLD	0	789.291	789.291
**D	ALLIANZ GLOBAL INVESTORS GMBH	0	57.171	57.171
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS	0	125.141	125.141
**D	KBC EQUITY FUND/FAMILY ENTERPRISES	0		

Avanti diritto:
in proprio:

1.821 Teste:
45 in delega: 57
1.776

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV	0	22.934	22.934
**D	PRICOS DEFENSIVE	0	23.906	23.906
**D	PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY	0	128.678	128.678
**D	ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	0	3.587	3.587
**D	LB HOLDINGS I LLC	0	10.218	10.218
**D	BIRELEY'S ORANGE JAPAN, S.A.	0	15.436	15.436
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O S. D	0	36.819	36.819
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	0	27.050	27.050
**D	CW-AM EUROPE GROWTH	0	1.350.000	1.350.000
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTB400025521	0	5.178	5.178
**D	KATHERINE C MOORE CHARITABLE LEAD ANNUITY	0	1.937	1.937
**D	1934 GLOBAL INVESTMENT FUND LP	0	499.327	499.327
**D	ORANO ACTIONS EUROPEENNES	0	60.753	60.753
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	32.151	32.151
**D	JEFFREY LLC	0	24.681	24.681
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	0	31.040	31.040
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	0	1.529	1.529
**D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWILCO-AKTIE	0	50.000	50.000
**D	NUIVEEN INTERNATIONAL EQUITY INDEX FUND	0	280.987	280.987
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC	0	13.504	13.504
**D	HW INTERNATIONAL VALUE FD	0	8.630	8.630
**D	MASTER TR FOR DEF.CONTRIBUTN PLNS OF AMER AIRLINES, INC., US AIRWAYS, INC.AND AF	0	283.592	283.592
**D	HOAG FAMILY TRUST U/A DTD 8-02-94	0	5.577	5.577
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	179.360	179.360
**D	CW-AM EUROPE VALUE	0	532.098	532.098
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	238.187	238.187
**D	PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	0	3.242	3.242
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	189.030	189.030
**D	BLACKROCK INDEX SELECTION FUND	0	1.488.274	1.488.274
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	30.383.576	30.383.576
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)	0	2.812	2.812
**D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	742.276	742.276
**D	AIM ACTIONS ZONE EURO ISR	0	614.038	614.038
**D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	4.546	4.546
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)	0	5.159	5.159
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	166.454	166.454
**D	NVIT INTERNATIONAL INDEX FUND	0	3.795	3.795
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	37.712	37.712
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	0	93.802	93.802
**D	FCP AIM ACTIONS EUROPE ISR	0	158.236	158.236
**D	SCHRODER DIVERSIFIED GROWTH TRUST	0	10.087	10.087
**D	SMART WHOLESALE GLOBAL EQUITY ESG FUND	0	39.179	39.179
**D	MH EDHAM DIVERSIFIE	0	45.071	45.071
**D	RLA INTERNATIONAL EQUITIES FUND	0	60.396	60.396
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	58.409	58.409
**D	RLA NZ INTERNATIONAL EQUITIES FUND	0	24.956	24.956
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE	0	120.624	120.624
**D	IC EUROPE EQUITY ESG INDEX FUND	0	17.173	17.173
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	2.951.909	2.951.909
**D	AMP WHOLESALE GLOBAL EQUITIES FUND	0	44.291	44.291

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	1.611.854	1.611.854
**D	JPMORGAN ETFs (IRELAND) ICNAV - EUROZONE RESEARCH ENHAN INDEX EQ ACTIVE UCITS ETF	0	85.718	85.718
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL	0	260.440	260.440
**D	ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA	0	72.307	72.307
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITITIES	0	55	55
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	23.894	23.894
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF	0	38.747	38.747
**D	SCHRODER GLOBAL EX UK EQUITY TRACKER COMPONENT FUND	0	7.008	7.008
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF	0	106.025	106.025
**D	ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	0	9.299	9.299
**D	SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	0	11.260	11.260
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	0	113.054
**D	113.054			
**D	DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)	0	8.229	8.229
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	76.494	76.494
**D	VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	0	57.505	57.505
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	198.741	198.741
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	6.527	6.527
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	7.537.280	7.537.280
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	28.471	28.471
**D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	61.046	61.046
**D	VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND	0	1.178	1.178
**D	ANTIPODES INTERNATIONAL VALUE FUND, LP	0	4.492	4.492
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.179.588	1.179.588
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	230.843	230.843
**D	BLACKROCK CDN WORLD INDEX FUND	0	138.259	138.259
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	3.026	3.026
**D	VANGUARD ESG INTERNATIONAL STOCK ETF	0	414.859	414.859
**D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	51.180	51.180
**D	COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	1.031.244	1.031.244
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	2.523.097	2.523.097
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975	0	15.812	15.812
**D	THRIFT SAVINGS PLAN	0	5.766.907	5.766.907
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLDP WRLD EX UK CCF	0	45.175	45.175
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF	0	54.400	54.400
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF	0	28.395	28.395
**D	ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	0	268.986	268.986
**D	ISHARES MSCI WORLD EX AUSTRALIA VALUE ETF	0	1.472	1.472
**D	VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	0	4.128	4.128
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	35.673	35.673
**D	SCHRODER MANAGED BALANCED FUND	0	32.398	32.398
**D	MSCI EQUITY INDEX FUND B - ITALY (MSITB)	0	653.702	653.702
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	1.361.167	1.361.167
**D	AMUNDI HK PORTFOLIOS	0	58.517	58.517
**D	AMUNDI ETF ICNAV	0	389.414	389.414
**D	AMUNDI ETF ICNAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	12.135	12.135
**D	THE KWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	0	4.573	4.573
**D	AMUNDI ETF ICNAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF	0	112.230	112.230
**D	AMUNDI ETF ICNAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	61.665	61.665
**D	AMUNDI ETF ICNAV-AMUNDI PRIME GLOBAL UCITS ETF	0	70.551	70.551

Aventi diritto:
in proprio:

1.821 Teste:
45 in delega:

57
1.776

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LISTA ESITO DELLA VOTAZIONE

Objetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS L	0	43.272	43.272
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE BALANCED	0	16.061	16.061
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DEVELOPED MARKETS EQUITY EA	0	26.355	26.355
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG	0	39.300	39.300
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF STUTTGARTER AKTIEN EUROPA	0	81.439	81.439
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS B	0	29.818	29.818
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF UKRW INKA	0	14.849	14.849
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF LHTB INKA	0	44.393	44.393
**D	ISHARES EUROPE ETF	0	398.298	398.298
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ARZTRENT 2	0	170.045	170.045
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE DYNAMIK	0	63.042	63.042
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ZA	0	17.049	17.049
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HP EQUITY	0	393.919	393.919
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF RAW INTERNATIONAL SEGMENT 13	0	147.727	147.727
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DS-FONDS	0	177.039	177.039
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF MAGDEBURG INKA	0	55.395	55.395
**D	BW-M PA 24, LTD	0	3.766	3.766
**D	BW PASPG, LTD.	0	5.468	5.468
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY IV, LP	0	1.986	1.986
**D	GLOBAL FUNDS TRUST COMPANY	0	151.500	151.500
**D	BEST INVESTMENT CORPORATION	0	16.038	16.038
**D	GLOBAL DIVERSIFIED IT POCKET	0	12.500.000	12.500.000
**D	FONDS DE RESERVE POUR LES RETRAITES	0	955.584	955.584
**D	ARDAN UCITS ICAV	0	13.100	13.100
**D	HI-PROAM-STIFTUNGSFONDS	0	4.927	4.927
**D	FCP SODIUM I	0	109.193	109.193
**D	SABADELL EUROPA BOLSA FI	0	410.467	410.467
**D	SABADELL INVERSION ETICA Y SOLIDARIA, FI	0	10.837	10.837
**D	SABADELL PLANIFICACION 25, FI	0	1.295	1.295
**D	HW GLOBAL VALUE FUND	0	40.300	40.300
**D	VIDENT' INTERNATIONAL EY STRATEGY ETF	0	183.677	183.677
**D	MILA PERETTI - SAPA	0	670.000	670.000
**D	INVERSADELL 50, FI	0	3.622	3.622
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	558	558
**D	INVERSADELL 70, FI	0	1.338	1.338
**D	INVERSADELL 25, FI	0	4.938	4.938
**D	PEOPLE'S BANK OF CHINA	0	644.635	644.635
**D	AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	0	70.541	70.541
**D	BRIDGEWATER PURE ALPHA TRADING CO (GCM)	0	1.986	1.986
**D	BW-M PA 24, LTD.-INTL TRADING	0	3.766	3.766
**D	BRED BANQUE POPULAIRE	0	3.441.725	3.441.725
**D	COMPROMISO MEDITANUM FI	0	1.189	1.189
**D	MEDIOLANUM PENSIONES II FONDO DE PENSIONES	0	30.120	30.120
**D	MEDIOLANUM RENTA VARIABLE GLOBAL SELECCION FI	0	112.496	112.496
**D	MEDIOLANUM PENSIONES I FONDO DE PENSIONES	0	284.597	284.597
**D	BAM MASTER (GCM)	0	24.988	24.988
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	528.479	528.479
**D	ARGA INTERNATIONAL VALUE FUND	0	136.427	136.427
**D	ARGA GLOBAL EQUITY AUSTRALIA FUND	0	508	508
**D	VANGUARD INTERNATIONAL VALUE FUND	0	4.369.890	4.369.890

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ILEX MASTER FUND LP AC	0	2.110.979	2.110.979
**D	DYNAMIC PROFILE FINECO AM FUND V	0	138.889	138.889
**D	DYNAMIC PROFILE FINECO, AM FUND I	0	10.693	10.693
**D	ENPAM	0	3.184.678	3.184.678
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTIATRI	0	80.542	80.542
**D	DYNAMIC PROFILE FINECO, AM FUND VI	0	160.127	160.127
**D	DYNAMIC PROFILE FINECO, AM FUND VII	0	286.770	286.770
**D	TOPS DEV WLD EQS FD NON FLIP	0	28.423	28.423
**D	TOPS WLD EX-US FUND NON FLIP	0	231.491	231.491
**D	ASR LEVENSVERZEKERING NV	0	12.180	12.180
**D	ASR SCHADEVERZEKERING NV	0	4.231	4.231
**D	AMUNDI SELEZIONE ATTIVA ITALIA	0	902.326	902.326
**D	AMUNDI ESG SELECTION BILANCIATO	0	20.469	20.469
**D	AMUNDI ESG SELECTION DINAMICO	0	10.773	10.773
**D	AMUNDI ESG SELECTION CONSERVATIVO	0	6.585	6.585
**D	AMUNDI PRIMO INVESTIMENTO	0	131.048	131.048
**D	CA VITA PIR AZ	0	39.895	39.895
**D	CA VITA PIR BIL	0	31.833	31.833
**D	TRUST NAVALE PUBLICLY TRADED INVESTMENTS	0	4.489	4.489
**D	AMUNDI RISPARMIO PI	0	198.929	198.929
**D	AMUNDI PROGETTO FUTURO PIR	0	154.552	154.552
**D	AMUNDI CRESCITA ITALIA	0	189.535	189.535
**D	AMUNDI LIFECYCLE 2030 EQUITY	0	22	22
**D	AMUNDI LIFECYCLE 2033 EQUITY	0	45	45
**D	AMUNDI LIFECYCLE 2036 EQUITY	0	94	94
**D	AMUNDI LIFECYCLE 2039 EQUITY	0	86	86
**D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	0	94.377	94.377
**D	AMUNDI FUNDS EUROPEAN EQUITY	0	251.829	251.829
**D	AMUNDI MSCI EMU ESG BROAD TRANSITION	0	357.611	357.611
**D	AMUNDI STOXX EUROPE 600	0	2.976.995	2.976.995
**D	AMUNDI INDEX MSCI EUROPE	0	1.385.227	1.385.227
**D	AMUNDI INDEX MSCI WORLD	0	141.131	141.131
**D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED	0	17.460	17.460
**D	AMUNDI MSCI WORLD CLIMATE TRANSITION	0	3.466	3.466
**D	AMUNDI MSCI EUROPE SCREENED	0	98.754	98.754
**D	LOF TARGETNETZERO GLOBAL EQUITY	0	54.732	54.732
**D	LOF ALL ROADS GROWTH	0	55.794	55.794
**D	LOF ALL ROADS CONSERVATIVE	0	12.836	12.836
**D	AMUNDI FUNDS EUROPE EQUITY SELECT	0	558.276	558.276
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED	0	872	872
**D	NEF ETHICAL EURO EQUITY	0	62.726	62.726
**D	NEF RISPARMIO ITALIA	0	759.682	759.682
**D	AMUNDI MSCI EUROPE ESG BROAD TRANSITION	0	243.517	243.517
**D	AMUNDI STOXX EUROPE 600 ESG	0	611.505	611.505
**D	AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD	0	311.190	311.190
**D	LOF TARGETNETZERO EUROPE EQUITY	0	298.105	298.105
**D	NEF ETHICAL BALANCED DYNAMIC	0	32.674	32.674
**D	AMUNDI FUNDS MULTI ASSET REAL RETURN	0	34.816	34.816
**D		0	239.615	239.615
**D		0	7.250	7.250



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI FUNDS EURO MULTI ASSET TARGET INC	0	10.920	10.920
**D	AMUNDI FUNDS GLOBAL MULTI ASSET	0	75.227	75.227
**D	AMUNDI FDS GLOB MULTI ASSET CONSERVATIVE	0	205.776	205.776
**D	AF EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	107.528	107.528
**D	AF EUROLAND EQUITY DYNAMIC MULTI FACTORS	0	1.033.186	1.033.186
**D	AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE	0	13.763	13.763
**D	AMUNDI PRIME EUROPE	0	75.070	75.070
**D	AMUNDI PRIME EUROZONE	0	246.833	246.833
**D	MDP TOBAM ANTI BENCHMARK EURO EQ FUND	0	7.652	7.652
**D	AF MULTI ASSET CONSERVATIVE RESPONSIBLE	0	100.709	100.709
**D	LOF ALL ROADS	0	74.228	74.228
**D	AMUNDI FUNDS EUROLAND EQUITY RISK PARITY	0	11.540	11.540
**D	RCO LUX MONTJOLY INVEST POOL RCG	0	2.640	2.640
**D	LUXCELLENCE HELVETIA EURO EQ	0	17.156	17.156
**D	LEMANIK SCV EUR DIV PRESERV	0	500.000	500.000
**D	EUROPEAN SPECIAL SITUATIONS	0	60.000	60.000
**D	HIGH GROWTH	0	226.101	226.101
**D	UNIVERSE THE CMI CONT EURO EQ	0	160.237	160.237
**D	YOUR SICAV SIF LEMANIK LONG TERM STRONG BELIEF	0	185.000	185.000
**D	MEDIO MORGAN STANLEY GLOBAL SELECTION	0	192.635	192.635
**D	MIFL BB CS QP GLB EQ	0	90.786	90.786
**D	FINANCIAL INC STRAT ALGEB	0	4.918.395	4.918.395
**D	MIFL CH EE QPS EU EQ	0	100.313	100.313
**D	MIFL CH IE QP GBL EQ	0	76.637	76.637
**D	CHALLENGE ITALIAN EQUITY	0	488.000	488.000
**D	MIFL CH PRO QP GL EQ	0	188.210	188.210
**D	CH FINANCIAL OPPORTUNITY TENAX	0	1.598.366	1.598.366
**D	CRELAN INVEST DYNAMIC	0	37.301	37.301
**D	CRELAN INVEST CONSERVATIVE	0	10.037	10.037
**D	CRELAN INVEST BALANCED	0	71.378	71.378
**D	CO PERATIE KLAVERBLAD VERZEKERINGEN UA	0	19.665	19.665
**D	KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	0	21.859	21.859
**D	ST BEDRIJFSTAKENFONDS VOOR DE PARTICULIERE BEVEILIGING	0	10	10
**D	STICHTING BPL PENSIOEN MANDRAAT BLACKROCK	0	395.561	395.561
**D	SPA MANDATE BLACKROCK	0	49.018	49.018
**D	STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN	0	36.754	36.754
**D	ST PFD EMA MANDATE BLACKROCK	0	19.825	19.825
**D	STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS	0	35.081	35.081
**D	LOIS CH TARGETNEZERO GLOBAL EX C EQUITY	0	11.414	11.414
**D	HELVETIA I EUROPA	0	117.230	117.230
**D	CFM INDOSUEZ WEALTH ITALIE	0	100.660	100.660
**D	ROYAL UNITED KINGDOM BENEFICIENT ASSOCIAT	0	3.154	3.154
**D	ABERDEEN GROUP CHARITABLE TRUST	0	3.008	3.008
**D	AM AMUNDI ETHIK PLUS	0	73.900	73.900
**D	AM WELT ERTRAG NACHHALTIG	0	44.964	44.964
**D	UI MAIN I UNIVERSAL FONDS UKA	0	23.099	23.099
**D	EDR SICAV EQUITY EURO SOLVE	0	86.701	86.701
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	382.410	382.410
**D	EDR SICAV EUROPEAN CATALYSTS	0	109.296	109.296
**D	IBM FRANCE F	0	70.857	70.857

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	IBM FRANCE H	0	1.082	1.082
**D	HAMELIN DIVERSIFIE FLEX I	0	48.708	48.708
**D	LCL DYNAMIQUE ETF PEA SELECT	0	182.964	182.964
**D	AMUNDI RENDEMENT PLUS SELECT	0	9.966	9.966
**D	HYMNOS ISR	0	96.354	96.354
**D	AMUNDI EUROPE MONDE	0	85.460	85.460
**D	ASSURDIX	0	173.653	173.653
**D	AMUNDI ACTIONS EURO SELECT	0	1.254.040	1.254.040
**D	AA BNPP AM ACTIONS PETITES CAP EUROPE	0	763.011	763.011
**D	AA SSGA ACTIONS INDICE EURO	0	446.740	446.740
**D	PHARMA PARFRANCE	0	147.652	147.652
**D	R CO PHARMA ACTIONS	0	248.099	248.099
**D	BOURBON 1	0	251.834	251.834
**D	ECUREUIL RETRAITE ACTIONS 3	0	355.867	355.867
**D	FDRN AMUNDI	0	63.207	63.207
**D	ARRCO LONG TERME D	0	316.320	316.320
**D	CARP INDO	0	150.311	150.311
**D	AMUNDI PATRIMOINE PEA	0	109.050	109.050
**D	CNP ASSUR VALUE ET MOMENTUM	0	43.063	43.063
**D	CARPIMKO PTES ET MOYENNES CAPI C	0	483.050	483.050
**D	FGV ACTIONS EUROPE IM A	0	70.940	70.940
**D	ROPS EURO P	0	315.226	315.226
**D	DIEZE	0	4.867	4.867
**D	HSEC MULTI ASSET DYNAMIC EURO	0	137.336	137.336
**D	ERISA ACTIONS GRANDES VALEURS	0	716.000	716.000
**D	HSEC ACTIONS EUROPE	0	425.636	425.636
**D	SOLIDARITE	0	26.835	26.835
**D	LMDG FAMILLES ET ENTREPRENEURS	0	177.595	177.595
**D	CPR ACTIONS EURO PREMIUM SELECT	0	3.324	3.324
**D	AMUNDI ACTIONS EURO HORIZON ENVIRONNEMENT	0	983.608	983.608
**D	LCL ACTIONS MONDE HORS EUROPE EUR	0	834.195	834.195
**D	AMUNDI ACTIONS PME	0	1.543.475	1.543.475
**D	AMUNDI TRANSMISSION ACTIONS	0	7.006	7.006
**D	AMUNDI TRANSMISSION PATRIMOINE	0	24.603	24.603
**D	ROPS ACTIONS EUROPEENNES 2	0	835.687	835.687
**D	AMUNDI EQUITY EURO CONSERVATIVE	0	96.785	96.785
**D	CONTI DIVERSIFIE	0	74.012	74.012
**D	CONTI FLEXIBLE	0	22.891	22.891
**D	ROPS SMART INDEX EURO	0	13.105	13.105
**D	AP ACTIONS 1 EURO	0	78.721	78.721
**D	IP ACTIONS EURO	0	51.239	51.239
**D	ARRCO QUANT II	0	70.625	70.625
**D	SACD INVESTISSEMENT	0	9.554	9.554
**D	GLOBAL MULTI FACTOR EQUITY FUND	0	89.101	89.101
**D	BEL EQUITY EUROPE	0	386.524	386.524
**D	BNPP AM CAVAMAC ACTIONS EURO	0	204.682	204.682
**D	LMDG SMID CAP EUR FCP	0	150.965	150.965
**D	AMUNDI IPSA ACTIONS	0	84.716	84.716
**D	MAM ENTREPRISES FAMILIALES	0	40.000	40.000
**D	STAR PASTEUR	0	72.451	72.451



LISTA ESITO DELLA VOTAZIONE

Objetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	ADARA	0	130.000	130.000
**D	SAKARAH 6	0	158.850	158.850
**D	SAKARAH C	0	100.667	100.667
**D	SAKARAH 7 FCP	0	55.357	55.357
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF	0	9.349	9.349
**D	ECUREUIL PROFIL 75 ACTIONS	0	297.438	297.438
**D	ECUREUIL PROFIL 90 ACTIONS EURO	0	1.070.225	1.070.225
**D	FC CARPIMKO ACTIONS EURO	0	114.570	114.570
**D	CONCORDE 96 ACTION EURO	0	25.644	25.644
**D	CNP ACTIONS EUROPE AMUNDI	0	436.173	436.173
**D	GEFIP EUROLAND ISR	0	154.093	154.093
**D	A A B DIVERSIFIE	0	77.835	77.835
**D	AMLC EQ SINGLE STOCKS	0	2.407	2.407
**D	WORLD EQUITIES II	0	17.381	17.381
**D	SELECTION EURO CLIMAT JANVIER 2025	0	66.151	66.151
**D	ARCADE ACTIONS EURO	0	114.439	114.439
**D	CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD	0	6.096	6.096
**D	CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND	0	4.024	4.024
**D	EDF RETRAITE LONG TERME INDICIELLE	0	56.517	56.517
**D	SANTANDER SMALL CAPS EUROPA FI	0	153.262	153.262
**D	SANTANDER SMALL CAPS EUROPA FI	0	15.386	15.386
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	32.063	32.063
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	490.464	490.464
**D	KUTXABANK GESTION SGIIC, S.A.	0	359.381	359.381
**D	PIMCO CORPORATE AND INCOME OPPORTUNITY FUND	0	2.152.500	2.152.500
**D	PIMCO STRATEGIC INCOME FUND, INC.	0	323.500	323.500
**D	PIMCO INCOME STRATEGY FUND II	0	1.043.000	1.043.000
**D	PIMCO INCOME STRATEGY FUND	0	523.500	523.500
**D	PIMCO GLOBAL STOCKSPUS AND INCOME FUND	0	123.500	123.500
**D	PIMCO DYNAMIC INCOME FUND	0	6.139.000	6.139.000
**D	PIMCO CORPORATE AND INCOME STRATEGY FUND	0	687.000	687.000
**D	PIMCO FLEXIBLE CREDIT INCOME FUND	0	3.581.000	3.581.000
**D	PIMCO HIGH INCOME FUND	0	886.500	886.500
**D	SELLA SGR RUBRICA INVESTIMENTI AZIONARI ITALIA	0	662.714	662.714
**D	ARBEDSMARKEDETS TILLAEGSPENSION	0	70.943	70.943
**D	BOC-PRUDENTIAL EUROPEAN INDEX FUND	0	2.848.693	2.848.693
**D	KOSSMEHL ROUVEN	0	141.893	141.893
**D	BOC-PRUDENTIAL EUROPEAN EQUITY FUND	0	1	1
**D	MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDORMENT TRUST	0	9.112	9.112
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	4.896	4.896
**D	VIKING GLOBAL EQUITIES II LP	0	5.162.697	5.162.697
**D	AVANTIS CIBC INTERNATIONAL EQUITY ETF	0	188.232	188.232
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	1.241	1.241
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	292.681	292.681
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	6.225	6.225
**D	TACS NON-US EQUITY CORE MARKET CONTINUOUS LLC	0	647.270	647.270
**D	VOYA BALANCED INCOME PORTFOLIO	0	67.408	67.408
**D	GREENFIELDS CAPITAL LIMITED	0	5.655	5.655
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY II, LTD	0	2.649	2.649
**D		0	139.663	139.663

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0	14.952	14.952
**D	VANGUARD FTSE ALL-WORLD EX-US INDEX FUND	0	4.792.572	4.792.572
**D	CNTRL PMSN FND INTRNTNL UNION	0	197.417	197.417
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	4.748	4.748
**D	VÆRDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL	0	57.466	57.466
**D	FOREST PRESERVE DISTRICT EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	42.070	42.070
**D	WISDOMTREE ISSUER ICAV	0	15.157	15.157
**D	COMMONWEALTH OF PA - TREASURY	0	24.794	24.794
**D	PSEG NUCLEAR LLC MASTER DECOMMISSIONING TRUST	0	260.249	260.249
**D	LEGAL AND GENERAL UCITS ETF PLC	0	245.830	245.830
**D	ROTHSCHILD MARTIN MAUREL	0	4.167.484	4.167.484
**D	BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND	0	27.957	27.957
**D	STICHTING PENSIOENFONDS NOTARIAAT	0	3.824	3.824
**D	MARANIC II LLC	0	9.539	9.539
**D	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	71.455	71.455
**D	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	40.331	40.331
**D	VIKING LONG FUND MASTER LTD	0	3.369.355	3.369.355
**D	ARIZONA STATE RETIREMENT SYSTEM	0	47.786	47.786
**D	IMCO GLOBAL PUBLIC EQUITY LP	0	138.653	138.653
**D	PORTFOLIO BUILDING BLOCK EUROPEAN BANKS INDEX ETF	0	542.952	542.952
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	9.142	9.142
**D	VIKING GLOBAL EQUITIES MASTER LTD	0	9.223.375	9.223.375
**D	ARGA EAFE VALUE EQUITY CIT FUND ARGA EAFE VALUE EQUITY CIT FUND	0	677.896	677.896
**D	NEUALT LLC	0	48.054	48.054
**D	GLOBAL X MSCI EAFE INDEX ETF	0	13.284	13.284
**D	POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	0	21.985	21.985
**D	COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT	0	19.424	19.424
**D	RELIANCE TRUST COMPANY	0	142.494	142.494
**D	WINDWISE MSCI EAFE INDEX NON-LENDING	0	42.040	42.040
**D	VÆRDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL	0	18.883	18.883
**D	GLOBAL X MSCI SUPERDIVIDEND EAFE ETF	0	55.590	55.590
**D	PNC BANK AS CUSTODIAN FOR PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST LOUIS UNDER CUSTODY AGREEMENT DATED	0	10.297	10.297
**D	BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY II, LTD	0	14.371	14.371
**D	VIKING GLOBAL OPPORTUNITIES LIQUID PORTFOLIO SUB-MASTER LP	0	1.703.500	1.703.500
**D	TD EMERALD INTERNATIONAL EQUITY INDEX FUND	0	400.361	400.361
**D	AUTORIDADE MONETARIA DE MACAU	0	25.970	25.970
**D	VERIZON MASTER SAVINGS TRUST	0	126.987	126.987
**D	BRIDGEWATER PURE ALPHA STERLING FUND, LTD	0	1.938	1.938
**D	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	38.891	38.891
**D	PASTERIS MARCO	0	1.558	1.558
**D	MOTHER CABRINI HEALTH FOUNDATION, INC	0	21.442	21.442
**D	WISDOMTREE INTERNATIONAL EQUITY FUND	0	100.812	100.812
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	101.508	101.508
**D	STICHTING BELEGGEN MENZIS	0	9.265	9.265
**D	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	90.283	90.283
**D	RAINDROPS CAPITAL LIMITED	0	5.194	5.194
**D	VOYA VACS INDEX SERIES I PORTFOLIO	0	194.439	194.439
**D	TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST	0	3.125	3.125
**D	SNOWBALL CAPITAL HOLDINGS LIMITED	0	5.470	5.470
**D	CITW FUND, LP	0	1.113	1.113

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LISTA ESITO DELLA VOTAZIONE

Objetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	TD EUROPEAN INDEX FUND	0	14.751	14.751
**D	SERQUOIA HOLDINGS LLC	0	43.237	43.237
**D	CERVURITE INTERNATIONAL LLC	0	33.065	33.065
**D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	1	1
**D	THE JUPITER GLOBAL FUND	0	172.715	172.715
**D	VIRTUS INTERNATIONAL DIVIDEND ETF	0	15.364	15.364
**D	THE COMMONWEALTH FUND	0	2.325	2.325
**D	ARIZONA STATE RETIREMENT SYSTEM	0	359.043	359.043
**D	MACQUARIE MANAGEMENT HOLDINGS, INC	0	104	104
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	121.254	121.254
**D	GOLDMAN SACHS ETF ICAY	0	82	82
**D	BLACKROCK LIFE LIMITED	0	51.303	51.303
**D	FLORIDA RETIREMENT SYSTEM	0	104.799	104.799
**D	FLORIDA RETIREMENT SYSTEM	0	110.000	110.000
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	93.367	93.367
**D	ISHARES VII PUBLIC LIMITED COMPANY	0	4.069.061	4.069.061
**D	BLACKROCK LIFE LTD	0	300.160	300.160
**D	ISHARES II PUBLIC LIMITED COMPANY	0	2.504.274	2.504.274
**D	MACKENZIE GLOBAL EQUITY INCOME FUND	0	367.063	367.063
**D	FLORIDA RETIREMENT SYSTEM	0	71.900	71.900
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	244.738	244.738
**D	MACK COMPREHENSIVE EQUITY POOL	0	14.432	14.432
**D	THE ESB PENSION FUND	0	16.215	16.215
**D	STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN	0	2.093	2.093
**D	GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF	0	88.432	88.432
**D	COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM	0	8.975	8.975
**D	MACK EAFE EQUITY POOL	0	45.125	45.125
**D	AMUNDI IRELAND LIMITED	0	1.713	1.713
**D	GREAT-WEST INTERNATIONAL INDEX FUND	0	312.276	312.276
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	9.194	9.194
**D	SHELL CANADA 2007 PENSION PLAN	0	4.086	4.086
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0	41.036	41.036
**D	PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO	0	82.999	82.999
**D	BLACKROCK SOLUTIONS FUNDS ICAY	0	1.885	1.885
**D	AZL INTERNATIONAL INDEX FUND	0	104.522	104.522
**D	WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	0	57.872	57.872
**D	GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND	0	51.588	51.588
**D	BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE	0	368.786	368.786
**D	AIB GROUP IRISH PENSION SCHEME	0	1.167	1.167
**D	AURION GLOBAL EQUITY FUND	0	6.606	6.606
**D	VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND	0	2.226.361	2.226.361
**D	ISHARES PUBLIC LIMITED COMPANY	0	518.059	518.059
**D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST	0	492.692	492.692
**D	ABB PENSION FUND	0	4.276	4.276
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	361.343	361.343
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	26.854	26.854
**D	THE EUROPEAN CENTRAL BANK	0	26.795	26.795
**D	QUALITY EDUCATION FUND	0	3.969	3.969
**D	GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF	0	4.994	4.994
**D	INVESCO INTERNATIONAL DEVELOPED DYNAMIC MULTIFACTOR ETF	0	106.895	106.895

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INVESTINGFORENINGEN NYKREDIT INVEST	0	27.433	27.433
**D	INVECO RAFI DEVELOPED MARKETS EX-U.S. ETF	0	112.510	112.510
**D	FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND	0	7.264.686	7.264.686
**D	ALASKA PERMANENT FUND CORPORATION	0	41.778	41.778
**D	PMPT-INKA-FONDS	0	62.365	62.365
**D	BRIDGEWATER BLUE PEAK FUND, LP	0	1.909	1.909
**D	INVECO MARKETS II PLC	0	276.968	276.968
**D	INVESTINGFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	27.811	27.811
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	32.772	32.772
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	ENERGY INSURANCE MUTUAL LIMITED	0	16.920	16.920
**D	INVESTINGFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	106.179	106.179
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	129.827	129.827
**D	BLACKROCK FUND MANAGERS LTD	0	1.866.476	1.866.476
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR ACCOUNT OF INKA PBEAKK	0	20.546	20.546
**D	NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST	0	2.077	2.077
**D	INVECO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	16.055	16.055
**D	INVECO MSCI EAFE INCOME ADVANTAGE ETF	0	29.916	29.916
**D	BLACKROCK FUND MANAGERS LTD	0	5.876.822	5.876.822
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	41.149	41.149
**D	SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	15.534	15.534
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	751.009	751.009
**D	ENSIGN PEAK ADVISORS INC	0	68.851	68.851
**D	BRUCE POWER PENSION PLAN	0	5.968	5.968
**D	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND	0	255.610	255.610
**D	BANK OF KOREA	0	285.868	285.868
**D	TEXAS PERMANENT SCHOOL FUND CORP	0	1	1
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	24.929	24.929
**D	VANGUARD GLOBAL DIVIDEND FUND	0	148.493	148.493
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	8.643	8.643
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	0	1	1
**D	BLACKROCK LIFE LIMITED	0	100	100
**D	VIRGINIA RETIREMENT SYSTEM	0	407.378	407.378
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF	0	102.560	102.560
**D	IPC MULTI-FACTOR INTERNATIONAL EQUITY	0	190.309	190.309
**D	T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL	0	1.353	1.353
**D	FRANKLIN INTERNATIONAL EQUITY INDEX ETF	0	30.082	30.082
**D	BLACKROCK GLOBAL FUNDS	0	5.367.074	5.367.074
**D	CIBC INTERNATIONAL INDEX FUND	0	91.710	91.710
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA	0	4.151	4.151
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUSH	0	23.417	23.417
**D	TEXTRON INC MASTER TRUST	0	197.743	197.743
**D	LAY EMPLOYEES RETIREMENT PLAN OF THE ARCHDIOCESE OF PHILADELPHIA	0	24.681	24.681
**D	COMMISSION DE LA CAISSE COMMUNE	0	25.950	25.950
**D	FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL EQUITY INCOME UCITS ETF	0	129.309	129.309
**D	VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO	0	59.492	59.492
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND	0	409.316	409.316
**D	VIRGINIA RETIREMENT SYSTEM	0	1	1
**D	BANK OF KOREA	0	112.447	112.447
**D	FRANKLIN TEMPLETON ICAV	0	9.300	9.300



Avanti diritto:
in proprio:

1.821
45

Teste:
in delega:

57
1.776

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CIBC INTERNATIONAL EQUITY INDEX POOL	0	7.205	7.205
**D	AXA MPS FINANCIAL DESIGNATED ACTIVITY CO	0	380.000	380.000
**D	NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	10.152	10.152
**D	VIRTUS GLOBAL ALLOCATION FUND	0	48.444	48.444
**D	KENTUCKY RETIREMENT SYSTEMS	0	832.021	832.021
**D	ALASKA PERMANENT FUND CORPORATION	0	163.684	163.684
**D	NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST	0	23.678	23.678
**D	PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI	0	233.951	233.951
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	81.414	81.414
**D	CIBC INTERNATIONAL EQUITY INDEX ETF	0	31.256	31.256
**D	THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH (USA)	0	42.346	42.346
**D	PRINCIPAL FUNDS, INC. - OVERSEAS FUND	0	19.114	19.114
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	214.512	214.512
**D	WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	0	203.901	203.901
**D	UNIVERSITY OF NOTRE DAME DU LAC	0	65.398	65.398
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.058	1.058
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	U.S. ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN	0	1	1
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	18.352	18.352
**D	WISDOMTREE GLOBAL HIGH DIVIDEND FUND	0	12.729	12.729
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF	0	16.575	16.575
**D	ADVANCED SERIES TRUST- AST GLOBAL BOND PORTFOLIO	0	2.414.277	2.414.277
**D	INVESTERSFORENINGEN LAEGERNES INVEST	0	9.434	9.434
**D	STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF	0	22.404	22.404
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	12.905	12.905
**D	VOYA INTERNATIONAL INDEX PORTFOLIO	0	55.344	55.344
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	69.125	69.125
**D	FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF	0	6.637.270	6.637.270
**D	NSP-MINNESOTA RETAIL PRAIRIE II QUALIFIED TRUST	0	12.535	12.535
**D	CIBC EUROPEAN INDEX FUND	0	10.519	10.519
**D	CANADIAN BROADCASTING CORPORATION PENSION PLAN	0	384.330	384.330
**D	NS PENSION PUBLIC EQUITY FUND	0	344.293	344.293
**D	IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	119.192	119.192
**D	WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	0	64.008	64.008
**D	XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	98.421	98.421
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	84.038	84.038
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF	0	19.060	19.060
**D	LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM	0	77.914	77.914
**D	BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	28.944	28.944
**D	STICHTING PENSIOENFONDS HORECA AND CATERING	0	26.824	26.824
**D	PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND	0	104.381	104.381
**D	WISDOMTREE INTERNATIONAL LARGE CAP DIVIDEND FUND	0	135.437	135.437
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF	0	25.581	25.581
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE	0	15.595	15.595
**D	XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	16.085	16.085
**D	STICHTING PENSIOENFONDS HOOGOVENS	0	6.277	6.277
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	8.728	8.728
**D	KENTUCKY RETIREMENT SYSTEMS INSURANCE TRUST FUND	0	340.609	340.609
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	236.135	236.135
**D	XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	776.853	776.853

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS	0	42.447	42.447
***D	SG ERS AMUNDI ACTIONS EUROPE S	0	69.900	69.900
***D	NATIO-FONDS EUCLIDE	0	141.301	141.301
***D	AIM EQUITY EUROPE CANTONS	0	47.199	47.199
***D	SG BLACKROCK ACTIONS EURO	0	696.321	696.321
***D	D M SELECTION ACTIONS MIDCAP	0	85.000	85.000
***D	SG ACTIONS INTERNATIONALES	0	71.194	71.194
***D	SG ACTIONS ETATS-UNIS POCHE AC	0	125.620	125.620
***D	SG DNCA ACTIONS EURO	0	97.151	97.151
***D	AMUNDI INVESTMENT FUNDS EMU	0	33.882	33.882
***D	EUROPEAN EQUITY	0	28.962	28.962
***D	AMUNDI INVESTMENT FUNDS MULTI	0	65.777	65.777
***D	AMUNDI SOLUZIONI ITALIA BILAN	0	1.675	1.675
***D	AMUNDI SOLUZIONI ITALIA BILANC	0	1.921	1.921
***D	MULTI UNITS LUXEMBOURG AMUNDI	0	11.825.031	11.825.031
***D	AMUNDI FUND SOLUTIONS - MULTI	0	11.400	11.400
***D	AMUNDI AUSTRIA	0	847.178	847.178
***D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	518.622	518.622
***D	AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	0	1.610.016	1.610.016
***D	AMUNDI SGR SPA -CORE PENSION	0	177.363	177.363
***D	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	25.815	25.815
***D	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	27.274	27.274
***D	AMUNDI SGR SPA / AMUNDI OBBLIGAZIONARIO PIU' A DISTRIBUZIONE	0	88.176	88.176
***D	AMUNDI SGR SPA -SECONDPENSIONE	0	573.231	573.231
***D	SPI GLOBAL MASTER FUND PLC THE	0	19.491	19.491
***D	AB SICAV III - DYNAMIC ALL MAR	0	5.805	5.805
***D	KOKUSAI EQUITY INDEX FUND, A S	0	32.346	32.346
***D	MORGAN STANLEY PATHWAY FUNDS	0	50.632	50.632
***D	AB SICAV I - ALL MARKET INCOME	0	761.749	761.749
***D	BRIDGE BUILDER INTERNATIONAL E	0	116.304	116.304
***D	DESTINATIONS INTERNATIONAL EQU	0	34.002	34.002
***D	NZAM EURO STOXX PARIS-ALIGNED	0	4.298	4.298
***D	THE NOMURA TRUST AND BANKING C	0	91.400	91.400
***D	GLOBAL X ETFS ICAV	0	182.438	182.438
***D	ICP PLACEMENT	0	2.237	2.237
***D	SOGECAP ACTIONS - MID CAP	0	156.708	156.708
***D	SOGECAP AP CLIMAT PAB	0	169.405	169.405
***D	AMUNDI MSCI WORLD EX USA SCREE	0	463	463
***D	MULTI UNITS FRANCE AMUNDI FTSE	0	2.168.001	2.168.001
***D	MULTI UNITS FRANCE AMUNDI MSCI	0	100.261	100.261
***D	GEORGE JOSEPH	0	90.000	90.000
***D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	36.653	36.653
***D	NORGES BANK	0	16.295.833	16.295.833
***D	GOVERNMENT OF NORWAY	0	127	127
***D	STICHTING PENSIOENFONDS ING	0	67.816	67.816
***D	LEGAL & GENERAL CCF	0	21.714	21.714
***D	LEGAL AND GENERAL CCF	0	1.542	1.542
***D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	514.333	514.333
***D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	31.527	31.527
***D	INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT	0	2.996	2.996



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.	0	21.937	21.937
**D	WHEELS COMMON INVESTMENT FUND.	0	9.945	9.945
**D	STICHTING BEDRIJFTAKPENSIOENFONDS VOOR DE DETAILHANDEL	0	100	100
**D	PREMIER MITON DIVERSIFIED GROWTH FUND	0	324.976	324.976
**D	PREMIER MITON DIVERSIFIED CAUTIOUS GROWTH FUND	0	48.099	48.099
**D	PREMIER MITON DIVERSIFIED BALANCED GROWTH FUND	0	98.746	98.746
**D	PREMIER MITON DIVERSIFIED INCOME FUND	0	49.351	49.351
**D	PREMIER MITON DIVERSIFIED DYNAMIC GROWTH FUND	0	69.264	69.264
**D	LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E	0	31.730	31.730
**D	LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	0	61.895	61.895
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO	0	64.902	64.902
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE	0	45.137	45.137
**D	JUPITER GLOBAL FINANCIAL INNOVATION FUND	0	166.423	166.423
**D	JUPITER FINANCIAL OPPORTUNITIES FUND	0	1.068.679	1.068.679
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	1.140.348	1.140.348
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	242.938	242.938
**D	ARTEMIS MONTHLY DISTRIBUTION FUND	0	2.497.176	2.497.176
**D	ARTEMIS GLOBAL INCOME FUND	0	16.336.900	16.336.900
**D	PRESCIENT FUND SERVICES IRELAND LIMITED ACTING IN ITS CAPACI	0	19.109	19.109
**D	CANTOR FITZGERALD INVESTMENT TRUST	0	305.702	305.702
**D	CANTOR FITZGERALD ASSET MANAGEMENT EUROPE	0	1.579.677	1.579.677
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	12.242	12.242
**D	SKYLINE UMBRELLA FUND ICAV	0	562.126	562.126
**D	OSMOSIS ICAV	0	44.952	44.952
**D	LEGAL & GENERAL ICAV.	0	4.001	4.001
**D	VERDIPAPIRONDET KLP AKSJEUROPA INDEKS.	0	1.684	1.684
**D	VERDIPAPIRONDET KLP AKSJE GLOBAL INDEKS	0	4.304	4.304
**D	VERDIPAPIRONDET KLP AKSJEGLOBAL INDEKS X1	0	200	200
**D	ARTEMIS FUNDS (LUX).	0	10.596	10.596
**D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	846.436	846.436
**D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	3.090.1678	3.090.1678
**D	USAA GENERAL INDEMNITY COMPANY	0	6.553	6.553
**D	GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	0	3.374	3.374
**D	USAA CASUALTY INSURANCE COMPANY	0	14.363	14.363
**D	ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF	0	4.736	4.736
**D	CG TPT AUTHORISED CONTRACTUAL SCHEME	0	14.852	14.852
**D	NORTHERN TRUST UCITS FGR FUND	0	485.012	485.012
**D	NORTHERN TRUST UCITS FGR FUND	0	35.415	35.415
**D	UFCW UNION AND PARTICIPATING FOOD INDUSTRY EMPLOYERS TRI-STA.	0	8.701	8.701
**D	CSAA INSURANCE EXCHANGE	0	8.346	8.346
**D	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	0	55.421	55.421
**D	GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	0	9.619	9.619
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	323.425	323.425
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	183.103	183.103
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	792.587	792.587
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	37.699	37.699
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	823.095	823.095
**D	LABORERS' AND RETIREMENT BOARD EMPLOYEES' ANNUITY & BENEFIT	0	90.220	90.220
**D	THE COCA-COLA COMPANY	0	63.914	63.914
**D	CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	0	3.510	3.510

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST.	0	42.223	42.223
**D	THE CALIFORNIA WELLNESS FOUNDATION	0	7.097	7.097
**D	ACORN 1998 TRUST.	0	1.291	1.291
**D	GREENFINCH FOUNDATION	0	8.320	8.320
**D	JOSHUA GREEN CORPORATION	0	18.483	18.483
**D	ESSENTIA HEALTH	0	7.932	7.932
**D	CONSTELLATION FITZPATRICK QUALIFIED FUND	0	7.425	7.425
**D	JTW TRUST NO. 3 UAD 9/19/02.	0	3.867	3.867
**D	THE KING'S COLLEGE OF OUR LADY AND SAINT NICHOLAS IN CAMBRID	0	1.143	1.143
**D	NFGI-QM COMMON DAILY EAFE	0	281.612	281.612
**D	FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	0	17.982	17.982
**D	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES	0	4.750	4.750
**D	PEPCO HOLDINGS INC. VEBA TRUST	0	3.706	3.706
**D	EXELON CORPORATION EMPLOYEES BENEFIT TRUST FOR MANAGEMENT EM	0	91	91
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	8.286	8.286
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	0	15.360	15.360
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY.	0	6.249	6.249
**D	PIVOTAL PHILANTHROPIES FOUNDATION	0	3.933	3.933
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	0	69.634	69.634
**D	ROSEFINCH FOUNDATION	0	8.320	8.320
**D	SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST	0	716	716
**D	SNOWFINCH FOUNDATION	0	8.320	8.320
**D	NATIONAL CATHOLIC INVESTMENT TRUST	0	2.699	2.699
**D	THE NATHAN CUMMINGS FOUNDATION INC.	0	31.735	31.735
**D	OAKLAND COUNTY VEBA.	0	96.055	96.055
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT	0	1.101	1.101
**D	ARVEST FOUNDATION	0	1.013	1.013
**D	CHARLES C. GATES TRUST OF 6/30/1941	0	19.103	19.103
**D	CASEY FAMILY PROGRAMS	0	54.304	54.304
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	2.716	2.716
**D	UNITED SERVICES AUTOMOBILE ASSOCIATION	0	15.695	15.695
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	561.634	561.634
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	245.536	245.536
**D	BEAT DRUGS FUND ASSOCIATION	0	3.229	3.229
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	75.246	75.246
**D	INTERNATIONAL EQUITY FUND LLC	0	7.467	7.467
**D	GWL GLOBAL INVESTMENTS LLC.	0	90.074	90.074
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	6.461	6.461
**D	ARGA FUND TRUST SERIES - ARGA INTERNATIONAL FUND	0	114.881	114.881
**D	EVA VALLEY MAJ LLC	0	9.891	9.891
**D	FUNDO DE PENSEOES	0	21.322	21.322
**D	FOURTH AVENUE INVESTMENT COMPANY LIMITED PARTNERSHIP	0	47.253	47.253
**D	FIDDLER PARTNERS LLC	0	901	901
**D	DYNASTY INVEST LTD	0	4.093	4.093
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	0	4.858	4.858
**D	DELFINCO LP	0	50.148	50.148
**D	LAKE AVENUE INVESTMENTS LLC	0	39.922	39.922
**D	ARGA INTERNATIONAL SECTOR-NEUTRAL VALUE EQUITY FUND	0	1.828	1.828
**D	RTEIP LP.	0	11.402	11.402
**D	FCM INTERNATIONAL LLC	0	21.854	21.854

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST	0	509	509
**D	THYSSEN GLOBAL INVESTMENTS LLC	0	8.400	8.400
**D	ARGA INTERNATIONAL DIVERSIFIED VALUE FUND LP	0	1.493	1.493
**D	ARGA GLOBAL DIVERSIFIED VALUE FUND LP	0	1.293	1.293
**D	ARGA EUROPEAN EQUITY FUND LP	0	1.630	1.630
**D	801 INVESTMENTS LLC	0	12.753	12.753
**D	AVALON PORTFOLIO II LLC	0	11.274	11.274
**D	BEAR CREEK INVESTMENT LLC	0	33.564	33.564
**D	BUILDERS ASSET MANAGEMENT WATER LLC	0	45.193	45.193
**D	ALICE L WALTON CHARITABLE LLC	0	291.543	291.543
**D	METIS EQUITY TRUST	0	29.629	29.629
**D	ARIEL INTERNATIONAL DM/EM LLC	0	68.276	68.276
**D	GLOBAL BOND FUND LLC WAYCROSSE INC	0	81.306	81.306
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	194.174	194.174
**D	NELKE PARTNERSHIP	0	5.993	5.993
**D	PINK CALI LLC	0	1.966	1.966
**D	OMEGA FFP LIMITED PARTNERSHIP	0	4.708	4.708
**D	SLW PORTFOLIO LLC	0	10.324	10.324
**D	SENTINEL INTERNATIONAL TRUST	0	19.215	19.215
**D	GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	0	10.326	10.326
**D	ARGA FUND TRUST SERIES - ARGAL GLOBAL FUND	0	67.423	67.423
**D	PRO-GEN INVESTMENTS LLC	0	6.402	6.402
**D	CINDY SPRINGS LLC	0	126.528	126.528
**D	LEGAL & GENERAL DEVELOPED MULTI-FACTOR SL FUND LLC	0	27.676	27.676
**D	MBB PUBLIC MARKETS I LLC	0	92.611	92.611
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	92.247	92.247
**D	HAWTHORN DM LLC	0	40.302	40.302
**D	UNITED NATIONS JOINT STAFF PENSION FUND.	0	1.009.084	1.009.084
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	31.033	31.033
**D	CHEVRON UK PENSION TRUSTEE LIMITED AS TRUSTEE OF THE CHEVRON.	0	5.653	5.653
**D	FIDELITY SALEM STREET TRUST; FIDELITY SERIES GLOBAL EX U.S.	0	2.541.647	2.541.647
**D	FIDELITY SALEM STREET TRUST; FIDELITY FLEX INTERNATIONAL INDEX FUND	0	225.267	225.267
**D	THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E	0	7.586	7.586
**D	NUNAVUT TRUST	0	5.275	5.275
**D	RED LIFE REINSURANCE LIMITED	0	2.611	2.611
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	437.334	437.334
**D	MERCER GLOBAL SMALL COMPANIES SHARES FUND	0	3.755	3.755
**D	MINDEROO FOUNDATION LIMITED AT THE MINDEROO FOUNDATION TRUS	0	4.214	4.214
**D	MERCER PASSIVE INTERNATIONAL SHARES FUND	0	11.797	11.797
**D	COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	0	237.775	237.775
**D	QIC INTERNATIONAL EQUITIES FUND.	0	5.686	5.686
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	69.059	69.059
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	114.210	114.210
**D	IAGAM GLOBAL EQUITY TRUST.	0	14.971	14.971
**D	EQUIPSUPER	0	32.741	32.741
**D	INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	0	3.949	3.949
**D	INTERNATIONAL EQUITIES B UNIT TRUST	0	11.867	11.867
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	68.110	68.110
**D	AUSTRALIAN CAPITAL TERRITORY	0	55.753	55.753
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	575	575

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	2.833	2.833
**D	RUTGERS THE STATE UNIVERSITY	0	14.619	14.619
**D	NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST	0	3.609.011	3.609.011
**D	R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	0	300	300
**D	IMPACTASSETS INC.	0	5.086	5.086
**D	OAKLAND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	40.274	40.274
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	1.801	1.801
**D	UTAH STATE RETIREMENT SYSTEMS	0	192.728	192.728
**D	HRW TRUST NO. 2 UAD 01/17/03	0	3.095	3.095
**D	HRW TESTAMENTARY TRUST NO. 1	0	11.464	11.464
**D	HRW TESTAMENTARY TRUST NO. 3	0	7.143	7.143
**D	HRW TRUST NO. 1 UAD 01/17/03	0	16.439	16.439
**D	HRW TESTAMENTARY TRUST NO. 10.	0	7.353	7.353
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	9.605	9.605
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	17.338	17.338
**D	ARIEL INTERNATIONAL FUND	0	452.219	452.219
**D	ARIEL GLOBAL FUND	0	84.309	84.309
**D	THE HEALTH FOUNDATION.	0	4.603	4.603
**D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	376.142	376.142
**D	JTW TRUST NO. 2 UAD 9/19/02.	0	13.201	13.201
**D	JTW TRUST NO. 1 UAD 9/19/02.	0	808	808
**D	JTW TRUST NO. 5 UAD 9/19/02.	0	132.902	132.902
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	2.249	2.249
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	11.248	11.248
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	5.481	5.481
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	44.293	44.293
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	1.276	1.276
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	3.662	3.662
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	79.907	79.907
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	183.415	183.415
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	50.555	50.555
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	3.756	3.756
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	12.543	12.543
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	4.468	4.468
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	73.467	73.467
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	3.756	3.756
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	9.612	9.612
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	5.785	5.785
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	53.157	53.157
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	4.602	4.602
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	7.353	7.353
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	4.324	4.324
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	8.013	8.013
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	8.941	8.941
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	27.201	27.201
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	9.498	9.498
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	4.083	4.083
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	810.039	810.039
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	233.249	233.249
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	112.463	112.463

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	38.868	38.868
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	99.099	99.099
**D	ABU DHABI PENSION FUND	0	222.925	222.925
**D	TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	0	148.657	148.657
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	189.096	189.096
**D	THE PEOPLE'S PENSION SCHEME	0	783.404	783.404
**D	SHELBY COUNTY TENNESSEE RETIREMENT SYSTEM	0	108.967	108.967
**D	THE REPRESENTATIVE CHURCH BODY	0	179.759	179.759
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	124.377	124.377
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	1.907	1.907
**D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	2.263.508	2.263.508
**D	LEGAL & GENERAL AUTHORISED CONTRACTUAL SCHEME	0	23.242	23.242
**D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	6.688	6.688
**D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	9.355	9.355
**D	ILLINOIS STATE BOARD OF INVESTMENT DEFERRED	0	336.839	336.839
**D	BLACKROCK UCITS CCF	0	122.009	122.009
**D	BLACKROCK COMMON CONTRACTUAL FUNDS	0	171.060	171.060
**D	CLEARWATER INTERNATIONAL FUND	0	55.027	55.027
**D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY	0	147.312	147.312
**D	STICHTING PENSIOENFONDS PGB	0	1.652.421	1.652.421
**D	STICHTING PENSIOENFONDS VERVOER	0	324.039	324.039
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	40.185	40.185
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	0	53.758	53.758
**D	STICHTING PENSIOENFONDS CAMPINA	0	5.891	5.891
**D	STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	0	156	156
**D	TREDJE AP-FONDEN	0	1	1
**D	FJARDE AP-FONDEN.	0	1	1
**D	HUDSON BAY MASTER FUND LTD. C/O HUDSON BAY CAPITAL MANAGEMENT LP.	0	1.052.645	1.052.645
**D	PROJECT 121/160-70 (P)	0	2.685	2.685
**D	MOORE GLOBAL INVESTMENTS LLC C/O MOORE CAPITAL MANAGEMENT LP	0	75.000	75.000
**D	WELLINGTON-CIS DIVERSIFYING STRATEGIES FUND (CAYMAN) L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP	0	145.617	145.617
**D	AQR INNOVATION FUND L.P. C/O AQR CAPITAL MANAGEMENT LLC	0	360	360
**D	RAY POND SELECT OPPORTUNITIES MASTER FUND (CAYMAN) L.P.C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC ACTING AS IA	0	571.262	571.262
**D	VERITION MULTI-STRATEGY MASTER FUND LTD. C/O VERITION FUND MANAGEMENT LLC	0	86.102	86.102
**D	ELLERSTON CP LTD AS RES FR ELLERSTN GLOBAL EQ MANAGER FD C/O ELLERSTON CAPITAL LIMITED ACTING AS RESPONSIBLE ENTITY	0	186.000	186.000
**D	SUNRISE PARTNERS LIMITED PARTNERSHIP	0	18.000	18.000
**D	SONA CREDIT MASTER FUND LIMITED	0	528.000	528.000
**D	CAPSTONE GLOBAL MASTER (CAYMAN) LIMITED	0	133.037	133.037
**D	HBK MASTER FUND LPHBK MASTER FUND LP PORTFOLIO MARGIN ACCOUNT C/O HBK SERVICES LLC	0	176	176
**D	BLACKROCK SYSTEMATIC TOTAL ALPHA MASTER FUND LTD.	0	111.878	111.878
**D	WELLINGTON GLOBAL MULTI-STRATEGY MASTER FUND (CAYMAN) L.P.	0	12.979	12.979
**D	EWP PA FUND LTD.	0	5.699	5.699
**D	WOODLINE MASTER FUND LP C/O WOODLINE PARTNERS LP	0	2.575.737	2.575.737
**D	LIUC VALORES SICAV S.A.	0	364.240	364.240
**D	CARTERA BELLVER SICAV S.A.	0	287.536	287.536
**D	MAN MULTI-STRATEGY MASTER FUND MAPLES CORPORATE SERVICES LIMITES	0	258	258
**D	PINNACLE ANTIPODES GLOBAL FUND	0	943.013	943.013
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	68.785	68.785
**D	PINNACLE ANTIPODES GLOBAL OP FD	0	50.531	50.531

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JWMN-MED CORE GLOBAL EQ FILL	0	22.800	22.800
**D	MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX	0	136.047	136.047
**D	PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	0	358.861	358.861
**D	DIMENSIONAL INTERNATIONAL SMALL CAP VALUE ETF OF DIMENSIONAL E	0	1.447.573	1.447.573
**D	DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E	0	223	223
**D	SCHWAB INTERNATIONAL INDEX FUND	0	1.262.216	1.262.216
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL EQUITY INDEX FUND	0	55.400	55.400
**D	PRIME SUPER PTY LTD	0	10.973	10.973
**D	CUKL COURTIER ETHICAL VALUE EQT FD	0	56.000	56.000
**D	BETASHARES GLOBAL SHARES ETF	0	62.374	62.374
**D	ABRDN SICAV I - EUROPEAN EQUITY ENHANCED INDEX FUND	0	22.191	22.191
**D	WM POOL - EQUITIES TRUST NO. 76 - ROBECO	0	7.244	7.244
**D	WM POOL - EQUITIES TRUST NO. 31 - ROBECO	0	3.770	3.770
**D	ONEMARKETS ITALY ICAV	0	460.000	460.000
**D	AEGON CUSTODY B.V..	0	74.934	74.934
**D	RIA GLOBAL SHARE FUND	0	22.871	22.871
**D	KIM PRIVATE PRIME EUROPE EQUITY MASTER INVESTMENT TRUST 1	0	40.797	40.797
**D	DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E	0	235.423	235.423
**D	CITICORP TRUSTEE (SINGAPORE) LIMITED AS TRUSTEE FOR AND ON B	0	101.247	101.247
**D	DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST	0	4.118	4.118
**D	ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND	0	15.753	15.753
**D	BLACKROCK PREMIER FUNDS - SYSTEMATIC GLOBAL EQUITY HTGH INCO	0	181.898	181.898
**D	ISHARES MSCI WORLD ETF	0	17.725	17.725
**D	ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	0	2.508.375	2.508.375
**D	ISHARES MSCI EUROZONE ETF	0	1.949.107	1.949.107
**D	ISHARES MSCI ITALY ETF	0	37.856	37.856
**D	ISHARES MSCI ACWI LOW CARBON TARGET ETF	0	2.155.860	2.155.860
**D	ISHARES MSCI EUROPE FINANCIALS ETF	0	5.175.099	5.175.099
**D	ISHARES MSCI EAFE VALUE ETF	0	6.839.769	6.839.769
**D	ISHARES MSCI EAFE ETF	0	540.458	540.458
**D	ISHARES MSCI ACWI EX U.S. ETF	0	609.062	609.062
**D	ISHARES MSCI ACWI ETF	0	5.767	5.767
**D	ISHARES MSCI KOKUSAI ETF	0	2.646.620	2.646.620
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	81.091	81.091
**D	ISHARES GLOBAL FINANCIALS ETF	0	2.048.745	2.048.745
**D	ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	0	13.966.865	13.966.865
**D	ISHARES CORE MSCI EAFE ETF	0	1.137.695	1.137.695
**D	ISHARES CORE MSCI EUROPE ETF	0	539.663	539.663
**D	ISHARES MSCI INTL VALUE FACTOR ETF	0	1.209.801	1.209.801
**D	ISHARES INTERNATIONAL EQUITY FACTOR ETF	0	167.150	167.150
**D	ISHARES ESG ADVANCED MSCI EAFE ETF	0	4.938.543	4.938.543
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	6.878	6.878
**D	ILA-LA WORLD ESG SCREENED FUND	0	333.078	333.078
**D	ILA-A-ILSDMH	0	176.349	176.349
**D	IRISH LIFE ASSURANCE.	0	2.926	2.926
**D	ILA - A-ILGLOEQN	0	6.828	6.828
**D	ILA - A-ILDSCG	0	12.318	12.318
**D	ILA - A-ILGLOEQG	0	40.376	40.376
**D	ILA - A-ILLEZFOG	0	5.004	5.004
**D	IRISH LIFE CLIMATE FOCUSED FUND	0		

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	IRISH LIFE ASSURANCE PLC	0	357.309	357.309
**D	ILIA-ILSEAFE - SUSTAINABLE EAFE EQUITY	0	112.102	112.102
**D	LARGE CAP INTL PORTFOLIO OF DFA INV	0	7	7
**D	DIMENSIONAL INTERNATIONAL VALUE ETF OF DIMENSIONAL ETF TRUST	0	5.459	5.459
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	93.145	93.145
**D	FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	0	1.194	1.194
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND	0	11.135	11.135
**D	TSGX SOLACT ESG TRACO EX UNHG(3387)	0	1.638	1.638
**D	ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND	0	7.441	7.441
**D	GOLDFARB FAMILY TRUST AGREEMENT	0	1.289	1.289
**D	OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.	0	86.700	86.700
**D	INTERNATIONAL CORE EQUITY PORTFOLIO OF DEA INVESTMENT DIMENSIONS GROUP INC	0	1.176.862	1.176.862
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	12.072	12.072
**D	BRESFORD FUNDS ICAY.	0	1.494	1.494
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	90.868	90.868
**D	AZIMUT LIFE DAC	0	5.582	5.582
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	218.440	218.440
**D	HUTCHISON PROVIDENT FUND.	0	6.212	6.212
**D	VICTORY MARKET NEUTRAL INCOME FUNDFUND	0	350.090	350.090
**D	COURTIERS GLOBAL (EX-UK) EQUITYINCOME FUND	0	250.000	250.000
**D	DIMENSIONAL GLOBAL SUSTAINABILITY TRUST	0	148	148
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	106.957	106.957
**D	CITITRUST LIMITED	0	111.970	111.970
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS--BLACKROCK WORLD EQUITY INDEX FUND	0	15.658	15.658
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	0	66.971	66.971
**D	CIP COURTIERI TR BALANCED RK FUND	0	420.000	420.000
**D	CIP COURTIERI TR CAUTIOUS RK FUND	0	170.000	170.000
**D	CIP COURTIERI TR GROWTH RK FUND	0	190.000	190.000
**D	APPIAN ASSET MANAGEMENT	0	727.131	727.131
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	0	209.756	209.756
**D	UAPF - BLACK ROCK PASSIVE EQUITY	0	12.633	12.633
**D	ATLAS DIVERSIFIED MASTER FUND LPD. C/O MAPLES CORPORATE SERVICES LIMITED	0	16	16
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	6.635	6.635
**D	NBIMC EAFE EQUITY INDEX FUND.	0	11.263	11.263
**D	NT MSCI EAFE INDEX FUND	0	5.436	5.436
**D	RBC PRIVATE OVERSEAS EQUITY POOL	0	65.391	65.391
**D	RBC INDIGO INTERNATIONAL EQUITYINDEX FUND	0	11.576	11.576
**D	BLUEPEARL MAP I LP.	0	14.552	14.552
**D	HBK MASTER FUND LP	0	176	176
**D	WELLINGTON FINANCIALS ABSOLUTE RETURN FUND LP	0	167.744	167.744
**D	HW HEDGED VALUE LP CORPORATION SERVICE COMPANY	0	458.691	458.691
**D	POINT72 ASSOCIATES LLC	0	116.700	116.700
**D	INTERNATIONAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O INTERTRUST CORP SVCS (CAYMAN) LTD	0	4.594	4.594
**D	CINCTIVE GLOBAL MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	2.575	2.575
**D	WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED	0	14.408	14.408
**D	THREE BRIDGES EUROPE FUND L.P.	0	581	581
**D	GREENLAND MASTER FUND LP C/O WALKERS CORPORATE LIMITED	0	144.390	144.390
**D	TURBOFAN INVESTORS FUND LP	0	549	549
**D	CAXTON INTERNATIONAL LIMITED	0	911	911
**D		0	1.442	1.442

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	COLTRANE MASTER FUND L.P.	0	88	88
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.134.218	1.134.218
**D	AHL STAFARB MASTER LIMITED C/O CITCO FRUSTEES (CAYMAN) LIMITED	0	15.869	15.869
**D	BAY POND INVESTORS (BERMUDA) LP C/O WELLINGTON MANAGEMENT CO	0	17.498	17.498
**D	SONA BLUE PEAK LTD C/O SONA ASSET MANAGEMENT (UK) LLP	0	54.000	54.000
**D	ILEX MASTER FUND LP	0	2.938.447	2.938.447
**D	ILEX MASTER FUND LP WALKERS CORPORATE LIMITED	0	164.930	164.930
**D	VERITION MULTI-STRATEGY MASTER FUND LTD.	0	606.163	606.163
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP	0	4.930.846	4.930.846
**D	MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP	0	1.019.057	1.019.057
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE IRELAND LIMITED.	0	846.481	846.481
**D	MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	0	3.639.600	3.639.600
**D	MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	0	11.475	11.475
**D	MARSHALL WACE COMMON CONTRACTU AL FUND - MWCCF WORLD TOPS 130 /30 FUND.	0	73.747	73.747
**D	MARSHALL WACE MASTER FUNDS SP - SP ALPHA PLUS FUND C/O MARSHALL WACE LLP	0	8.468	8.468
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	93.777	93.777
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	0	165.662	165.662
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND	0	224.116	224.116
**D	MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	0	371.358	371.358
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND	0	116.059	116.059
**D	MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	0	248.433	248.433
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	0	519.310	519.310
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND	0	100.754	100.754
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS FUND	0	272.500	272.500
**D	RP3 HOLDING S.R.L.	0	600.000	600.000
**D	FONDITALIA	0	448.659	448.659
**D	INTERFUND SICAV	0	14.116	14.116
**D	ABN AMRO FUNDS	0	40.800	40.800
**D	MEDIOLANUM FLESSIBILE SVILUPPO ITALIA	0	950.000	950.000
**D	MEDIOLANUM FLESSIBILE FUTURO ITALIA	0	4.567.024	4.567.024
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	4.952.647	4.952.647
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	15.900	15.900
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	117.796	117.796
**D	OMERS ADMINISTRATION CORPORATION	0	26.980	26.980
**D	AQR TA GLOBAL RELAXED CONSTRAINT EQUITY FUND, L.P.	0	9.220	9.220
**D	AQR FUNDSAQR MULTIASSET FUND	0	35.859	35.859
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	15.424	15.424
**D	NEW AIRWAYS PENSION SCHEME	0	5.824	5.824
**D	ABN AMRO FGR	0	4.820	4.820
**D	THE TUOMO O. VUOLTEENAHO 2025 CHARITABLE REMAINDER UNITRUST	0	107.061	107.061
**D	AQR FLEX 1 SERIES LLC - SERIES A9	0	107.658	107.658
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	348.243	348.243
**D	INTERNATIONAL MONETARY FUND	0	55.893	55.893
**D	INTERNATIONAL MONETARY FUND	0	66.663	66.663
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	6.414	6.414
**D	FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAO	0	41.943	41.943
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	406.732	406.732
**D	AQR FUNDS- AQR CVX FUSION FUND	0	2.346	2.346
**D	BAP PENSIONE 2007 FONDO PENSIONE APERTO	0	1.561	1.561
**D	FIDEURAM PIANO BILANCIATO ITALIA 50	0	257.085	257.085

Avanti diritto: 1.821
in proprio: 45

Teste: 57
in delega: 1.776

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIDEURAM PIANO AZIONI ITALIA	0	1.119.970	1.119.970
**D	EPSILON ASSOCIATI SGR - EPSILONGR DJONGRUN	0	934	934
**D	EPSILON ASSOCIATI SGR - EPSILONGR QRETURN	0	20.177	20.177
**D	FIDEURAM BILANCIATO	0	19.000	19.000
**D	FIDEURAM ITALIA	0	117.727	117.727
**D	AXA MPS PREVIDENZA PER TE - CRESCITA	0	657.840	657.840
**D	FONDO PENSIONE APERTO UBI PREVIDENZA	0	25.171	25.171
**D	ALLIANZ ITALIA 50 SPECIAL	0	34.000	34.000
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	1.275.000	1.275.000
**D	ALLIANZ AZIONI EUROPA	0	154.441	154.441
**D	EURIZON PROGETTO ITALIA 70	0	686.475	686.475
**D	EURIZON PROGETTO ITALIA 40	0	370.396	370.396
**D	EURIZON AZIONI ITALIA	0	3.200.437	3.200.437
**D	EURIZON AZIONI EUROPA	0	863.949	863.949
**D	EURIZON AZIONI AREA EURO	0	657.453	657.453
**D	EURIZON CAP SGR-RENDITA	0	8.950	8.950
**D	EURIZON AZIONI INTERNAZIONALI	0	797.109	797.109
**D	EURIZON PIR ITALIA AZIONI	0	74.577	74.577
**D	EURIZON STEP TO GLOBAL TRENDS	0	7.939	7.939
**D	EURIZON DYNAMIC STEP TO GLOBAL TRENDS	0	26.522	26.522
**D	EURIZON AM RILANCIO ITALIA TR	0	22.000	22.000
**D	EURIZON STEP 70 PIR ITALIA GIUGNO 2027	0	60.000	60.000
**D	FONDO PENSIONE APERTO IL MIO DOMANILAN	0	374.677	374.677
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	19.192	19.192
**D	NINETY ONE GLOBAL STRATEGY FUND	0	913.501	913.501
**D	VARIOPARTNER SICAV	0	84.099	84.099
**D	EURIZON AM SICAV	0	11.700	11.700
**D	EURIZON FUND	0	6.283.384	6.283.384
**D	EURIZON FUND II	0	447.821	447.821
**D	EURIZON NEXT 2.0	0	452.275	452.275
**D	INSTITUTIONAL SOLUTIONS FUND FCP-SIF	0	142.085	142.085
**D	ALLIS SICAV	0	187.870	187.870
**D	BLACKROCK STRATEGIC FUNDS	0	172.775	172.775
**D	BLACKROCK GLOBAL INDEX FUNDS	0	206.991	206.991
**D	AXA WORLD FUNDS SICAV	0	300.000	300.000
**D	YOURINDEX SICAV	0	107.025	107.025
**D	EURIZON INVESTMENT SICAV	0	367.144	367.144
**D	ISHARES ENHANCED INTERNATIONAL ACTIVE ETF	0	330	330
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	6.560	6.560
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	60.023	60.023
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0	89.050	89.050
**D	ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	0	45.149	45.149
**D	ISHARES MSCI EAFE INTERNATIONALINDEX FUND	0	1.226.202	1.226.202
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	5.904.990	5.904.990
**D	ISHARES III PUBLIC LIMITED COMPANY	0	5.795.948	5.795.948
**D	ISHARES III PUBLIC LIMITED COMPANY	0	3.131	3.131
**D	ISHARES V PUBLIC LIMITED COMPANY	0	699.726	699.726
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	979.189	979.189
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	1.680.402	1.680.402
**D	ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	0	4.149.406	4.149.406

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES STOXX EUROPE LARGE 200 UCITS ETF (DE)	0	26.157	26.157
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	905.775	905.775
**D	ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	0	5.178.993	5.178.993
**D	IBM 401(K) PLUS PLAN TRUST	0	322.301	322.301
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	137.055	137.055
**D	LAZARD INTERNATIONAL EQUITY PORTFOLIO	0	1.168.783	1.168.783
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	1.965.399	1.965.399
**D	M INTERNATIONAL EQUITY FUND	0	4.690	4.690
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	50.898	50.898
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	7.975.965	7.975.965
**D	SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	0	1.484.260	1.484.260
**D	SPDR PORTFOLIO EUROPE ETF	0	97.209	97.209
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	37.443	37.443
**D	MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	0	999	999
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	7.235	7.235
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	2.548.507	2.548.507
**D	SPDR MSCI ACWI EXUS ETF	0	175.293	175.293
**D	STATE OF MINNESOTA	0	16.488	16.488
**D	VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	0	187.783	187.783
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	120.077	120.077
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	1.755.360	1.755.360
**D	REGIME DE RETRAITE DE L'UNIVERSITE DE MONTREAL	0	294.920	294.920
**D	TIAACREF INTERNATIONAL EQUITY INDEX FUND	0	3.065.855	3.065.855
**D	COLLEGE RETIREMENT EQUITIES FUND	0	1.157.305	1.157.305
**D	VFMC INTERNATIONAL EQUITY TRUST2	0	6.656	6.656
**D	VFMC INTERNATIONAL EQUITY TRUST1	0	6.393	6.393
**D	VANECK MSCI INTERNATIONAL VALUEETF	0	23.448	23.448
**D	NGS SUPER	0	24.472	24.472
**D	AUSTRALIAN RETIREMENT TRUST	0	716.359	716.359
**D	PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND	0	593	593
**D	IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND	0	8.290	8.290
**D	PERPETUAL GLOBAL ALLOCATION ALPHA FUND	0	19.127	19.127
**D	RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	0	149.842	149.842
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	12.293	12.293
**D	RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND	0	32.234	32.234
**D	BRIGHTER SUPER	0	250	250
**D	BRIGHTER SUPER	0	8.974	8.974
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	14.149	14.149
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND	0	2.759	2.759
**D	AAI LIMITED	0	8.371	8.371
**D	BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	0	76.060	76.060
**D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	11.800	11.800
**D	PEOPLE'S BANK OF CHINA	0	16.791	16.791
**D	PEOPLE'S BANK OF CHINA	0	11.558	11.558
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK) EQUITY FUND	0	101.688	101.688
**D	SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	0	50.345	50.345
**D	MANAGED PENSION FUNDS LIMITED	0	97.309	97.309
**D	ALLIANZ GLOBAL INVESTORS FUND	0	257.437	257.437
**D	FONDO PENSIONE APERTO GIUSTINIANO	0	14.959	14.959
**D	PREVIDSYSTEM-FONDO PENSIONE APERTO	0	217.399	217.399



Avanti diritto: 1.821 Teste: 57
 in proprio: 45 in delega: 1.776

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	93.923	93.923
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	95.993	95.993
**D	CITY UNIVERSITY OF NEW YORK	0	1.742	1.742
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	61.319	61.319
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	102.110	102.110
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	37.679	37.679
**D	AMERICAN CENTURY ETF TR-AMERICAN CENT QUALITY DIVERSIFIED INTL ETF	0	53.894	53.894
**D	E TRADE NO FEE INTERNATIONAL INDEX FUND	0	4.526	4.526
**D	MOUNT HATTON INVESTMENTS LIMITED	0	19.015	19.015
**D	MGI FUNDS PLC	0	288.674	288.674
**D	AGLIALLIANZ VERMOEGENSBILDUNG EUROPA	0	292.534	292.534
**D	RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	0	85.567	85.567
**D	LVIP SSGA INTERNATIONAL INDEX FUND	0	279.566	279.566
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GF-UI-FONDS	0	7.380	7.380
**D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	386.973	386.973
**D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	10.725	10.725
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.109.730	1.109.730
**D	OPENWORLD PUBLIC LIMITED COMPANY	0	3.419	3.419
**D	SUNAMERICA SERIES TRUST - SA SCHRODERS VCP GLOBAL ALLOCATION PORT	0	532	532
**D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	93.254	93.254
**D	TRANSAMERICA MSCI EAFE INDEX VP	0	12.326	12.326
**D	DESJARDINS INTERNATIONAL EQUITYIND EX ETF	0	112.458	112.458
**D	PRINCIPAL LIFE INSURANCE COMPANY	0	50.700	50.700
**D	MAS PENSION SIFORE BASICA 60-64 SA DE C.V.	0	35.838	35.838
**D	MAS PENSION SIFORE BASICA 75-79 SA DE C.V.	0	70.265	70.265
**D	FIDELITY INTERNATIONAL, HIGH DIVIDEND INDEX ETF	0	244.105	244.105
**D	CITY OF NEW YORK GROUP TRUST	0	628.150	628.150
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	486.198	486.198
**D	SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY	0	85.477	85.477
**D	THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	0	171.091	171.091
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	1.921.902	1.921.902
**D	VENERABLE INTERNATIONAL INDEX FUND	0	87.856	87.856
**D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	524.394	524.394
**D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	289.025	289.025
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1	0	165.242	165.242
**D	PRESBYTERIAN CHURCH IN AMERICA 403 (B) (9) RETIREMENT PLAN	0	12.607	12.607
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL VALUE FUN	0	458.499	458.499
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	12.221	12.221
**D	BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSSET PORTFOLIO	0	1.467	1.467
**D	DIMENSIONAL FUNDS PLC	0	140.948	140.948
**D	CAPULA TAIL RISK MASTER FUND LIMITED	0	12.664	12.664
**D	CENTRAL PROVIDENT FUND BOARD	0	4.377	4.377
**D	EMO MSCI EAFE INDEX ETF	0	727.450	727.450
**D	THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	0	59.664	59.664
**D	GOVERNMENT PENSION INVESTMENT FUND	0	47.421	47.421
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	91.457	91.457
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR INDUSTRIA	0	1.958.279	1.958.279
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	3.719	3.719
**D	KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.646.002	2.646.002
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	56.247	56.247

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	8.179	8.179
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	48.502	48.502
**D	RUSSELL INVESTMENTS GLOBAL SMALLER COMPANIES POOL	0	1.194	1.194
**D	BANK OF KOREA	0	528	528
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.875.280	1.875.280
**D	PINNACLE ICAV	0	60.315	60.315
**D	MAS PENSION SIEFORE BASICA 90-94, SS DE C.V.	0	53.314	53.314
**D	MAS PENSION SIEFORE BASICA 65-69, SA DE C.V.	0	75.196	75.196
**D	FIDELITY COVINGTON TRUST:FIDELITY HIGH DIVIDEND ETF	0	603.819	603.819
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	15.776	15.776
**D	TEXAS MUNICIPAL RETIREMENT SYSTEM	0	236.427	236.427
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	11.153	11.153
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	0	1.282	1.282
**D	SSGA SPDR EFTS EUROPE I PUBLIC LIMITED COMPANY	0	93.921	93.921
**D	FCA CANADA INC. ELECTED MASTER TRUST	0	70.483	70.483
**D	SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	0	7.901	7.901
**D	SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	0	604	604
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	27.832	27.832
**D	AMERICAN BEACON DIVERSIFIED FUND	0	47.248	47.248
**D	COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF	0	770	770
**D	AMERICAN CENTURY ICAV	0	23.112	23.112
**D	AMERICAN BUREAU OF SHIPPING	0	1.720	1.720
**D	RTX SAVINGS PLAN MASTER TRUST	0	615.662	615.662
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	49.197	49.197
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.094.315	2.094.315
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	229.328	229.328
**D	INVESCO BCPL BADGER FUND, A SERIES OF INVESCO MULTI SERIES FUNDS II	0	9.695	9.695
**D	JUNIVERSITAS GB UMBRELLA FUND -JUNIVERSITAS MA M 1 FUND UNIT TRUST	0	6.379	6.379
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GS-UI-FONDS	0	7.380	7.380
**D	MDPM INTERNATIONAL EQUITY INDEX POOL	0	93.165	93.165
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	62.109	62.109
**D	JNL/MELLON MSCI WORLD INDEX FUND	0	23.065	23.065
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	8.950	8.950
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	2.108	2.108
**D	PRUDENTIAL HONG KONG LIMITED	0	33.545	33.545
**D	MAS PENSION SIEFORE BASICA 80-84, SA, DE C.V.	0	88.504	88.504
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL HIGH DIVIDEND ETF	0	3.425	3.425
**D	FIDELITY INTERNATIONAL VALUE INDEX ETF	0	1.197.118	1.197.118
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	471.335	471.335
**D	STATE STREET ICAV	0	39.246	39.246
**D	JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO	0	3.211	3.211
**D	STATE STREET IRELAND UNIT TRUST	0	2.999	2.999
**D	VANGUARD GLOBAL VALUE FACTOR ETF	0	67.904	67.904
**D	GLOBAL SYSTEMATIC ACTIVE EQUITIES	0	60.244	60.244
**D	WASHINGTON STATE INVESTMENT BOARD	0	705.018	705.018
**D	ASIAN DEVELOPMENT BANK	0	15.574	15.574
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	217.016	217.016
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	70.979	70.979
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	108.704	108.704
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	0	159.785	159.785

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HC CAPITAL TRUST- THE INSTIUTIONAL INTERNATIONAL EQUITY PORTFOL	0	25.980	25.980
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	20.121.927	20.121.927
**D	EMPOWER ANNUITY INSURANCE COMPANY	0	76.734	76.734
**D	STATE OF MINNESOTA	0	354.053	354.053
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	9.301	9.301
**D	FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	0	12.402	12.402
**D	FIDUCIE GLOBALE DES REGIMES DERETRAITE DE LA SOCIETE DE MONTREAL	0	60.232	60.232
**D	DESJARDINS SECURITE FINANCIERE COMPAGNIE D ASSURANCE VIE	0	6.327	6.327
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	29.306	29.306
**D	VALIC COMPANY I - INTERNATIONALSOCIAALLY RESPONSIBLE FUNDK	0	9.811	9.811
**D	THE CAPTIVE INVESTORS FUND	0	812.642	812.642
**D	CARDANO COMMON CONTRACTUAL FUND	0	10.382	10.382
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGK6 CARBON FOCUS	0	9.202	9.202
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	37.561	37.561
**D	AXA IM ETF ICAY	0	3.246	3.246
**D	MAS PENSTON SIEFORE BASICA 85-89 SA DE C.V.	0	86.658	86.658
**D	MATB MSCI KOKUSAI INDEX MOTHER FUND	0	42.087	42.087
**D	VNL LP	0	1.092	1.092
**D	MACF 2 HOLDING LLC	0	1.963	1.963
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	5.583	5.583
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	422.089	422.089
**D	WAFY FOUNDATION	0	934	934
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	738	738
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	89.294	89.294
**D	LACERA MASTER OPEB TRUST	0	44.496	44.496
**D	INSTITUTIONAL RETIREMENT TRUST	0	17.503	17.503
**D	INTE KAPITALANLAGEGSELLSCHAFT MBH FOR DC EUROLAND EQUITIES	0	246.480	246.480
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	3.605	3.605
**D	RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND	0	3.714	3.714
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	533.920	533.920
**D	JNL/DFI INTERNATIONAL CORE EQUITY FUND	0	158.284	158.284
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.781.622	1.781.622
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	2.178	2.178
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	37.799	37.799
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	6.438	6.438
**D	STICHTING ING CDC PENSIOENFONDS	0	5.351	5.351
**D	BANK OF KOREA	0	138	138
**D	PIMCO COMMODITIESPLUS STRATEGY FUND	0	46.500	46.500
**D	FIDELITY COVINGTON TRUST - FIDELITY DIVIDEND ETF FOR RISING RATE	0	2.578	2.578
**D	PIMCO ACCESS INCOME FUND	0	1.073.500	1.073.500
**D	FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF	0	215.803	215.803
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL VALUE FACTOR ETF	0	1.617	1.617
**D	POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY	0	265.447	265.447
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	6.924	6.924
**D	RUSSELL INVESTMENT'S MULTIASSET FACTOR EXPOSURE FUND	0	6.851	6.851
**D	SELFFINANCING POSTSECONDARY EDUCATION FUND	0	2.728	2.728
**D	HARTFORD SCHRODERS DIVERSIFIED GROWTH FUND	0	2.188	2.188
**D	BMO GLOBAL DIVIDEND OPPORTUNITIES FUND	0	244.028	244.028
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	60.848	60.848
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	87.804	87.804

LISTA ESITO DELLA VOTAZIONE

Objetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THRIFT SAVINGS PLAN	0	894.599	894.599
**D	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	364.335	364.335
**D	STATE STREET CCF	0	6.981	6.981
**D	COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	0	2.407	2.407
**D	LAZARD RETIREMENT INTERNATIONAL EQUITY PORTFOLIO	0	114.615	114.615
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKRAAKTIENEUROPAESG	0	318.150	318.150
**D	RUSSELL INVESTMENT COMPANY PLC	0	1.609	1.609
**D	LAZARD INTERNATIONAL EQUITY ADVANTAGE PORTFOLIO	0	1.148	1.148
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KEPT UNIVERSAL FONDS	0	28.587	28.587
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY TRUST	0	517.819	517.819
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	2.753	2.753
**D	FMR CAPITAL INC	0	1.886	1.886
**D	THE METHODIST HOSPITAL	0	82.637	82.637
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	171.224	171.224
**D	ARKWRIGHT, LLC	0	33.207	33.207
**D	KAISER PERMANENTE GROUP TRUST	0	12.822	12.822
**D	STATE STREET TOTAL RETURN VIS FUND	0	11.408	11.408
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	233.343	233.343
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	472.719	472.719
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS - ZIF GREEN	0	76.160	76.160
**D	NATWEST ST JAMES'S PLACE GREATER EUROPEAN PROGRESSIVE UNIT TRUST	0	1.785.980	1.785.980
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	481.829	481.829
**D	ESKOM PENSION AND PROVIDENT FUND	0	11.492	11.492
**D	COLUMBIA THREADNEEDLE (UK) ICVCIII - CT UNIVERSAL MAP INCOME FUND	0	7.004	7.004
**D	SOCIAL PROTECTION FUND	0	1.000	1.000
**D	NOW PENSIONS TRUST	0	78.834	78.834
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND	0	6.574	6.574
**D	CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	0	20.659	20.659
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	120.215	120.215
**D	BMO INTERNATIONAL DIVIDEND ETF	0	6.006	6.006
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	577.800	577.800
**D	AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	0	6.725	6.725
**D	MONTANA BOARD OF INVESTMENTS	0	5.409	5.409
**D	LM FUND LP	0	2.933	2.933
**D	RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC	0	4.297	4.297
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	62.088	62.088
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	0	8.791	8.791
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	12.611	12.611
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	27.912	27.912
**D	TANGERINE BALANCED PORTFOLIO	0	18.799	18.799
**D	SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND	0	72.212	72.212
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	13.835	13.835
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	29.240	29.240
**D	DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	0	3.180	3.180
**D	ALLSOLUTIONS IRELAND ICAV	0	59.299	59.299
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	20.885	20.885
**D	PIMCO DYNAMIC INCOME OPPORTUNITIES FUND	0	2.274.000	2.274.000
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	67.296	67.296
**D	MAS PENSION STEFORE BASICA 70-74, SA DE C.V.	0	69.570	69.570
**D	PUBLIC EMPLOYEES' LONG-TERM CARE FUND	0	32.623	32.623

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	0	709.300	709.300
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	905.240	905.240
**D	SPDR MSCI WORLD QUALITY MIX ETF	0	5.981	5.981
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENTEAKTIEN	0	85.000	85.000
**D	DYNAMIC ACTIVE GLOBAL FINANCIALSERVICES ETF	0	16.777	16.777
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	1.640.759	1.640.759
**D	KAISER FOUNDATION HOSPITALS	0	230	230
**D	IMGV INTERNATIONAL FUND	0	189.458	189.458
**D	SYLVAN PARTNERS, LLC	0	8.161	8.161
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND	0	4.740	4.740
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	11.774	11.774
**D	SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD	0	2.418	2.418
**D	ASIAN DEVELOPMENT BANK	0	12.576	12.576
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	0	3.602	3.602
**D	LAZARD ESC INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	12.495	12.495
**D	SMTB FOREI GN STOCK INDEX MOTHER FUND	0	1.433	1.433
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIEFONDS	0	149.165	149.165
**D	SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	89.454	89.454
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS	0	4.847	4.847
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	0	253.213	253.213
**D	HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	0	1.943	1.943
**D	HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND	0	459.113	459.113
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	0	24.962	24.962
**D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO	0	197.121	197.121
**D	SPICHTING PHILIPS PENSIOENFONDS	0	30.413	30.413
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	4.468.867	4.468.867
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTIUTIONAL FUNDS	0	3.200	3.200
**D	VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	0	2.513	2.513
**D	SOCIAL PROTECTION FUND:	0	1.105	1.105
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	29.256	29.256
**D	RGI FUNDS ICVC - RGI GLOBAL RECOVERY FUND	0	126.155	126.155
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	0	1.255	1.255
**D	LAZARD INTERNATIONAL EQUITY TRUST	0	45.691	45.691
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	24.606	24.606
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	0	741.182	741.182
6533	QUARTINI MARCO AURELIO	5	0	5
6558	MICHELGNOLI GUGLIEMO	0	0	0
RL*	GE.AL. S.P.A.	0	5.500	5.500
6647	PROVVEDI ANTONIO	0	0	0
6666	NOTO FILIPPO	26.510	0	26.510
DE*	CALT 2004 SRL	0	0	0
DE*	CED DIGITAL & SERVIZI SRL	0	0	0
DE*	FINCED SRL	0	0	0
DE*	IMPRESSE TIPOGRAFICHE VENETE SRL	0	0	0
DE*	P.I.M.-PUBBLICITA' MULTIMEDIA ITALIANA SRL	0	0	0
DE*	QUOTIDIANO DI PUGLIA SRL	0	0	0
DE*	STAMPA ROMA 2015 S.R.L.	0	0	0
DE*	STAMPA VENEZIA SRL	0	0	0
DE*	VIAPAR SRL	0	0	0
6680	VITALE FEDERICO	0	7.200.000	7.200.000
		0	0	0
		0	5.500	5.500
		26.510	0	26.510
		0	0	0
		0	16.030.000	16.030.000
		0	10.000	10.000
		0	18.150.000	18.150.000
		0	10.000	10.000
		0	10.000	10.000
		0	10.000	10.000
		0	10.000	10.000
		0	10.000	10.000
		0	10.000	10.000
		0	10.000	10.000
		0	7.200.000	7.200.000
		0	0	0

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
DE*	ANIMA HOLDING SPA	0	50.290.691	50.290.691
DE*	BANCO BPM SPA	0	62.984.485	62.984.485
6752	CHIARONI ANDREA	10	0	10
6800	FERRI GIOVANNI	0	2.000	2.000
6827	AMENDOLA SANTO	1.200	0	1.200
6879	ORTU MARIO	0	0	0
DE*	SEED S.R.L.	0	58.500	58.500
6920	NATALE ETTORE	11.000	0	11.000
7042	BIANCHIARDI GUIDO	25.000	0	25.000
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	PENE' FRANCO	0	1.013.200	1.013.200
**D	MAIRE INVESTMENTS S.P.A.	0	275.000	275.000
**D	ECONOMA S.R.L.	0	500.000	500.000
***	FIORITO MATTEO	0	11.000	11.000
***	DEL GIUDICE MARIAELISA	0	25.000	25.000
***	ASCARI FEDERICO	0	1.720	1.720
***	CACCAVALE ANTONIO	0	2.721	2.721
***	GABELLI MASSIMO	0	15.000	15.000
***	DE FAVERI MARCO	0	1.306	1.306
***	DI FATTA GIUSEPPE	0	1.400	1.400
***	DI FATTA GIUSEPPE	0	390	390
***	SCLOPIS GABRIELE VITTORIO GREGORIO	0	32.000	32.000
7176	CADAMURO ANGELO	43.150	0	43.150
RL*	CADAMURO COSTRUZIONI S.R.L.	42.500	0	42.500
7187	EREDE MATTEO MARIA FRANCESCO TOMMASO	0	0	0
DE*	DELFIN S.A.R.L.	0	0	0
7199	BRUNAMONTI FABIO	5	0	5
7221	RAVAIOLI MARCO	0	0	0
DE*	AUSONIA S.R.L.	0	13.100.000	13.100.000
DE*	ESPERIA 15 SRL	0	13.100.000	13.100.000
DE*	GAMMA SRL	0	56.950.000	56.950.000
DE*	IMMAKO SRL	0	1.500.000	1.500.000
DE*	ISTITUTO FINANZIARIO 2012 SPA	0	29.460.000	29.460.000
DE*	M.K. 87 SPA	0	10.000	10.000
7246	SPALVIERI ANTONIO	2.263	0	2.263
7254	BRETTONI FEDERICO	260	0	260
7285	MANTOVANI FRANCESCA	4.250	0	4.250
7307	TORTORA ELEONORA	178.925	0	178.925
7357	TORTORA FIERLUJIGI	1.850.000	0	1.850.000
RL*	PLT HOLDING S.R.L.	18.991.874	0	18.991.874
RL*	PLT S.P.A.	13.341.954	0	13.341.954
DE*	SO.FIRIS S.R.L.	0	563.592	563.592
7368	ROMANO RICCARDO	0	146.780	146.780
DE*	FEIDOS SPA	0	1.050.000	1.050.000
7398	BARRA CARACCILO	0	122.397	122.397
7484	IACOPINI FABIO	25.000	0	25.000
7495	BETTI LORENZO	20.000	0	20.000
7568	BIENIECKA ANNA	20.395	0	20.395
7569	ROSSI CARLO	0	0	0
RL*	FONDAZIONE MONTE DEI PASCHI DI SIENA	6.190.556	0	6.190.556
Avanti diritto:		1.821	Teste:	57
in proprio:		45	in delega:	1.776

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
7575	ALBANO ARTURO	0	0	0
DE*	ALPHA UCITS SICAV-AMBER EQUITY FUND	0	128.000	128.000
DE*	AMBER CAPITAL INVESTMENT MANAGEMENT ICAV - AMBER EVENT DRIVE	0	374.330	374.330
DE*	PRIVILEGE - AMBER EVENT EUROPE	0	623.000	623.000
7582	GIOTTI AURO	1.100	0	1.100
7629	MAZZEI ROBERTO	0	80.000	80.000
7649	DORELLA CHRISTIAN	0	0	0
RL*	G.G.G. SPA	0	0	0
7689	FAULI FRANCESCO	61.583.312	0	61.583.312
7698	SCAPECCHI STEFANO	0	41.609	41.609
7708	RIMOLDI FABIO	10	0	10
		70.000	0	70.000

Totale voti 1.869.735.126

Percentuale votanti % 94,804726

Percentuale Capitale % 61,536464

Aventi diritto:
in proprio:

1.821 Teste:
45 in delega:

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57
1.776

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
6006	CHINI ALESSANDRO	3.501	0	3.501
6008	VENA DONATO	22.700	0	22.700
6029	CONFORTI ALESSANDRO	3.001	0	3.001
6034	CORSI SANDRO	4.200	0	4.200
6037	DE MEJO ALBERTO	2.000	0	2.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	981.965	981.965
6101	VALORI VINCENZO	4.101	0	4.101
6127	PACCHIARINI MARCO	50	0	50
6210	CERVELLI FABIO	2.800	0	2.800
6235	SCHIAVON BRUNO	759	0	759
6252	VALENTI GIULIO	5.000	0	5.000
6256	MARMUGI RENZO	1.000	0	1.000
6325	FANTINI FILIPPO	40.201	0	40.201
6326	GRIZZI OTTORINO	10	0	10
6401	DI FRANZIA FABRIZIO GIOVANNI MARIA	55.241	0	55.241
6403	FARCAS CRISTINA	12.950	0	12.950
6407	CAPPELLETTO MARCO	0	754	754
6473	TREVISAN DARIO	0	0	0
***	TIRONI MATTEO	0	18	18
***	BCV ENHANCED EUROPE EQUITY ESG	0	25.393	25.393
***	BCV SYSTEMATIC PREMIA EUROPE EQUITY ESG	0	5.176	5.176
***	CAISSE DE PENSIONS DU PERSONNEL COMMUNAL DE LAUSANNE (CPCL)	0	35.431	35.431
***	UBS ASSET MANAGEMENT LIFE LTD	0	89.364	89.364
***	MEAG PEGASUS	0	23.488	23.488
***	MEAG EUROERTRAG	0	44.000	44.000
***	ERAFP ACTIONS EURO IV	0	71.776	71.776
***	MEAG DIVIDENDE	0	166.965	166.965
***	MEAG EUROBALANCE	0	3.238.524	3.238.524
***	MEAG PREMIUM	0	64.817	64.817
***	MEAG EUROKAPITAL	0	15.185	15.185
***	BESTSELECT - UBS SRI GLOBAL EQUITY	0	116.920	116.920
***	UNIVERSITIES SUPERANNUATION SCHEME	0	140.105	140.105
***	AMP INTERNATIONAL EQUITY INDEX FUND	0	473.000	473.000
***	AUSTRALIANSUPER	0	13.513	13.513
***	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	184.597	184.597
***	TURICUM - AKTIEN UND IMMOBILIENWERTSCHRIFTEN	0	67.272	67.272
***	CARESUPER	0	40.984	40.984
***	UNISUPER	0	49.038	49.038
***	HESTA	0	1.478	1.478
***	INVESTINGFORENINGEN/ BANKINVEST GLOBALE AKTIER INDEKS AKK. KL	0	512.573	512.573
***	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	8.425	8.425
***	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	0	61.713	61.713
***	INDUSPRIENS PENSIONSORSIKRING A/S	0	7.521	7.521
***	INVESTINGFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL	0	16.620	16.620
***	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	467.655	467.655
***	HUMANIS RETRAITE ACTIONS EMPLOI SANTE	0	235.467	235.467
***	SIENNA GESTION	0	7.839	7.839
***	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING 26	0	0	0



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	19.829	19.829
**D	FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND	0	171.034	171.034
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	0	330.345	330.345
**D	EUROPE INCOME FAMILY	0	550.000	550.000
**D	FIL GENESIS LIMITED - FIDELITY FOC EAFE PILOT	0	2.943	2.943
**D	FIDELITY FUNDS - EUROPEAN CORE EQUITY POOL	0	51.387	51.387
**D	SIMPLICITY HEDGED GLOBAL SHARE FUND	0	48.780	48.780
**D	SIMPLICITY UNHEDGED GLOBAL SHARE FUND	0	49.896	49.896
**D	ERAPP ACTIONS EURO VII	0	1.778.102	1.778.102
**D	FIDELITY UCITS ICAV - FIDELITY GLOBAL EQUITY RESEARCH ENHANCED UCITS ETF	0	5.442	5.442
**D	FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	0	230.246	230.246
**D	FIDELITY UCITS ICAV - FIDELITY EUROPE EQUITY RESEARCH ENHANCED UCITS ETF	0	18.005	18.005
**D	FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	0	155.004	155.004
**D	FIDELITY FUNDS - ITALY POOL	0	4.071.216	4.071.216
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH	0	322.487	322.487
**D	AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL	0	69.016	69.016
**D	SYNERGIE - ACTIONS GLOBALES TARGETNETZERO	0	38.688	38.688
**D	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES LARGE CAP	0	26.666	26.666
**D	CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STRAATSPERSONALS	0	5.995	5.995
**D	FONDS DE PLACEMENT UNIGE - ACTIONS ETRANGERES	0	12.013	12.013
**D	CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET	0	21.671	21.671
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - B	0	157.353	157.353
**D	SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES	0	18.865	18.865
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - A	0	157.266	157.266
**D	CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE	0	182.901	182.901
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	4.504	4.504
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	13.490	13.490
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	5.419	5.419
**D	AVIVA LIFE & PENSIONS UK LIMITED	0	1.085.894	1.085.894
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	142.287	142.287
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	0	186.155	186.155
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	293	293
**D	AVIVA LIFE AND PENSIONS UK LIMITED	0	16.423	16.423
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	411	411
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	107.657	107.657
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	10.496	10.496
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	28.428	28.428
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS MULTI-STRATEGY TARGET RETURN FUND	0	91.626	91.626
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	35.366	35.366
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	30.714	30.714
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	10.025	10.025
**D	CENTRAL BANK OF IRELAND MSCI PAB	0	33.173	33.173
**D	OSSIAM BLOOMBERG WORLD PAB UCITS ETF	0	1.770	1.770
**D	FCP PEA COURT TERME	0	1.279.490	1.279.490
**D	GROUPAMA OPPORTUNITIES EUROPE	0	1.149.086	1.149.086
**D	GROUPAMA EUROPE STOCK	0	83.047	83.047
**D	ALLOCATION PROTECTION 80	0	364.988	364.988
**D	ALLOCATION INVEST EQUITY CORE	0	35.406	35.406

Aventi diritto:
in proprio:

242
41

Teste:
in delega:

49
201

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	CL CENTRE MANCHE	0	4.668	4.668
***D	GROUPAMA LOIRE BRETAGNE LOCAL 1	0	11.877	11.877
***D	GROUPAMA GRAND EST	0	12.406	12.406
***D	GROUPAMA MEDITERRANEE	0	12.582	12.582
***D	GROUPAMA NORD EST	0	11.575	11.575
***D	FCP CSS LOC GROUPAMA PARIS VAL DE LOIRE	0	6.062	6.062
***D	GROUPAMA LOIRE BRETAGNE REGIONAL 1	0	15.231	15.231
***D	GROUPAMA LOIRE BRETAGNE LOCAL 2	0	10.912	10.912
***D	NAXIS SOLUTIONS PROTECT 75	0	141.321	141.321
***D	APICIL ACTIONS EURO	0	11.360	11.360
***D	OFI INVEST ESG ACTIONS MIEUX VIVRE	0	15.424	15.424
***D	PARMA PEA JUIN 2025	0	65.480	65.480
***D	PARMA PEA JUILLET 2026	0	351.435	351.435
***D	CORALUM PEA JUIN 2026	0	26.709	26.709
***D	AVIVA INVESTORS	0	19.905	19.905
***D	UBS TRPL INCO ERPN BK EQ STRTGY FD	0	45.257	45.257
***D	AVIVA INVESTORS GLOBAL	0	24.533	24.533
***D	EUROPEAN CENTRAL BANK	0	33.907	33.907
***D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO	0	2.383	2.383
***D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	23.212	23.212
***D	DEAM-FONDS ZDV	0	13.325	13.325
***D	DEUTSCHE DCG EQ	0	5.859	5.859
***D	DWS INVESTMENT GMBH ON BEHALF OF DEAM-FONDS ZAT 1	0	137.655	137.655
***D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I	0	108.536	108.536
***D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES III	0	124.122	124.122
***D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	3.631	3.631
***D	BLACKROCK SOLUTIONS FUNDS IC4V	0	171.988	171.988
***D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	11.717	11.717
***D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT	0	270.000	270.000
***D	STATE OF WISCONSIN INVESTMENT BOARD	0	2	2
***D	STOK ERIK	0	1	1
***D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	726.724	726.724
***D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	313.164	313.164
***D	MIGROS BANK (LUX) FONDS 30	0	2.690	2.690
***D	MIGROS BANK (LUX) FONDS 50	0	5.570	5.570
***D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	2.700	2.700
***D	UBS (LUX) EQUITY SICAV - GLOBAL HIGH DIVIDEND	0	1.156.532	1.156.532
***D	UBS FUND MANAGEMENT (LUXEMBOURG) SA	0	39.000	39.000
***D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	684.855	684.855
***D	GWT I PLACEMENTS TRADITIONNELS ACTIONS ETRANGERES	0	22.462	22.462
***D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	56.503	56.503
***D	BARCLAYS MULTI-MANAGER FUND PLC	0	60.491	60.491
***D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE O	0	4.743	4.743
***D	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	0	9.649	9.649
***D	MINWORKERS' PENSION SCHEME	0	194.937	194.937
***D	TELSTRA SUPER PTY LTD AS TRUSTEE FOR TELSTRA SUPERANNUATION	0	52.324	52.324
***D	THE NEMOURS FOUNDATION PENSION PLAN	0	1.314	1.314
***D	NORTHAMPTONSHIRE PENSION FUND	0	11.267	11.267



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND	0	11.095	11.095
**D	HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T	0	4.843	4.843
**D	EAST SUSSEX PENSION FUND	0	14.063	14.063
**D	ALFRED I. DUPONT CHARITABLE TRUST	0	22.841	22.841
**D	COAL STAFF SUPERANNUATION SCHEME TRUSTEES LIMITED	0	61.456	61.456
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	351.955	351.955
**D	LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	0	230.670	230.670
**D	UBS COMMON CONTRACTUAL FUND	0	2.519	2.519
**D	THE GREATER MANCHESTER PENSION FUND	0	634.886	634.886
**D	UNIVEST.	0	39.360	39.360
**D	COLONIAL FIRST STATE INVESTMENT FUND 50.	0	44.939	44.939
**D	COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	0	115.349	115.349
**D	COMMONWEALTH GLOBAL SHARE FUND 30.	0	572.766	572.766
**D	HPL - HP PST HOTCHKIS AND WILEY	0	59.064	59.064
**D	HSTPLUS POOLED SUPERANNUATION TRUST	0	68.036	68.036
**D	COLONIAL FIRST STATE INVESTMENT FUND 291	0	4.922	4.922
**D	COLONIAL FIRST STATE SPECIALIST FUND 4	0	87.724	87.724
**D	CFSIL RE CNEALTH GS FD 16	0	50.525	50.525
**D	CFSIL RE COLONIAL FS INV FUND 55	0	69.812	69.812
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	10.719	10.719
**D	DMS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND	0	15.129	15.129
**D	ARERO - DER WELTFONDS - ESG	0	58.679	58.679
**D	UBS LUX FUND SOLUTIONS	0	2.614.095	2.614.095
**D	CREDIT SUISSE INDEX FUND (LUX)	0	903.451	903.451
**D	XTRACKERS	0	43.959	43.959
**D	DMS MULTI ASSET PIR FUND	0	65.000	65.000
**D	INTERNATIONAL EQUITIES SECTOR TRUST	0	3.632	3.632
**D	RETAIL EMPLOYEES SUPERANNUATIONTRUST	0	104.595	104.595
**D	AWARE SUPER	0	10.094	10.094
**D	TEAM SUPERANNUATION FUND	0	1.787	1.787
**D	PEOPLE'S BANK OF CHINA	0	47.967	47.967
**D	OSSIAM LUX	0	101.452	101.452
**D	FIDELITY GLOBAL FINANCIAL SERVICES FUND	0	9.343	9.343
**D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	791.476	791.476
**D	DMS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN	0	9.295	9.295
**D	PROCTER AND GAMBLE BELGIUM PENSION FUND	0	4.855	4.855
**D	UBS (IRL) ETF PLC	0	493.578	493.578
**D	DMS INVESTMENT GMBH FOR DEAM-FONDS CPT	0	4.614	4.614
**D	DMS INVESTMENT GMBH FOR DEAMFONDS PG EQ	0	22.000	22.000
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG VISION	0	78.430	78.430
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ATLAS	0	77.442	77.442
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I	0	80.255	80.255
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	6.986	6.986
**D	BANK OF KOREA	0	505	505
**D	DMS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	21.221	21.221
**D	MEAG MUNICH ERGO KAPITALANLAGEGES MBH FOR MEAG EUROSTAR	0	11.187	11.187
**D	MEAG PENSION INVEST	0	39.043	39.043
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	0	67.025	67.025

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
CONTRARI

Badge	Ragione Sociale	Proprio.	Delega	Totale
**D	DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER	0	3.290	3.290
**D	MEAG MULTI LIFE	0	100.947	100.947
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	0	190.797	190.797
6500	RIZZO GABRIELE	45.000	4.000	49.000
6541	BOSSIELLO GIUSEPPE	25.840	0	25.840
6566	STADERINI PIETRO	1	0	1
6577	GALLERI PAOLO	9.450	0	9.450
6583	CAPPELLOTTI LORENZO	0	4.000	4.000
DE*	CASTALIA FOUNDATION	0	112.690	112.690
6657	RIZZI GIANNATTEO	1.940	0	1.940
6761	BAGNAI ROSSANO	12.442	0	12.442
6782	SILVESTRI LORENZO	5.000	0	5.000
6788	GALASSINI OMERO	100	0	100
6888	CAGLIANONE GIAMPAOLO	1.500	0	1.500
6929	BRACALI LEONARDO	7.978	0	7.978
6975	ADINOLFI VINCENZO	250.000	0	250.000
6991	DI BLASIO GIUSEPPE	500	0	500
7024	GABRIELE LUCA	0	4.970	4.970
7056	BORBOOTTI SANDRO	3.420	0	3.420
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENZATO	0	0	0
***	LORUSSO COSIMO DAMIANO	0	14.000	14.000
7101	FRAGIOLINI MONICA	15.000	0	15.000
7231	CUTINI MARIO	100	0	100
7233	ROGANTINI PICCO LUIGI	1	0	1
7286	GIANNELLI LEONARDO	10	0	10
7301	TOCCHI TITO	202	0	202
7327	MENSINI MARIO	19.350	0	19.350
7352	MALVESTIO MASSIMO	0	0	0
DE*	HERMES LINDER FUND SICAV	0	7.859.715	7.859.715
DE*	PRAUDE MICRO AND SMALL CAP FUND	0	292.375	292.375
DE*	PRAUDE TOTAL RETURN FUND	0	2.714.010	2.714.010
DE*	VENIERO HOLDINGS LIMITED	0	12.751.886	12.751.886
7387	MONTANARELLA ROSANNA	6.171	0	6.171
7393	BIVONA GIUSEPPE	0	1	1
7437	SIMONELLI ENNIO	144	0	144
7473	BURRINI SERGIO	10	0	10
7683	MOSCATELLI FILIPPO	2	0	2
7685	DEGL' INNOCENTI MARCELLO	15.005	0	15.005
7716	GRANAI ALDO	455	0	455
7719	TURRENI FRANCESCO	10.000	0	10.000
Totale voti		59.557.185		
Percentuale votanti %		3,019841		
Percentuale Capitale %		1,960138		

Aventi diritto:
in proprio:

242 Teste:
41 in delega:

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1A



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
6080	TASSI SONIA	300	25.001	25.301
6087	SERRAGLI STEFANO	2.000	0	2.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	1.479.465	1.479.465
6110	FTORETTO KATRINE	140	0	140
6209	CINI LEANDRO	6	0	6
6220	LOTTI ALESSANDRO	1	0	1
6351	BABBONI PAOLA	7.866	0	7.866
6416	GARELLA LUCA	0	0	0
DE*	BLUEPOINT MANAGEMENT LTD	0	0	0
DE*	ULTIMA HOLDING S.A.	0	0	0
DE*	UNIONE FIDUCIARIA SPA	0	2.700.000	2.700.000
6426	PALATRESI EMILIO	1.500	333.000	333.000
6452	SERRAGLI FRANCESCO	950	395.000	395.000
6461	MARTELLACCI FRANCESCA	3.900	0	1.500
6462	CAUDULLO ALFREDO	40.000	0	950
6473	TREVISAN DARIO	0	0	3.900
**D	THE WHITE MAGNOLIA TRUST	0	0	40.000
**D	PARLATORE ERMENEGILDO	0	150.000	150.000
**D	WHITE LOTUS FOUNDATION	0	1.125.000	1.125.000
**D	FONDO PENSIONE COMETA	0	200.000	200.000
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	0	284.469	284.469
**D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	166.193	166.193
**D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	55.091	55.091
**D	PARLATORE ERMENEGILDO	0	40.325	40.325
**D	CHALLENGE FUNDS CHALLENGE ITALIAN EQUITY	0	384.500	384.500
6548	PIEVANI ANGELO	1.000.000	175.000	175.000
RL*	BOTTONIFICIO B.A.P. S.P.A.	2.000.000	304.800	304.800
6575	MARTELLACCI ELENA	15.100	0	1.000.000
6593	RISANI FULVIO	20	0	2.000.000
6603	MASTROGIACOMO LUCA	2.000	0	15.100
6679	AVITABILE GIOVANNI	60.000	0	20
6691	FRANCESCHIN MAURIZIO	11	0	2.000
6847	PAOLONE SHARON	2.500	0	60.000
6884	SEMPLICI ROMOLO	500	0	11
6914	PANCACCINI DANIELE DELFO COSTANTINO	60	0	2.500
6937	DE MARTINO MATTEO	2.000	0	500
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	2.000
**D	TURI UGO	0	0	0
**D	FUSARI PAOLO	0	30.500	30.500
**D	ABBA PAOLO	0	16.360	16.360
**D	RINALDI PAOLO	0	28.000	28.000
**D	RINALDI MARCO ANDREA	0	4.400	4.400
**D	CATTANEO CLAUDIA	0	1.320	1.320
**D	FERDEGHINI ANDREA	0	10.000	10.000
**D	CICERI MASSIMILIANO	0	1.600	1.600
**D	LIVRAGHI ANNA MARIA	0	1.000	1.000
7279	MONTIGIANI MAURIZIO	1.000	0	1.000

Avanti diritto:
in proprio:

83 Teste:
32 in delega:

37
51

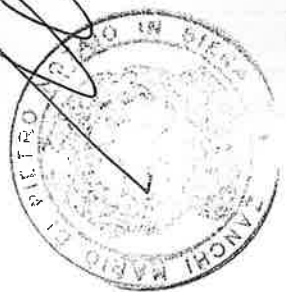
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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
ASTENUTI

Badge	Regione Sociale	Proprio	Delega	Totale
7321	TONIACCINI GIANNI	12	0	12
7334	ANGELINI CESARE	2.500	0	2.500
7401	VEZZOLI NICCOLO'	0	0	0
DE*	IN CROISSANTERIA S.R.L.	0	80.000	80.000
7425	CAPANNA GIUSEPPE	0	0	0
DE*	MIRIA GROWTH FUND SA SICAV RAIF ITACA MULTI STRATEGY	0	31.600.000	31.600.000
7482	VALERI TIZIANA	1	0	1
7510	GHIARDI FABIO	45.000	0	45.000
7600	BAGNOLI MASSIMO	2.213	0	2.213
7613	MARTELLACCI GABRIELLO	37.000	21.900	58.900
7640	PASINI VALERIO	110	0	110
7648	ANARELLA NUNZIA	7.000	0	7.000
7722	CAPTANI MAURO	32	0	32
7738	CUOMO PIETRO	2.275	0	2.275

Totale voti 42.849.921
Percentuale votanti % 2,172701
Percentuale Capitale % 1,410271



Avanti diritto:
in proprio:

83 Teste:
32 in delega:

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51

LISTA ESITO DELLA VOTAZIONE

Objetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
NON VOTANTI

Badge	Regione Sociale	Proprio	Delega	Totale
6135	PISANU PIERO	10	0	10
6178	GRANAI ANDREA	1	0	1
6301	ROCCA RICCARDO	0	0	0
RL*	CROMWELL GROUP S.R.L.	100	0	100
6457	SALVO' NICOLETTA	1	0	1
6607	GRECO LUCA	100	0	100
6830	FIASCHI FABIO	2.600	0	2.600
6926	FINUCCI GIORGIO	1	0	1
6983	ROSSI EUGENIO	10.000	0	10.000
7088	CORSETTI PAOLO	1.000	0	1.000
7092	SILVESTRI ALESSIA	57	0	57
7433	PIZZUTO LUIGI	10	0	10
7441	BURLAMACCHI KARINE	15.000	0	15.000
7644	D. ACAMPORA GIAMMARCO	2.000	0	2.000
7687	MAGNI CARLO	10	0	10
			23.000	23.057
				10.000
				1.000
				15.000
				2.000
				10

Totale voti 53.890
 Percentuale votanti % 0,002732
 Percentuale Capitale % 0,001774

Aventi diritto:
 in proprio:

15 Teste:
 14 in delega:

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
VOTI ESCLUSI DAL QUORUM Deliberativo

Badge	Ragione Sociale	Proprio	Delega	Totale
6473	TREVISAN DARIO	0	0	0
**D	TENAX GLOBAL EQUITY FUND	0	476.122	476.122
**D	TENAX FINANCIAL UCITS FUND	0	50.939	50.939
**D	SIREF FIDUCIARA SPA	0	55.495	55.495
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	COMELLI PAOLA	0	3.000	3.000
***	FANTONI MARCO	0	1.000	1.000
***	PATRIZI STEFANO	0	31.120	31.120
***	AGOSTINI PATRIZIA	0	30.000	30.000
***	AGOSTINI GIOVANNI	0	41.250	41.250
***	PATRIZI CLAUDIO	0	5.000	5.000
***	GERARDI GABRIELE	0	6.000	6.000
**D	M.D.O. DEI FRATELLI DOMENICO E FIORE FOTI SOCIETA' IN	0	20.000	20.000
***	LAZZARI PAOLA	0	2.000	2.000
***	TEZA ALBERTO	0	3.000	3.000
**D	EL PEPINO IMMOBILIARE S.R.L.	0	2.000.000	2.000.000
**D	FUGAS S.P.A.	0	500.000	500.000
***	MAURRI SANDRO	0	53.500	53.500
**D	TRUST BENI CERVI	0	37.998	37.998
***	BONFIGLI DOMENICO	0	506.600	506.600
***	GUASCO PAOLO	0	117.500	117.500
**D	VOVO S.R.L.	0	9.000	9.000
***	BIONDI PAOLO	0	40.000	40.000
***	LOMBARDI COSIMO	0	18.000	18.000
***	MAGGIANI GIORGIO	0	177.500	177.500
**D	FONDAZIONE PIERO BONGIANINO ONLUS	0	22.500	22.500
**D	BOSI & PARTNERS S.A.S.	0	9.600	9.600
***	TRUST MARMAROLA	0	90.900	90.900
***	BOSI LUCA GIOVANNI MARIA	0	16.500	16.500
***	PAVONI VALTER	0	38.000	38.000
***	AGOSTINI GIOVANNI	0	25.000	25.000
***	GERARDI GABRIELE	0	8.000	8.000
***	GERARDI CARLA	0	5.000	5.000
***	DALLA PRIA DANIELE	0	18.502	18.502
***	LUCIANI GIUSEPPE	0	13.000	13.000
***	LIACI PIERO	0	24.000	24.000
***	PORTO GIUSEPPE SANTO	0	20.000	20.000
***	GIUDITTA MICHELE	0	1.000	1.000
***	NAVA GIUSEPPE	0	59.000	59.000
***	FIASCONARO FILIPPO	0	46.000	46.000
	Totale voti		4.582.026	
	Percentuale votanti %		0,232331	
	Percentuale Capitale %		0,150803	

Avanti diritto: 38 Teste: 3
in proprio: 0 in delega: 38

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.2) voto vincolante sulla prima sezione relativa alla politica in materia di remunerazione
VOTI NON COMPUTATI (Non Votati)

Badge *RA* Ragione Sociale

COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO

Proprio 0

Delega 2.777.578

Totale 2.777.578

Totale voti 2.777.578

Percentuale votanti % 0,140837

Percentuale Capitale % 0,091415

Avanti diritto:
in proprio:

20 Teste:
0 in delega:

1
20

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2-3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	48.768.541	48.768.541
6096	BUTI LUCA	9	0	9
6128	GOSTI GIULIA	0	300	300
6229	ROSSI ANTONIO	2	0	2
6257	ORSI GIUSEPPE	8.500	0	8.500
6279	TOSELLI BARBARA	10	0	10
6281	PESCI GIOVANNI	1	0	1
6293	BALESTRI SAMANTHA	10	0	10
6328	VASTA LUIGI	0	0	0
DE*	A.D.FID SRL SOCIETA' FIDUCIARIA E DI R EVISIONE	0	1.000	1.000
DE*	AZUFIN SPA	0	13.000.000	13.000.000
DE*	FINANZIARIA ITALIA 2005 SPA	0	62.000.000	62.000.000
RL*	FINCAL SOCIETA' PER AZIONI	89.600.000	0	89.600.000
DE*	INTERMEDIA SRL	0	120.000	120.000
DE*	QUARTA IBERICA SRL	0	9.660.000	9.660.000
DE*	SO.CO.GE.IM SPA	0	10.250.000	10.250.000
DE*	SOVANA S.R.L.	0	10.000	10.000
DE*	VM 2006 SRL	0	69.800.000	69.800.000
6337	MARCHETTI BEATRICE	2	0	2
6391	CORSINI ROBERTO	377	0	377
6443	PASANISI CRISTIANO	700	20.513	21.213
6448	CORRADINI CARLO	0	0	0
RL*	CORRADINI & C. S.R.L.	61.758	0	61.758
6466	SABBATINI ALESSANDRO	26	0	26
6473	TREVISAN DARIO	0	0	0
**D	DEGUSSA BANK-UNIVERSAL-RENTENFONDS	0	470.498	470.498
**D	MASTERINVEST KAPITALANLAGE GMBH	0	7.417	7.417
**D	LF - AI IMPACT EQUITY EU	0	4.173	4.173
**D	SIEMENS GLOBAL EQUITIES	0	15.487	15.487
**D	SIEMENS EUROINVEST AKTIEN	0	15.183	15.183
**D	TIMM INVEST EUROPA PLUS	0	3.740	3.740
**D	TAGES CAPITAL ICAV - IVCT EUROPEAN EQUIT	0	7.088.936	7.088.936
**D	HELABA INV KAPITALANL GES MBH HI SZVA 2	0	112.400	112.400
**D	HELABA INVEST KAG MBH HI KAPPA 10 SFONDS	0	118.700	118.700
**D	PREVINDAI FONDO PENSIONE	0	251.250	251.250
**D	SWISSCANTO FONDSLEITUNG AG	0	687.117	687.117
**D	BCV ENHANCED EUROPE EQUITY ESG	0	25.393	25.393
**D	BCV SYSTEMATIC PREMIA EUROPE EQUITY ESG	0	5.176	5.176
**D	CAISSE DE PENSIONS DU PERSONNEL COMMUNAL DE LAUSANNE (CPCL)	0	35.431	35.431
**D	PICPET - MULTI ASSET GLOBAL OPPORTUNITIES	0	9.825	9.825
**D	BAYERNINVEST KVG MBH VKB PORTFOLIO VK MSCI WORLD	0	3.184	3.184
**D	WORLD TRADE ORGANIZATION PENSION PLAN	0	17.982	17.982
**D	BAYERNINVEST KVG MBH VK EUROPA AKTIEN	0	187.659	187.659
**D	PICPET CH - GLOBAL EQUITIES	0	15.034	15.034
**D	TWO SIGMA EQUITY RISK PREMIA-PORTFOLIO LLC	0	254.514	254.514
**D	TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC	0	506.733	506.733
**D	VERITION MULTI STRATEGY MASTER FUND LTDG	0	589.986	589.986
**D	HUDSON BAY MASTER FUND LTD TRADING	0	202.640	202.640

ALLEGATO LETT. P2 ALL'ATTO
 N° 45980 DI REPERTORIO
 N° 23589 DI RACCOLTA



SM

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

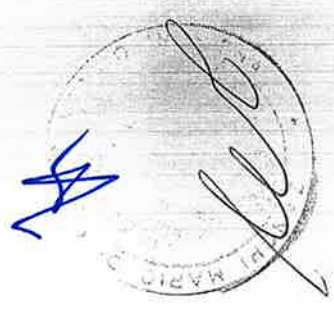
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BLUEHARBOUR MAP	0	381.745	381.745
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P	0	1.488.794	1.488.794
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	209.633	209.633
**D	MORGAN STANLEY INVESTMENT FUNDS	0	83.520	83.520
**D	ROBECO CAPITAL GROWTH FUNDS	0	41.663	41.663
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	10.221	10.221
**D	CHURCH COMMISSIONERS FOR ENGLAND	0	14.680	14.680
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	18.986	18.986
**D	UI-FONDS RBSG	0	2.378	2.378
**D	STOREBRAND EUROPA PLUS	0	25.1934	25.1934
**D	NFS LIMITED	0	986	986
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	195.943	195.943
**D	ROBECO UCI'S ICAV	0	24.621	24.621
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	118.442	118.442
**D	NORDEA 1 SICAV	0	615.859	615.859
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	771.284	771.284
**D	ALASKA COMMON TRUST FUND	0	75.991	75.991
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	0	0	3.846
**D	ROBECO UMBRELLA FUND I N.V.	0	11.449	11.449
**D	MINISTRY OF ECONOMY AND FINANCE	0	197.582	197.582
**D	UI-S	0	57.536	57.536
**D	VERDIPAPIFONDET EQUINOR AKSJER EUROPA	0	100.000	100.000
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	10.336	10.336
**D	BLACKROCK FUNDS I ICAV	0	317.573	317.573
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	67.589	67.589
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	0	0	3.449
**D	BAYERNINVEST PAE-FONDS	0	92.079	92.079
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	10.836	10.836
**D	GOVERNMENT SUPERANNUATION FUND	0	6.040	6.040
**D	NORDEA GLOBAL INDEX SELECT FUND	0	76.606	76.606
**D	MGF	0	33.464	33.464
**D	VINVA INTERNATIONAL EQUITY ALPHA EXTENSION FUND	0	349.050	349.050
**D	STOREBRAND LIVSFORSIKRING AS	0	91.127	91.127
**D	BAYERNINVEST PEE-FONDS	0	27.000	27.000
**D	VINVA EQUITY MARKET NEUTRAL FUND	0	30.648	30.648
**D	BAYERN-INVEST KAI-FONDS	0	46.000	46.000
**D	UBS ASSET MANAGEMENT LIFE LTD	0	158.193	158.193
**D	BLACKROCK ADVANTAGE GLOBAL FUND, INC.	0	89.364	89.364
**D	STOREBRAND SICAV - SKAGEN FOCUS LUX	0	18.902	18.902
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	12.833	12.833
**D	STOREBRAND SICAV - STOREBRAND GLOBAL PLUS LUX	0	7.285	7.285
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	58.708	58.708
**D	MACQUARIE MULTI-FACTOR FUND	0	14.162	14.162
**D	BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST	0	1.380	1.380
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	3.277	3.277

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	13.285	13.285
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID	0	72.174	72.174
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR NATIONAL PENSION FUND ASSOCIATION 400037061	0	971.297	971.297
**D	BLACKROCK INTERNATIONAL ALPHA TILTS FUND	0	190.378	190.378
**D	STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS	0	44.789	44.789
**D	VWLAKH MASTER	0	100.000	100.000
**D	SPP PENSION & FORSAKRING AB (PUBL)	0	3.049	3.049
**D	NORDEA EUROPEAN INDEX SELECT FUND	0	71.366	71.366
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	30.930	30.930
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE 369.259	0	0	369.259
**D	ARAMCO ASIA SINGAPORE PTE. LTD	0	4.475	4.475
**D	VERDIPAPIRFONDET KRON INDEKS GLOBAL	0	2.227	2.227
**D	BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	2.074	2.074
**D	TF-EQUITY	0	261.612	261.612
**D	VINVA INTERNATIONAL EQUITY FUND	0	76.826	76.826
**D	SKAGEN FOCUS VERDIPAPIRFOND	0	805.400	805.400
**D	FACTORY MUTUAL INSURANCE COMPANY	0	107.173	107.173
**D	OB 2	0	12.766	12.766
**D	STOREBRAND GLOBAL DEVELOPED MARKETS	0	774	774
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	39.473	39.473
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIE-EUROPA-DIVIDENDEN	0	358.559	358.559
**D	MULTI-MANAGER DIRECTIONAL ALTERNATIVE STRATEGIES FUND	0	18.383	18.383
**D	COINVEST LIMITED	0	3.093	3.093
**D	CRES FONDS D ACTIONS MONDE	0	11.844	11.844
**D	GLOBAL PLATFORM	0	29.370	29.370
**D	CDN ACWI ALPHA TILTS FUND	0	22.932	22.932
**D	BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	1.036.668	1.036.668
**D	BNP PARIBAS APOLLO ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	265.299	265.299
**D	BNP PARIBAS APOLLO THEMATIC GENDER	0	437.500	437.500
**D	APOLLO EMERGENTS 2027	0	116.144	116.144
**D	SPP GENERATION 70-TAL	0	3.805	3.805
**D	MULTIPAR SOLIDAIRE DYNAMIQUE SOCIALEMENT RESPONSABLE	0	1.526.077	1.526.077
**D	GLOBAL ALPHA TILTS FUND B (ACWITILTE)	0	20.653	20.653
**D	BNP PARIBAS APOLLO THEMATIC ECONOMIE	0	509.313	509.313
**D	BNPP MODERATE - FOCUS ITALIA	0	34.607	34.607
**D	BNP PARIBAS APOLLO GLOBAL WATER	0	92.344	92.344
**D	BNP PARIBAS APOLLO THEMATIC ENERGY	0	145.884	145.884
**D	AXA SELECT ACTIONS EUROPE	0	330.000	330.000
**D	TITAN BEST SELECTION EURO 2026	0	91.437	91.437
**D	ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE	0	322.194	322.194
**D	ERI BAYERNINVEST FONDS AKTIEN EUROPA	0	65.227	65.227
**D	BI AKTIENFONDS	0	173.739	173.739
**D	DC-AKTIE-FONDS	0	8.194	8.194
**D	BNP PARIBAS SMALLCAP EUROLAND ISR	0	3.921.803	3.921.803
**D	FUNDACAO CALOUSTE GULBENKIAN	0	658	658
**D	MULTIPAR SOLIDAIRE EQUILIBRE SOCIALEMENT RESPONSABLE	0	487.369	487.369
**D	FONDS BOEHRINGER ISR EQUILIBRE SOLIDAIRE	0	54.220	54.220



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	APOLLO INFRASTRUCTURE 2027	0	96.274	96.274
**D	PEGASUS-UI-FONDS	0	20.000	20.000
**D	LESAFFRE EQUILIBRE RESPONSABLE AND SOLIDAIRE	0	39.838	39.838
**D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	112.580	112.580
**D	ARRCO QUANT 1	0	44.779	44.779
**D	FRANCE D ACTIONS 1	0	179.226	179.226
**D	BNP PARIBAS APOLLO CYBERSECURITE	0	55.571	55.571
**D	ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II	0	365.206	365.206
**D	AXA AA DIVERSIFIE INDICIEL 1	0	128.960	128.960
**D	BANCOPOSTA STRATEGIC INSURANCE DISTRIBUTION	0	941	941
**D	VERDIPAPIRONDET STOREBRAND INDEKS ALLE MARKEDER	0	828	828
**D	CARDIF BNPP AM SMALL CAP EUROPE	0	238.790	238.790
**D	BNP PARIBAS EASY MSCI EUROPE MIN TE	0	539.903	539.903
**D	TRINITY COLLEGE CAMBRIDGE	0	46.874	46.874
**D	BESTSELECT - UBS SRI GLOBAL EQUITY	0	15.185	15.185
**D	VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE	0	18.431	18.431
**D	NORDEA WORLD INDEX SELECT FUND	0	79.318	79.318
**D	BDF FONDS E ACTIONS EUROPEENNES	0	62.000	62.000
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	367.400	367.400
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	19.675	19.675
**D	BANCOPOSTA DIVERSIFIED DISTRIBUTION	0	76.227	76.227
**D	BNP PARIBAS EASY ICNAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF	0	12.646	12.646
**D	BNP PARIBAS ATHENA PRESTIGE S&P 100	0	628.172	628.172
**D	ROTHSCHILD AND CO ASSET MANAGEMENT EUROPE	0	203.328	203.328
**D	UI-GKR-FONDS	0	10.800	10.800
**D	DNCA INVEST-EURO DIVIDEND GROWER	0	804.961	804.961
**D	CAIXABANK WEALTH SICAV	0	44.000	44.000
**D	BNP PARIBAS FUNDS - EUROPE SMALL CAP	0	1.203.104	1.203.104
**D	BNP PARIBAS EASY ICNAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF	0	888	888
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	53.318	53.318
**D	BNP PARIBAS EASY - EUR OVERNIGHT	0	2.655.588	2.655.588
**D	BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES I/S	0	115.000	115.000
**D	CAIXABANK WEALTH SICAV - CAIXABANK WEALTH LEGERE FUND (CAIXA)	0	28.000	28.000
**D	BNP PARIBAS EASY ICNAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF	0	4.369	4.369
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	13.857	13.857
**D	BNP PARIBAS FUNDS - EURO EQUITY	0	1.100.311	1.100.311
**D	HSBC TRINKAUS ALPHASCREEN	0	85.754	85.754
**D	CAIXABANK WEALTH SICAV-CAIXABANK WEALTH KOTINOS	0	7.000	7.000
**D	BNP PARIBAS MIDCAP FRANCE	0	658.110	658.110
**D	DNCA INVEST - ALPHAPLAY EUROLAND EQUITIES	0	1.535.718	1.535.718
**D	AXA PEA REGULARITE	0	624.756	624.756
**D	UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS	0	7.804	7.804
**D	METROPOLITAN-RENTASTRO - GROWTH	0	952.030	952.030
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	0	944.888	944.888
**D	BNP PARIBAS B PENSION STABILITY	0	172.960	172.960
**D	BNZ WHOLESale INTERNATIONAL EQUITIES (INDEX) FUND	0	42.274	42.274
**D	BNP PARIBAS EASY MSCI EMU MIN TE	0	462.124	462.124
**D	SAUR EPARGNE SOLIDAIRE ISR	0	61.964	61.964

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio:	Delega	Totale
**D	CARDIF BNPP IP SMID CAP EURO	0	422.886	422.886
**D	ORANO DIVERSIFIE DYNAMIQUE	0	16.912	16.912
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	121.432	121.432
**D	TRATON-UI-DYNAMIK	0	59.279	59.279
**D	EPARGNE DIVERSIFIEE KINGFISHER	0	114.993	114.993
**D	BNP PARIBAS APOLLO MEDICAL TECH	0	88.607	88.607
**D	BANCOPOSTA AZIONARIO EURO	0	378.111	378.111
**D	THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB	0	169.639	169.639
**D	BNP PARIBAS FUNDS - EUROPE EQUITY	0	934.962	934.962
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	0	23.655	23.655
**D	CNP ASSUR SMID CAP EUROPE	0	298.329	298.329
**D	SCHOLLER-STIFTUNGSFONDS 1	0	53.266	53.266
**D	PSVAG MASTERFONDS	0	87.249	87.249
**D	G.A.-FUND-B - WORLD EQUITIES PLUS	0	2.100	2.100
**D	BANCOPOSTA GLOBAL EQUITY LTE	0	26.225	26.225
**D	DNCA INVEST ARCHER MID CAP EUROPE	0	2.228.150	2.228.150
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1	0	10.188	10.188
**D	MULTIPAR ACTIONS SOCIALEMENT RESPONSABLE	0	1.327.635	1.327.635
**D	BNP PARIBAS FUNDS - SEASONS	0	1.433.345	1.433.345
**D	BNP PARIBAS EASY - MSCI EUROPE	0	9.311	9.311
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	89.564	89.564
**D	AZ ALLOCATION-BALANCED BRAVE	0	954.840	954.840
**D	UNIVERSITIES SUPERANNUATION SCHEME	0	116.920	116.920
**D	GENERATE WHOLESAL UNIT TRUST SCHEME	0	3.255	3.255
**D	AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND	0	40.759	40.759
**D	WM POOL - FIXED INTEREST TRUST NO. 12	0	2.271	2.271
**D	WESTPAC WHOLESAL INTERNATIONAL SHARE NO. 3 TRUST	0	5.687	5.687
**D	BNP PARIBAS EASY - MSCI EMU	0	9.409	9.409
**D	BPI GLOBAL INVESTMENT FUND- PERSEO FUND	0	10.417	10.417
**D	BNP PARIBAS B PENSION BALANCED	0	2.335.663	2.335.663
**D	THEAM QUANT- EQUITY EUROZONE GURU	0	405.280	405.280
**D	FOVERUKA PENSION UNIVERSAL	0	18.000	18.000
**D	FUTURE GROUP INTERNATIONAL EQUITIES FUND	0	70.690	70.690
**D	UI-FONDS BAV RBI AKTIEN	0	294.545	294.545
**D	SCHRODER GAIA	0	978	978
**D	EBK-AKTIEIN-UNIVERSAL-FONDS	0	39.160	39.160
**D	EMBO-FONDS	0	54.640	54.640
**D	BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST	0	15.935	15.935
**D	DNCA INVEST - ALPHAPLAY EUROPEAN EQUITIES	0	648.825	648.825
**D	JNL INTERNATIONAL INDEX FUND	0	301.300	301.300
**D	AXA ASSICURAZIONI SPA	0	241.000	241.000
**D	VANGUARD GLOBAL VALUE EQUITY FUND	0	11.873	11.873
**D	GOLDMAN SACHS FUNDS III	0	114.116	114.116
**D	AMP INTERNATIONAL EQUITY INDEX FUND	0	140.105	140.105
**D	ING DIRECT SICAV	0	95.102	95.102
**D	VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	104.809	104.809
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	359.140	359.140
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	165.031	165.031



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	2.740	2.740
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	1	1
**D	INCOME INSURANCE LIMITED	0	4.822	4.822
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	204.965	204.965
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	0	279.321	279.321
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	25.400	25.400
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	29.189	29.189
**D	EQ ADVISORS TRUST - AQM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	25.497	25.497
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	15.322	15.322
**D	ATCP-UI-FONDS	0	13.564	13.564
**D	BANCOPOSTA EQUITY ALL COUNTRY	0	1.223.784	1.223.784
**D	CARMIGNAC PORTFOLIO LONG-SHORT EUROPEAN EQUITIES	0	140.000	140.000
**D	AZ FUND 1 CGM OPPORTUNISTIC EUROPEAN	0	3.260	3.260
**D	BANCOPOSTA GLOBAL EQUITY HEDGED LTE	0	520.532	520.532
**D	AMSELECT - BLACKROCK EURO EQUITY	0	5.843	5.843
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	4.100	4.100
**D	STATE OF WYOMING	0	14.029	14.029
**D	BANCOPOSTA DYNAMIC MULTI-ASSET	0	376.771	376.771
**D	TEAM QUANT - EUROPE TARGET PREMIUM	0	34.985	34.985
**D	WM POOL - EQUITIES TRUST NO. 75	0	516.263	516.263
**D	DEKA VALUE PLUS	0	166.137	166.137
**D	BANCOPOSTA RINASCIMENTO	0	18.191	18.191
**D	FONDACO SICAV FP BCC	0	113.379	113.379
**D	UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK AL FONDS	0	40.630	40.630
**D	B-FUND - EUROPE EQUITY D	0	13.513	13.513
**D	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	5.157	5.157
**D	WM POOL - EQUITIES TRUST NO. 75	0	13.463	13.463
**D	ELEVA GLOBAL MULTI OPPORTUNITIES FUND	0	189.614	189.614
**D	AZ FUND 1 AZ ALLOCATION ITALIAN TREND	0	43.025	43.025
**D	ELEVA ABSOLUTE RETURN EUROPE FUND	0	310.047	310.047
**D	BKM	0	5.940	5.940
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	108.956	108.956
**D	TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	0	34.100	34.100
**D	EPS	0	745.525	745.525
**D	BNP PARIBAS B PENSION GROWTH	0	209.792	209.792
**D	SBC MASTER PENSION TRUST	0	31.507	31.507
**D	BUMA-UNIVERSAL-FONDS I	0	131	131
**D	NATIONAL PENSION INSURANCE FUND	0	75.000	75.000
**D	AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	0	21.743	21.743
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	184.597	184.597
**D	TURICUM - AKTIEN UND IMMOBILIENWERTSCHRIFTEN	0	26.563	26.563
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	0	37.169	37.169
**D	PASSIVE GLOBAL SHARE TRUST	0	586.140	586.140
**D	FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	0	73.221	73.221
**D	WM POOL - EQUITIES TRUST NO. 74	0	12.681	12.681
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND	0	5.888	5.888
**D	THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR	0	49.038	49.038
**D	HESTA	0	6.896	6.896
**D	SAS TRUSTEE CORPORATION POOLED FUND	0		

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***	INVESTINGFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL	0	1.478	1.478
***	FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	1.070.802	1.070.802
***	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	237.237	237.237
***	HC RENTE	0	7.855	7.855
***	TCORPIM DEVELOPED MARKETS EQUITITIES (HEDGED) FUND	0	3.848	3.848
***	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	444.654	444.654
***	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	0	8.425	8.425
***	PREVIDENZA COOPERATIVA	0	17.931	17.931
***	INDUSTRIENS PENSIONSFORSIKRING A/S	0	61.713	61.713
***	SIEMENS-FONDS SIEMENS-RENTE	0	164.077	164.077
***	INVESTINGFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL	0	7.521	7.521
***	FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	0	70.985	70.985
***	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	16.620	16.620
***	FIDELITY UCITS II ICAP/FIDELITY MSCI EUROPE INDEX FUND	0	34.851	34.851
***	FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	0	222.550	222.550
***	FONDO PENSIONE COMPLEMENTARE PER I LAVORATORI DELLE IMPRESE INDUSTRIALI ED ARTIGIANE EDILI ED AFFINI - PREVEDI	0	10.023	10.023
***	HUMANIS RETRAITE ACTIONS EMPLOI SANTE	0	467.655	467.655
***	FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL VALUE INDEX FUND	0	2.821.572	2.821.572
***	SIENNA GESTION	0	235.467	235.467
***	TCORPIM DEVELOPED MARKETS EQUITITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	396.328	396.328
***	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING 26	0	7.839	7.839
***	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	19.829	19.829
***	ERAFP ACTIONS EURO I	0	828.027	828.027
***	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	75.349	75.349
***	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL	0	162.352	162.352
***	FIDELITY UCITS II ICAP/FIDELITY MSCI WORLD INDEX FUND	0	67.811	67.811
***	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	70.846	70.846
***	HSBC POOLED INVESTMENT FUND	0	517.817	517.817
***	KBC INSTITUTIONAL INVESTOR	0	7.336	7.336
***	HSBC COLLECTIVE INVESTMENT TRUST - HSBC EURO MULTI-ASSET INCOME FUND	0	6.183	6.183
***	FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND	0	171.034	171.034
***	BEST INVESTMENT CORPORATION	0	195.713	195.713
***	PLATO RI WORLD	0	8.720	8.720
***	FLOURISH INVESTMENT CORPORATION	0	64.406	64.406
***	PLATO INST I FUND EURO EQUITY	0	55.879	55.879
***	KBC INSTIT INVESTORS FAMILY ENTERPRISES DBI-RDT	0	1.979	1.979
***	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	54.780	54.780
***	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	5.635	5.635
***	HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	0	3.982	3.982
***	PLATO INSTIT INDEX FND WORLD DBI-RDT	0	41.341	41.341
***	AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	0	6.014	6.014
***	SCHRODER INSTITUTIONAL POOLED FUNDS	0	9.496	9.496
***	KBC INSTITUTIONAL FUND SRI EURO	0	245.828	245.828
***	KBC INST FUND EURO EQUITY	0	16.134	16.134
***	HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	772	772
***	AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	0	2.069	2.069
***	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	8.277	8.277
***	KBC INSTITUTIONAL FUND/SRI WORLD EQUITY	0	84.406	84.406

Avanti diritto:
in proprio:1.867
33Teste:
in delega:46
1.834

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	M&G (IUX) BLACKROCK EUROPE EX UK EQUITY FUND	0	50.336	50.336
**D	HSBC GLOBAL FUNDS ICAY	0	1.722	1.722
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	129.923	129.923
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	0	100.408	100.408
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF	0	19.322	19.322
**D	HSBC GLOBAL INVESTMENT FUNDS	0	8.784	8.784
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	0	4.091	4.091
**D	PRICOS	0	1.231.977	1.231.977
**D	KBC EQUITY FUND/STRATEGIC SATELLITES	0	42.429	42.429
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	0	124.754	124.754
**D	PRICOS SRI	0	45.117	45.117
**D	PLATO INSTITUTIONAL INDEX FUND/WORLD	0	71.022	71.022
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS	0	57.171	57.171
**D	KBC EQUITY FUND/FAMILY ENTERPRISES	0	125.141	125.141
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV	0	22.934	22.934
**D	PRICOS DEFENSIVE	0	23.906	23.906
**D	PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY	0	128.878	128.878
**D	ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	0	3.587	3.587
**D	LB HOLDINGS I LLC	0	10.218	10.218
**D	BIRELEY'S ORANGE JAPAN, S.A.	0	15.436	15.436
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O S. D	0	36.819	36.819
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	0	27.050	27.050
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521	0	5.178	5.178
**D	KATHERINE C MOORE CHARITABLE LEAD ANNUITY	0	1.937	1.937
**D	1934 GLOBAL INVESTMENT FUND LP	0	499.327	499.327
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	32.151	32.151
**D	JEFFREY LLC	0	24.681	24.681
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	0	31.040	31.040
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	0	1.529	1.529
**D	NUVEEN INTERNATIONAL EQUITY INDEX FUND	0	280.987	280.987
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC	0	13.504	13.504
**D	HW INTERNATIONAL VALUE FD	0	8.630	8.630
**D	MASTER TR FOR DEF.CONTRIBUT PLNS OF AMER AIRLINES,INC.,US AIRWAYS,INC.AND AF	0	283.592	283.592
**D	HOAG FAMILY TRUST U/A DTD 8-02-94	0	5.577	5.577
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	179.360	179.360
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	238.187	238.187
**D	PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	0	3.242	3.242
**D	FIL GENESIS LIMITED - FIDELITY POC EAFE PILOT	0	2.943	2.943
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	189.030	189.030
**D	FIDELITY FUNDS - EUROPEAN CORE EQUITY POOL	0	51.387	51.387
**D	BLACKROCK INDEX SELECTION FUND	0	1.488.274	1.488.274
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	30.383.576	30.383.576
**D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	742.276	742.276
**D	ALM ACTIONS ZONE EURO ISR	0	614.038	614.038
**D	SIMPLICITY HEDGED GLOBAL SHARE FUND	0	48.780	48.780
**D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	4.546	4.546
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	166.454	166.454
**D	NVIT INTERNATIONAL INDEX FUND	0	3.795	3.795

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	37.712	37.712
**D	FCP ALM ACTIONS EUROPE ISR	0	158.236	158.236
**D	SIMPLICITY UNHEDGED GLOBAL SHARE FUND	0	49.896	49.896
**D	SCHRODER DIVERSIFIED GROWTH TRUST	0	10.087	10.087
**D	SMART WHOLESale GLOBAL EQUITY ESG FUND	0	39.179	39.179
**D	MH EDRAM DIVERSIFIE	0	45.071	45.071
**D	RLA INTERNATIONAL EQUITIES FUND	0	60.396	60.396
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	58.409	58.409
**D	RLA NZ INTERNATIONAL EQUITIES FUND	0	24.956	24.956
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	2.951.909	2.951.909
**D	AMP WHOLESale GLOBAL EQUITIES FUND	0	44.291	44.291
**D	FIDELITY UCITS ICAV - FIDELITY GLOBAL EQUITY RESEARCH ENHANCED UCITS ETF	0	5.442	5.442
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	1.611.854	1.611.854
**D	JPMORGAN ETFS (IRELAND) ICAV - EUROZONE RESEARCH ENHAN INDEX EQ ACTIVE UCITS ETF	0	85.718	85.718
**D	FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	0	230.246	230.246
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	0	55	55
**D	FIDELITY UCITS ICAV - FIDELITY EUROPE EQUITY RESEARCH ENHANCED UCITS ETF	0	18.005	18.005
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	23.894	23.894
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF	0	38.747	38.747
**D	SCHRODER GLOBAL EX UK EQUITY TRACKER COMPONENT FUND	0	7.008	7.008
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF	0	106.025	106.025
**D	ISHARES WHOLESale SCREENED INTERNATIONAL EQUITY INDEX FUND	0	9.299	9.299
**D	SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	0	11.260	11.260
**D	FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	0	155.004	155.004
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	0	113.054
**D	113.054			
**D	DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)	0	8.229	8.229
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	76.494	76.494
**D	VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	0	57.505	57.505
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	198.741	198.741
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	6.527	6.527
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	7.537.280	7.537.280
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	28.471	28.471
**D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	61.046	61.046
**D	VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND	0	1.178	1.178
**D	ANTIPODES INTERNATIONAL VALUE FUND, LP	0	4.492	4.492
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.179.588	1.179.588
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	230.843	230.843
**D	BLACKROCK CDN WORLD INDEX FUND	0	138.259	138.259
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	3.026	3.026
**D	VANGUARD ESG INTERNATIONAL STOCK ETF	0	414.859	414.859
**D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	51.180	51.180
**D	COMMINGLED PENSION TRUST FUND (EAPE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	1.031.244	1.031.244
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	2.523.097	2.523.097
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975	0	15.812	15.812
**D	THRIFT SAVINGS PLAN	0	5.766.907	5.766.907
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLDP WRLD EX UK CCF	0	45.175	45.175
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF	0	54.400	54.400



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FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF	0	28.395	28.395
**D	ISHARES WHOLESAL INTERNATIONAL EQUITY INDEX FUND	0	268.986	268.986
**D	ISHARES MSCI WORLD EX AUSTRALIA VALUE ETF	0	1.472	1.472
**D	FIDELITY FUNDS - ITALY POOL	0	4.071.216	4.071.216
**D	VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	0	4.128	4.128
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	35.673	35.673
**D	SCHRODER MANAGED BALANCED FUND	0	32.398	32.398
**D	MSCI EQUITY INDEX FUND B - ITALY (MSITB)	0	653.702	653.702
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	1.361.167	1.361.167
**D	AMUNDI HK PORTFOLIOS	0	58.517	58.517
**D	AMUNDI ETF ICVA	0	389.414	389.414
**D	AMUNDI ETF ICVA - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	12.135	12.135
**D	THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	0	4.573	4.573
**D	AMUNDI ETF ICVA - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF	0	112.230	112.230
**D	AMUNDI ETF ICVA - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	61.665	61.665
**D	AMUNDI ETF ICVA - AMUNDI PRIME GLOBAL UCITS ETF	0	70.551	70.551
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS L	0	43.272	43.272
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE BALANCED	0	16.061	16.061
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DEVELOPED MARKETS EQUITY EA	0	26.355	26.355
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG	0	39.300	39.300
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF STUTTGARTER AKTIEN EUROPA	0	81.439	81.439
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS B	0	29.818	29.818
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF UKNRW INKA	0	14.849	14.849
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF LHTB INKA	0	44.393	44.393
**D	ISHARES EUROPE ETF	0	398.298	398.298
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ARZTRENT 2	0	170.045	170.045
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE DYNAMIK	0	63.042	63.042
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ZA	0	17.049	17.049
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HP EQUITY	0	393.919	393.919
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF RAW INTERNATIONAL SEGMENT 13	0	147.727	147.727
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DS-FONDS	0	177.039	177.039
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF MAGDEBURG INKA	0	55.395	55.395
**D	BW-M PA 24, LTD	0	3.766	3.766
**D	BW PASPG, LTD.	0	5.468	5.468
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY IV, LP	0	1.986	1.986
**D	GLOBAL FUNDS TRUST COMPANY	0	151.500	151.500
**D	BEST INVESTMENT CORPORATION	0	16.038	16.038
**D	GLOBAL DIVERSIFIED IT POCKET	0	12.500.000	12.500.000
**D	FONDS DE RESERVE POUR LES RETRAITES	0	955.584	955.584
**D	ARDAN UCITS ICVA	0	13.100	13.100
**D	HI-FROAM-STIFTUNGSFONDS	0	4.927	4.927
**D	FCP SODIUM I	0	109.193	109.193
**D	SABADELL EUROPA BOLSA FI	0	410.467	410.467
**D	SABADELL INVERSION ETICA Y SOLIDARIA, FI	0	10.837	10.837
**D	SABADELL PLANIFICACION 25, FI	0	1.295	1.295
**D	HW GLOBAL VALUE FUND	0	40.300	40.300
**D	VIDENT INTERNATIONAL EY STRATEGY ETF	0	183.677	183.677
**D	MILA PERETTI - SAPA	0	670.000	670.000

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INVERSABADELL 50, FI	0	3.622	3.622
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	558	558
**D	INVERSABADELL 70, FI	0	1.338	1.338
**D	INVERSABADELL 25, FI	0	4.938	4.938
**D	PEOPLE'S BANK OF CHINA	0	644.635	644.635
**D	AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	0	70.541	70.541
**D	BRIDGEWATER PURE ALPHA TRADING CO (GCM)	0	1.986	1.986
**D	BW-M PA 24, LTD.-INTL TRADING	0	3.766	3.766
**D	BRED BANQUE POPULAIRE	0	3.441.725	3.441.725
**D	COMPROMISO MEDIOLANUM FI	0	1.189	1.189
**D	MEDIOLANUM PENSIONES II FONDO DE PENSIONES	0	30.120	30.120
**D	MEDIOLANUM RENTA VARIABLE GLOBAL SELECCION FI	0	112.496	112.496
**D	MEDIOLANUM PENSIONES I. FONDO DE PENSIONES	0	284.597	284.597
**D	BAM MASTER (GCM)	0	24.988	24.988
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	528.479	528.479
**D	ARGA INTERNATIONAL VALUE FUND	0	136.427	136.427
**D	ARGA GLOBAL EQUITY AUSTRALIA FUND	0	508	508
**D	VANGUARD INTERNATIONAL VALUE FUND	0	4.369.890	4.369.890
**D	ILEX MASTER FUND LP AC	0	2.110.979	2.110.979
**D	AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL	0	69.016	69.016
**D	SYNERGIE - ACTIONS GLOBALES TARGETNETZERO	0	38.688	38.688
**D	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES LARGE CAP	0	26.666	26.666
**D	CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONS KASSE DES STAATSPERSONALS	0	5.995	5.995
**D	FONDS DE PLACEMENT UNIGE - ACTIONS ETRANGERES	0	12.013	12.013
**D	CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET	0	21.671	21.671
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - B	0	157.353	157.353
**D	SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES	0	18.865	18.865
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - A	0	157.266	157.266
**D	CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE	0	182.901	182.901
**D	DYNAMIC PROFILE FINECO AM FUND V	0	138.889	138.889
**D	DYNAMIC PROFILE FINECO AM FUND I	0	10.693	10.693
**D	ENPAM	0	3.184.678	3.184.678
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI	0	80.542	80.542
**D	DYNAMIC PROFILE FINECO AM FUND VI	0	160.127	160.127
**D	DYNAMIC PROFILE FINECO AM FUND VII	0	286.770	286.770
**D	TOPS DEV WLD EQS FD NON FLIP	0	28.423	28.423
**D	TOPS WLD EX-US FUND NON FLIP	0	231.491	231.491
**D	ASR LEVENSVERZEKERING NV	0	12.180	12.180
**D	ASR SCHADEVERZEKERING NV	0	4.231	4.231
**D	AMUNDI SELEZIONE ATTIVA ITALIA	0	902.326	902.326
**D	AMUNDI ESG SELECTION BILANCIATO	0	20.469	20.469
**D	AMUNDI ESG SELECTION DINAMICO	0	10.773	10.773
**D	AMUNDI ESG SELECTION CONSERVATIVO	0	6.585	6.585
**D	AMUNDI PRIMO INVESTIMENTO	0	131.048	131.048
**D	CA VITA PIR AZ	0	39.895	39.895
**D	CA VITA PIR BIL	0	31.833	31.833
**D	TRUST NATALE PUBLICLY TRADED INVESTMENTS	0	4.489	4.489
**D	AMUNDI RISPARMIO PI	0	198.929	198.929



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI PROGETTO FUTURO PIR	0	154.532	154.532
**D	AMUNDI CRESCITA ITALIA	0	189.535	189.535
**D	AMUNDI LIFECYCLE 2030 EQUITY	0	22	22
**D	AMUNDI LIFECYCLE 2033 EQUITY	0	45	45
**D	AMUNDI LIFECYCLE 2036 EQUITY	0	94	94
**D	AMUNDI LIFECYCLE 2039 EQUITY	0	86	86
**D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	0	94.377	94.377
**D	AMUNDI FUNDS EUROPEAN EQUITY	0	251.829	251.829
**D	AMUNDI MSCI EMU ESG BROAD TRANSITION	0	357.611	357.611
**D	AMUNDI STOXX EUROPE 600	0	2.976.995	2.976.995
**D	AMUNDI INDEX MSCI EUROPE	0	1.385.227	1.385.227
**D	AMUNDI INDEX MSCI WORLD	0	141.131	141.131
**D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED	0	17.460	17.460
**D	AMUNDI MSCI WORLD CLIMATE TRANSITION	0	3.466	3.466
**D	AMUNDI MSCI EUROPE SCREENED	0	98.754	98.754
**D	LOF TARGETNETZERO GLOBAL EQUITY	0	54.732	54.732
**D	LOF ALL ROADS GROWTH	0	55.794	55.794
**D	LOF ALL ROADS CONSERVATIVE	0	12.836	12.836
**D	AMUNDI FUNDS EUROPE EQUITY SELECT	0	558.276	558.276
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED	0	872	872
**D	AMUNDI MSCI EMU CLIMATE PARIS ALIGNED	0	62.726	62.726
**D	NEF ETHICAL EURO EQUITY	0	759.682	759.682
**D	NEF RISPARMIO ITALIA	0	243.517	243.517
**D	AMUNDI ITALY MIB ESG	0	611.505	611.505
**D	AMUNDI MSCI EUROPE ESG BROAD TRANSITION	0	311.190	311.190
**D	AMUNDI STOXX EUROPE 600 ESG	0	298.105	298.105
**D	AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD	0	32.674	32.674
**D	LOF TARGETNETZERO EUROPE EQUITY	0	34.816	34.816
**D	NEF ETHICAL BALANCED DYNAMIC	0	239.615	239.615
**D	AMUNDI FUNDS MULTI ASSET REAL RETURN	0	7.250	7.250
**D	AMUNDI FUNDS EURO MULTI ASSET TARGET INC	0	10.920	10.920
**D	AMUNDI FUNDS GLOBAL MULTI ASSET	0	75.227	75.227
**D	AMUNDI FDS GLOB MULTI ASSET CONSERVATIVE	0	205.776	205.776
**D	AF EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	107.528	107.528
**D	AF EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	1.033.186	1.033.186
**D	AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE	0	13.763	13.763
**D	AMUNDI PRIME EUROPE	0	75.070	75.070
**D	AMUNDI PRIME EUROZONE	0	246.833	246.833
**D	MDP TOBAM ANTI BENCHMARK EURO EQ FUND	0	7.652	7.652
**D	AF MULTI ASSET CONSERVATIVE RESPONSIBLE	0	100.709	100.709
**D	LOF ALL ROADS	0	74.228	74.228
**D	AMUNDI FUNDS EUROLAND EQUITY RISK PARITY	0	11.540	11.540
**D	RCO LUX MONTJOLY INVEST POOL RCG	0	2.640	2.640
**D	LUXCELLENCE HELVETIA EURO EQUITY	0	17.156	17.156
**D	LEMANIK SCV EUR DIV PRESERV	0	500.000	500.000
**D	EUROPEAN SPECIAL SITUATIONS	0	60.000	60.000
**D	HIGH GROWTH	0	226.101	226.101
**D	UNIVERSE THE CMI CONT EURO EQ	0	160.237	160.237

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	YOUR SICAV SIF LEMANIK LONG TERM STRONG BELIEF	0	185.000	185.000
**D	CENTRAL BANK OF IRELAND MSCI PAB	0	33.173	33.173
**D	MEDIO MORGAN STANLEY GLOBAL SELECTION	0	192.635	192.635
**D	MIFL BB CS QP GLB EQ	0	90.786	90.786
**D	FINANCIAL INC STRAT ALGBE	0	4.918.395	4.918.395
**D	MIFL CH EE QPS EU EQ	0	100.313	100.313
**D	MIFL CH IE QP GBL EQ	0	76.637	76.637
**D	CHALLENGE ITALIAN EQUITY	0	488.000	488.000
**D	MIFL CH PRO QP GL EQ	0	188.210	188.210
**D	CH FINANCIAL OPPORTUNITY TENAX	0	1.598.366	1.598.366
**D	CRELAN INVEST DYNAMIC	0	37.301	37.301
**D	CRELAN INVEST CONSERVATIVE	0	10.037	10.037
**D	CRELAN INVEST BALANCED	0	71.378	71.378
**D	CO PERARIE KLAVERBLAD VERZEKERINGEN UA	0	19.665	19.665
**D	KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	0	21.859	21.859
**D	ST BEDRIJFSTAKENFONDS VOOR DE PARTICULIERE BEVEILIGING	0	10	10
**D	STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSSEN	0	36.754	36.754
**D	STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS	0	35.081	35.081
**D	LOIS CH TARGETNEZERO GLOBAL EX C EQUITY	0	11.414	11.414
**D	HELVETIA I EUROPA	0	117.230	117.230
**D	CFM INDOSUEZ WEALTH ITALIE	0	100.660	100.660
**D	ROYAL UNITED KINGDOM BENEFICIENT ASSOCIAT	0	3.154	3.154
**D	AM AMUNDI ETHIK PLUS	0	73.900	73.900
**D	AM WELT ERTRAG NACHHALTIG	0	44.964	44.964
**D	UI MAIN I UNIVERSAL FONDS UKA	0	23.099	23.099
**D	EDR SICAV EQUITY EURO SOLVE	0	86.701	86.701
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	382.410	382.410
**D	EDR SICAV EUROPEAN CATALYSTS	0	109.296	109.296
**D	IEM FRANCE F	0	70.857	70.857
**D	IEM FRANCE H	0	1.082	1.082
**D	HAMELIN DIVERSIFIE FLEX I	0	48.708	48.708
**D	LCL DYNAMIQUE ETF PEA SELECT	0	182.964	182.964
**D	AMUNDI RENDEMENT PLUS SELECT	0	9.966	9.966
**D	HYMNOS ISR	0	96.354	96.354
**D	AMUNDI EUROPE MONDE	0	85.460	85.460
**D	ASSURDIX	0	173.653	173.653
**D	AMUNDI ACTIONS EURO SELECT	0	1.254.040	1.254.040
**D	AA BNPP AM ACTIONS PETITES CAP EUROPE	0	763.011	763.011
**D	AA SSGA ACTIONS INDICE EURO	0	446.740	446.740
**D	PHARMA PARFRANCE	0	147.652	147.652
**D	R CO PHARMA ACTIONS	0	248.099	248.099
**D	BOURBON I	0	251.834	251.834
**D	ECUREUIL RETRAITE ACTIONS 3	0	355.867	355.867
**D	EDRN AMUNDI	0	63.207	63.207
**D	ARRCO LONG TERME D	0	316.320	316.320
**D	CARP INDO	0	150.311	150.311
**D	AMUNDI PATRIMOINE PEA	0	109.050	109.050
**D	CNP ASSUR VALUE ET MOMENTUM	0	43.063	43.063



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LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

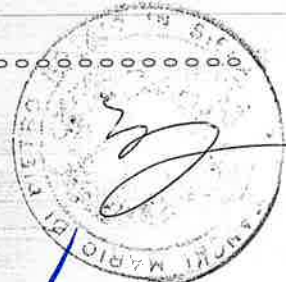
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CARPIMKO PTES ET MOYENNES CAPI C	0	483.050	483.050
**D	FCV ACTIONS EUROPE IM A	0	70.940	70.940
**D	ROPS EURO P	0	315.226	315.226
**D	DIEZE	0	4.867	4.867
**D	HSBC MULTI ASSET DYNAMIC EURO	0	137.336	137.336
**D	ERISA ACTIONS GRANDES VALEURS	0	716.000	716.000
**D	HSBC ACTIONS EUROPE	0	425.636	425.636
**D	SOLIDARITE	0	26.835	26.835
**D	LMDG FAMILLES ET ENTREPRENEURS	0	177.595	177.595
**D	CPR ACTIONS EURO PREMIUM SELECT	0	3.324	3.324
**D	GROUPAMA OPPORTUNITIES EUROPE	0	1.149.086	1.149.086
**D	AMUNDI ACTIONS EURO HORIZON ENVIRONNEMENT	0	983.608	983.608
**D	LCL ACTIONS MONDE HORS EUROPE EUR	0	834.195	834.195
**D	AMUNDI ACTIONS PME	0	1.543.475	1.543.475
**D	AMUNDI TRANSMISSION ACTIONS	0	7.006	7.006
**D	AMUNDI TRANSMISSION PATRIMOINE	0	24.603	24.603
**D	GROUPAMA EUROPE STOCK	0	83.047	83.047
**D	ROPS ACTIONS EUROPEENNES 2	0	835.687	835.687
**D	AMUNDI EQUITY EURO CONSERVATIVE	0	96.785	96.785
**D	CONTI DIVERSIFIE	0	74.012	74.012
**D	CONTI FLEXIBLE	0	22.891	22.891
**D	ROPS SMART INDEX EURO	0	13.105	13.105
**D	AP ACTIONS 1 EURO	0	78.721	78.721
**D	ALLOCATION INVEST EQUITY CORE	0	35.406	35.406
**D	IP ACTIONS EURO	0	51.239	51.239
**D	ARRCO QUANT II	0	70.625	70.625
**D	SACD INVESTISSEMENT	0	9.554	9.554
**D	GLOBAL MULTI FACTOR EQUITY FUND	0	89.101	89.101
**D	BEL EQUITY EUROPE	0	386.524	386.524
**D	CL CENTRE MANCHE	0	4.668	4.668
**D	GROUPAMA LOIRE BRETAGNE LOCAL 1	0	11.877	11.877
**D	GROUPAMA GRAND EST	0	12.406	12.406
**D	GROUPAMA MEDITERRANEE	0	12.582	12.582
**D	GROUPAMA NORD EST	0	11.575	11.575
**D	FCP CSS LOC GROUPAMA PARIS VAL DE LOIRE	0	6.062	6.062
**D	GROUPAMA LOIRE BRETAGNE REGIONAL 1	0	15.231	15.231
**D	GROUPAMA LOIRE BRETAGNE LOCAL 2	0	10.912	10.912
**D	BNPP AM CAVAMAC ACTIONS EURO	0	204.682	204.682
**D	LMDG SMID CAP EUR FCP	0	150.965	150.965
**D	AMUNDI IPSA ACTIONS	0	84.716	84.716
**D	MAM ENTREPRISES FAMILIALES	0	40.000	40.000
**D	STAR PASTEUR	0	72.451	72.451
**D	ADARA	0	130.000	130.000
**D	SAKKARAH 6	0	158.850	158.850
**D	SAKKARAH C	0	100.667	100.667
**D	SAKKARAH 7 FCP	0	55.357	55.357
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF	0	9.349	9.349
**D	ECUREUIL PROFIL 75 ACTIONS	0	297.438	297.438

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ECUREUIL PROFIL 90 ACTIONS EURO	0	1.070.225	1.070.225
**D	FC CARPIMKO ACTIONS EURO	0	114.570	114.570
**D	CONCORDE 96 ACTION EURO	0	25.644	25.644
**D	CNP ACTIONS EUROPE AMUNDI	0	436.173	436.173
**D	GEFIP EUROLAND ISR	0	154.093	154.093
**D	A A B DIVERSIFIE	0	77.835	77.835
**D	AWLC EQ SINGLE STOCKS	0	2.407	2.407
**D	WORLD EQUITIES II	0	17.381	17.381
**D	SELECTION EURO CLIMAT JANVIER 2025	0	66.151	66.151
**D	ARCADE ACTIONS EURO	0	114.439	114.439
**D	CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD	0	6.096	6.096
**D	CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND	0	4.024	4.024
**D	EDF RETRAITE LONG TERME INDICIELLE	0	56.517	56.517
**D	SANTANDER SMALL CAPS EUROPA FI	0	153.262	153.262
**D	SANTANDER SMALL CAPS EUROPA FI	0	15.386	15.386
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	32.063	32.063
**D	CAIXABANK ASSET MANAGEMENT, SGLIC, S.A.	0	490.464	490.464
**D	KUTXABANK GESTION SGLIC, S.A.	0	359.381	359.381
**D	PIMCO CORPORATE AND INCOME OPPORTUNITY FUND	0	2.152.500	2.152.500
**D	PIMCO STRATEGIC INCOME FUND, INC.	0	323.500	323.500
**D	PIMCO INCOME STRATEGY FUND II	0	1.043.000	1.043.000
**D	PIMCO INCOME STRATEGY FUND	0	523.500	523.500
**D	PIMCO GLOBAL STOCKPLUS AND INCOME FUND	0	123.500	123.500
**D	PIMCO DYNAMIC INCOME FUND	0	6.139.000	6.139.000
**D	PIMCO CORPORATE AND INCOME STRATEGY FUND	0	687.000	687.000
**D	PIMCO FLEXIBLE CREDIT INCOME FUND	0	3.581.000	3.581.000
**D	PIMCO HIGH INCOME FUND	0	886.500	886.500
**D	SELLA SGR RUBRICA INVESTIMENTI AZIONARI ITALIA	0	662.714	662.714
**D	SELLA SGR RUBRICA INVESTIMENTI BILANCIATI ITALIA	0	70.943	70.943
**D	ARBEJDSMARKEDETS TILLÆGSPENSTION	0	2.848.693	2.848.693
**D	BOC-PRUDENTIAL EUROPEAN INDEX FUND	0	141.893	141.893
**D	KOSMEHL ROUVEN	0	1	1
**D	BOC-PRUDENTIAL EUROPEAN EQUITY FUND	0	9.112	9.112
**D	MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	0	4.896	4.896
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	5.162.697	5.162.697
**D	VIKING GLOBAL EQUITIES II LP	0	188.232	188.232
**D	AVANTIS CIBC INTERNATIONAL EQUITY ETF	0	1.241	1.241
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	292.681	292.681
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	6.225	6.225
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	647.270	647.270
**D	TACS NON-US EQUITY CORE MARKET CONTINUOUS LLC	0	67.408	67.408
**D	VOYA BALANCED INCOME PORTFOLIO	0	5.655	5.655
**D	GREENFIELDS CAPITAL LIMITED	0	2.649	2.649
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY II, LTD	0	139.663	139.663
**D	INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0	14.952	14.952
**D	VANGUARD FTSE ALL-WORLD EX-US INDEX FUND	0	4.792.572	4.792.572
**D	CNTRL PNSON FND INTRNTNL UNION	0	197.417	197.417
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	4.748	4.748



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LISTA ESITO DELLA VOTAZIONE

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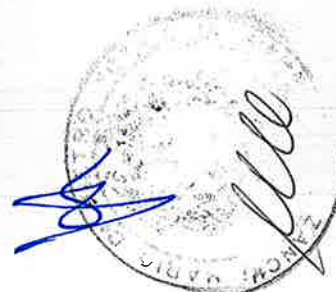
Badge	Ragione Sociale	Proprio	Delega	Totale
***	VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL	0	57.466	57.466
***	FOREST PRESERVE DISTRICT EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	42.070	42.070
***	WISDOMTREE ISSUER ICAY	0	15.157	15.157
***	COMMONWEALTH OF PA - TREASURY	0	24.794	24.794
***	PEG NUCLEAR LLC MASTER DECOMMISSIONING TRUST	0	260.249	260.249
***	LEGAL AND GENERAL UCITS ETF PLC	0	245.830	245.830
***	ROTHSCHILD MARTIN MAUREL	0	4.167.484	4.167.484
***	BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND	0	27.957	27.957
***	STICHTING PENSIOENFONDS NOTARIAAT	0	3.824	3.824
***	MARANIC II LLC	0	9.539	9.539
***	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	71.455	71.455
***	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	40.331	40.331
***	VIKING LONG FUND MASTER LTD	0	3.369.355	3.369.355
***	ARIZONA STATE RETIREMENT SYSTEM	0	47.786	47.786
***	IMCO GLOBAL PUBLIC EQUITY LP	0	138.653	138.653
***	PORTFOLIO BUILDING BLOCK EUROPEAN BANKS INDEX ETF	0	542.952	542.952
***	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	9.142	9.142
***	VIKING GLOBAL EQUITIES MASTER LTD	0	9.223.375	9.223.375
***	ARGA EAFE VALUE EQUITY CIT FUND ARGA EAFE VALUE EQUITY CIT FUND	0	677.896	677.896
***	NEUALT LLC	0	48.054	48.054
***	GLOBAL X MSCI EAFE INDEX ETF	0	13.284	13.284
***	POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	0	21.985	21.985
***	COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT	0	19.424	19.424
***	RELIANCE TRUST COMPANY	0	142.494	142.494
***	WINDWISE MSCI EAFE INDEX NON-LENDING	0	42.040	42.040
***	VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL	0	18.883	18.883
***	GLOBAL X MSCI SUPERDIVIDEND EAFE ETF	0	55.590	55.590
***	PNC BANK AS CUSTODIAN FOR PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST LOUIS UNDER CUSTODY AGREEMENT DATED	0	10.297	10.297
***	BRIDGEWATER PURE ALPHA MAJOR MARKET'S TRADING COMPANY II, LTD	0	4.371	4.371
***	VIKING GLOBAL OPPORTUNITIES LIQUID PORTFOLIO SUB-MASTER LP	0	1.703.500	1.703.500
***	TD EMERALD INTERNATIONAL EQUITY INDEX FUND	0	400.361	400.361
***	AUTORIDADE MONETARIA DE MACAU	0	126.987	126.987
***	VERIZON MASTER SAVINGS TRUST	0	1.938	1.938
***	BRIDGEWATER PURE ALPHA SPERLING FUND, LTD	0	38.851	38.851
***	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	1.558	1.558
***	PASTERIS MARCO	0	21.442	21.442
***	MOTHER CABRINI HEALTH FOUNDATION, INC	0	100.812	100.812
***	WISDOMTREE INTERNATIONAL EQUITY FUND	0	101.508	101.508
***	THE STANDARD BANK OF SOUTH AFRICA LTD	0	9.265	9.265
***	STICHTING BELEGGEN MENZIS	0	90.283	90.283
***	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	5.194	5.194
***	RAINDROPS CAPITAL LIMITED	0	194.439	194.439
***	VOYA VACS INDEX SERIES I PORTFOLIO	0	3.125	3.125
***	TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST	0	5.470	5.470
***	SNOWBALL CAPITAL HOLDINGS LIMITED	0	1.113	1.113
***	CLTW FUND, LP	0	14.751	14.751
***	TD EUROPEAN INDEX FUND	0	43.237	43.237
***	SEQUOIA HOLDINGS LLC	0		

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	CERVURITE INTERNATIONAL LLC	0	33.065	33.065
***D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	1	1
***D	THE JUPITER GLOBAL FUND	0	172.715	172.715
***D	VIRTUS INTERNATIONAL DIVIDEND ETF	0	15.364	15.364
***D	THE COMMONWEALTH FUND	0	2.325	2.325
***D	ARIZONA STATE RETIREMENT SYSTEM	0	359.043	359.043
***D	MACQUARIE MANAGEMENT HOLDINGS, INC	0	104	104
***D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	121.254	121.254
***D	GOLDMAN SACHS ETF ICAY	0	82	82
***D	BLACKROCK LIFE LIMITED	0	51.303	51.303
***D	FLORIDA RETIREMENT SYSTEM	0	104.799	104.799
***D	FLORIDA RETIREMENT SYSTEM	0	110.000	110.000
***D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	93.367	93.367
***D	ISHARES VII PUBLIC LIMITED COMPANY	0	4.069.061	4.069.061
***D	BLACKROCK LIFE LTD	0	300.160	300.160
***D	ISHARES II PUBLIC LIMITED COMPANY	0	2.504.274	2.504.274
***D	MACKENZIE GLOBAL EQUITY INCOME FUND	0	367.063	367.063
***D	FLORIDA RETIREMENT SYSTEM	0	71.900	71.900
***D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	244.738	244.738
***D	MACK COMPREHENSIVE EQUITY POOL	0	14.432	14.432
***D	THE ESB PENSION FUND	0	16.215	16.215
***D	STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN	0	2.093	2.093
***D	GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF	0	88.432	88.432
***D	COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM	0	8.975	8.975
***D	MACK EAFE EQUITY POOL	0	45.125	45.125
***D	AMUNDI IRELAND LIMITED	0	1.713	1.713
***D	UBS TRPL INCO ERPN BK EOY STRTGY FD	0	45.257	45.257
***D	GREAT-WEST INTERNATIONAL INDEX FUND	0	312.276	312.276
***D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	9.194	9.194
***D	SHELL CANADA 2007 PENSION PLAN	0	4.086	4.086
***D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0	41.036	41.036
***D	BLACKROCK SOLUTIONS FUNDS ICAY	0	82.999	82.999
***D	EUROPEAN CENTRAL BANK	0	33.907	33.907
***D	PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO	0	1.885	1.885
***D	AZL INTERNATIONAL INDEX FUND	0	104.522	104.522
***D	WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	0	57.872	57.872
***D	GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND	0	51.588	51.588
***D	BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE	0	368.786	368.786
***D	AIB GROUP IRISH PENSION SCHEME	0	1.167	1.167
***D	AURION GLOBAL EQUITY FUND	0	6.606	6.606
***D	VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND	0	2.226.361	2.226.361
***D	ISHARES PUBLIC LIMITED COMPANY	0	518.059	518.059
***D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST	0	492.692	492.692
***D	ABB PENSION FUND	0	4.276	4.276
***D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	361.343	361.343
***D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	26.854	26.854
***D	THE EUROPEAN CENTRAL BANK	0	26.795	26.795
***D	QUALITY EDUCATION FUND	0	3.969	3.969



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FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO	0	2.383	2.383
**D	GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF	0	4.994	4.994
**D	INVECO INTERNATIONAL DEVELOPED DYNAMIC MULTIFACTOR ETF	0	106.895	106.895
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST	0	27.433	27.433
**D	INVECO RAFI DEVELOPED MARKETS EX-U.S. ETF	0	112.510	112.510
**D	FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND	0	7.264.686	7.264.686
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	23.212	23.212
**D	DEAM-FONDS ZDV	0	13.325	13.325
**D	ALASKA PERMANENT FUND CORPORATION	0	41.778	41.778
**D	PMPT-LINKA-FONDS	0	62.365	62.365
**D	DEUTSCHE DCG EQ	0	5.859	5.859
**D	BRIDGEWATER BLUE PEAK FUND, LP	0	1.909	1.909
**D	DWS INVESTMENT GMBH ON BEHALF OF DEAM-FONDS ZAT 1	0	137.655	137.655
**D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I	0	108.536	108.536
**D	INVECO MARKETS II PLC	0	276.968	276.968
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	27.811	27.811
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	32.772	32.772
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES III	0	124.122	124.122
**D	ENERGY INSURANCE MUTUAL LIMITED	0	16.920	16.920
**D	INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	106.179	106.179
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	3.631	3.631
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	171.988	171.988
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	129.827	129.827
**D	BLACKROCK FUND MANAGERS LTD	0	1.866.476	1.866.476
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	11.717	11.717
**D	INTERNATIONALE KAPITALANLAGESELLSCHAFT MBH ACTING FOR ACCOUNT OF INKA PBEAKK	0	20.546	20.546
**D	NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST	0	2.077	2.077
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT	0	270.000	270.000
**D	INVECO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	16.055	16.055
**D	BLACKROCK FUND MANAGERS LTD	0	29.916	29.916
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	5.876.822	5.876.822
**D	SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	41.149	41.149
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	15.534	15.534
**D	ENSGN PEAK ADVISORS INC	0	751.009	751.009
**D	BRUCE POWER PENSION PLAN	0	68.851	68.851
**D	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND	0	5.968	5.968
**D	BANK OF KOREA	0	255.610	255.610
**D	TEXAS PERMANENT SCHOOL FUND CORP	0	285.868	285.868
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	1	1
**D	VANGUARD GLOBAL DIVIDEND FUND	0	24.929	24.929
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	148.493	148.493
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	0	8.643	8.643
**D	BLACKROCK LIFE LIMITED	0	1	1
**D	VIRGINIA RETIREMENT SYSTEM	0	100	100
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF	0	407.378	407.378
**D	IPC MULTI-FACTOR INTERNATIONAL EQUITY	0	102.560	102.560
**D		0	190.309	190.309

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL	0	1.353	1.353
**D	FRANKLIN INTERNATIONAL EQUITY INDEX ETF	0	30.082	30.082
**D	BLACKROCK GLOBAL FUNDS	0	5.367.074	5.367.074
**D	CIBC INTERNATIONAL INDEX FUND	0	91.710	91.710
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA)	0	4.151	4.151
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	0	23.417	23.417
**D	TEXTRON INC MASTER TRUST	0	197.743	197.743
**D	LAY EMPLOYEES RETIREMENT PLAN OF THE ARCHDIOCESE OF PHILADELPHIA	0	24.681	24.681
**D	COMMISSION DE LA CAISSE COMMUNE	0	25.950	25.950
**D	FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL EQUITY INCOME UCITS ETF	0	129.309	129.309
**D	VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO	0	59.492	59.492
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND	0	409.316	409.316
**D	VIRGINIA RETIREMENT SYSTEM	0	1	1
**D	BANK OF KOREA	0	112.447	112.447
**D	FRANKLIN TEMPLETON ICADV	0	9.300	9.300
**D	CIBC INTERNATIONAL EQUITY INDEX FUND	0	7.205	7.205
**D	AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	0	380.000	380.000
**D	NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	10.152	10.152
**D	VIRTUS GLOBAL ALLOCATION FUND	0	48.444	48.444
**D	KENTUCKY RETIREMENT SYSTEMS	0	832.021	832.021
**D	ALASKA PERMANENT FUND CORPORATION	0	163.684	163.684
**D	NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST	0	23.678	23.678
**D	PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI	0	233.951	233.951
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	81.414	81.414
**D	CIBC INTERNATIONAL EQUITY INDEX ETF	0	31.256	31.256
**D	THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH (USA)	0	42.346	42.346
**D	PRINCIPAL FUNDS, INC. - OVERSEAS FUND	0	19.114	19.114
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	214.512	214.512
**D	WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	0	203.901	203.901
**D	UNIVERSITY OF NOTRE DAME DU LAC	0	65.398	65.398
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.058	1.058
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	U.S. ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN	0	1	1
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	18.352	18.352
**D	WISDOMTREE GLOBAL HIGH DIVIDEND FUND	0	12.729	12.729
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF	0	16.575	16.575
**D	ADVANCED SERIES TRUST- AST GLOBAL BOND PORTFOLIO	0	2.414.277	2.414.277
**D	INVESTINGSFORENINGEN LAEGERNES INVEST	0	9.434	9.434
**D	STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF	0	22.404	22.404
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	12.905	12.905
**D	VOYA INTERNATIONAL INDEX PORTFOLIO	0	55.344	55.344
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	69.125	69.125
**D	FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF	0	6.637.270	6.637.270
**D	NSP-MINNESOTA RETAIL PRAIRIE II QUALIFIED TRUST	0	12.535	12.535
**D	CIBC EUROPEAN INDEX FUND	0	10.519	10.519
**D	CANADIAN BROADCASTING CORPORATION PENSION PLAN	0	384.330	384.330
**D	NS PENSION PUBLIC EQUITY FUND	0	344.293	344.293
**D	IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	119.192	119.192

Avanti diritto:
in proprio:

1.867 33 in delega:

46
1.834

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

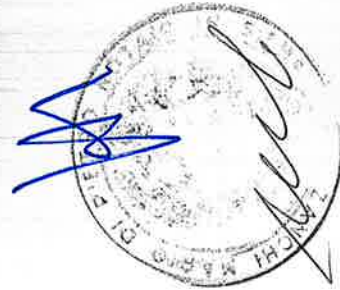
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	0	64.008	64.008
**D	XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	98.421	98.421
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	84.038	84.038
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF	0	19.060	19.060
**D	LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM	0	77.914	77.914
**D	BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	28.944	28.944
**D	PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND	0	104.381	104.381
**D	WISDOMTREE INTERNATIONAL LARGE-CAP DIVIDEND FUND	0	135.437	135.437
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF	0	25.581	25.581
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE	0	15.595	15.595
**D	XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	16.085	16.085
**D	STICHTING PENSIOENFONDS HOOGovens	0	6.277	6.277
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	8.728	8.728
**D	KENTUCKY RETIREMENT SYSTEMS INSURANCE TRUST FUND	0	340.609	340.609
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	236.135	236.135
**D	XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	776.853	776.853
**D	KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS	0	42.447	42.447
**D	SG ERS AMUNDI ACTIONS EUROPE S	0	69.900	69.900
**D	NATIO-FONDS EUCLIDE	0	141.301	141.301
**D	SG BLACKROCK ACTIONS EURO	0	696.321	696.321
**D	D M SELECTION ACTIONS MIDCAP	0	85.000	85.000
**D	SG ACTIONS INTERNATIONALES	0	71.194	71.194
**D	SG ACTIONS ETATS-UNIS POCHE AC	0	125.620	125.620
**D	SG DNCA ACTIONS EURO	0	97.151	97.151
**D	AMUNDI INVESTMENT FUNDS EMU	0	33.882	33.882
**D	EUROPEAN EQUITY	0	28.962	28.962
**D	AMUNDI INVESTMENT FUNDS MULTI	0	65.777	65.777
**D	AMUNDI SOLUZIONI ITALIA BILAN	0	1.675	1.675
**D	AMUNDI SOLUZIONI ITALIA BILANC	0	1.921	1.921
**D	MULTI UNITS LUXEMBOURG AMUNDI	0	11.400	11.400
**D	AMUNDI FUND SOLUTIONS - MULTI	0	11.400	11.400
**D	AMUNDI AUSTRIA	0	847.178	847.178
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	518.622	518.622
**D	AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	0	1.610.016	1.610.016
**D	AMUNDI SGR SPA - CORE PENSION	0	177.363	177.363
**D	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	25.815	25.815
**D	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	27.274	27.274
**D	AMUNDI SGR SPA / AMUNDI OBBLIGAZIONARIO PIU' A DISTRIBUZIONE	0	88.176	88.176
**D	AMUNDI SGR SPA - SECONDAPENSIONE	0	573.231	573.231
**D	SEI GLOBAL MASTER FUND PLC THE	0	19.491	19.491
**D	AB SICAV III - DYNAMIC ALL MAR	0	5.805	5.805
**D	KOKUSAI EQUITY INDEX FUND, A S	0	32.346	32.346
**D	MORGAN STANLEY PATHWAY FUNDS	0	50.632	50.632
**D	AB SICAV I - ALL MARKET INCOME	0	761.749	761.749
**D	BRIDGE BUILDER INTERNATIONAL E	0	116.304	116.304
**D	DESTINATIONS INTERNATIONAL EQU	0	34.002	34.002
**D	NZAM EURO STOXX PARIS-ALIGNED	0	4.298	4.298
**D	THE NOMURA TRUST AND BANKING C	0	91.400	91.400

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GLOBAL X EFES ICAV	0	182.438	182.438
**D	ICP PLACEMENT	0	2.237	2.237
**D	SOGECAP ACTIONS - MID CAP	0	156.708	156.708
**D	SOGECAP AP CLIMAT PAB	0	169.405	169.405
**D	AMUNDI MSCI WORLD EX USA SCREE	0	463	463
**D	MULTI UNITS FRANCE AMUNDI FTSE	0	2.168.001	2.168.001
**D	MULTI UNITS FRANCE AMUNDI MSCI	0	100.261	100.261
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	726.724	726.724
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	313.164	313.164
**D	MIGROS BANK (LUX) FONDS 30	0	2.690	2.690
**D	MIGROS BANK (LUX) FONDS 50	0	5.570	5.570
**D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	2.700	2.700
**D	UBS (LUX) EQUITY SICAV - GLOBAL HIGH DIVIDEND	0	1.156.532	1.156.532
**D	UBS FUND MANAGEMENT (LUXEMBOURG) SA	0	39.000	39.000
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	36.653	36.653
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	684.855	684.855
**D	GWT I PLACEMENTS TRADITIONNELLS ACTIONS ETRANGERES	0	22.462	22.462
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	56.503	56.503
**D	NORGES BANK	0	16.295.833	16.295.833
**D	GOVERNMENT OF NORWAY	0	127	127
**D	LEGAL & GENERAL CCF.	0	21.714	21.714
**D	LEGAL AND GENERAL CCF	0	1.542	1.542
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	514.333	514.333
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	31.527	31.527
**D	INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT	0	2.996	2.996
**D	WHEELS COMMON INVESTMENT FUND.	0	9.945	9.945
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	0	100	100
**D	PREMIER MITON DIVERSIFIED GROWTH FUND	0	324.976	324.976
**D	PREMIER MITON DIVERSIFIED CAUTIOUS GROWTH FUND	0	48.099	48.099
**D	PREMIER MITON DIVERSIFIED BALANCED GROWTH FUND	0	98.746	98.746
**D	PREMIER MITON DIVERSIFIED INCOME FUND	0	49.351	49.351
**D	PREMIER MITON DIVERSIFIED DYNAMIC GROWTH FUND	0	69.264	69.264
**D	LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E	0	31.730	31.730
**D	LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	0	61.895	61.895
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO	0	64.902	64.902
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE	0	45.137	45.137
**D	JUPITER GLOBAL FINANCIAL INNOVATION FUND	0	166.423	166.423
**D	JUPITER FINANCIAL OPPORTUNITIES FUND	0	1.068.679	1.068.679
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	1.140.348	1.140.348
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	242.938	242.938
**D	ARTEMIS MONTHLY DISTRIBUTION FUND	0	2.497.176	2.497.176
**D	ARTEMIS GLOBAL INCOME FUND	0	16.336.900	16.336.900
**D	PRESCIENT FUND SERVICES IRELAND LIMITED ACTING IN ITS CAPACI	0	19.109	19.109
**D	CANTOR FITZGERALD INVESTMENT TRUST	0	305.702	305.702
**D	CANTOR FITZGERALD ASSET MANAGEMENT EUROPE	0	1.579.677	1.579.677
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	12.242	12.242
**D	BARCLAYS MULTI-MANAGER FUND PLC	0	60.491	60.491
**D	SKYLINE UMBRELLA FUND ICAV	0	562.126	562.126



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	OSMOSIS ICAV	0	44.952	44.952
**D	LEGAL & GENERAL ICAV.	0	4.001	4.001
**D	VERDIPAPIRFONDET KLP AKSJEUROPA INDEKS.	0	1.684	1.684
**D	VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS	0	4.304	4.304
**D	VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS XI	0	200	200
**D	ARTEMIS FUNDS (LUX).	0	10.596	10.596
**D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	846.436	846.436
**D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	3.090.678	3.090.678
**D	USAA GENERAL INDEMNITY COMPANY	0	6.553	6.553
**D	GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	0	3.374	3.374
**D	USAA CASUALTY INSURANCE COMPANY	0	14.363	14.363
**D	ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF	0	4.736	4.736
**D	CG TPT AUTHORISED CONTRACTUAL SCHEME	0	14.852	14.852
**D	NORTHERN TRUST UCITS FGR FUND	0	485.012	485.012
**D	NORTHERN TRUST UCITS FGR FUND	0	35.415	35.415
**D	UFCW UNION AND PARTICIPATING FOOD INDUSTRY EMPLOYERS TRI-STA.	0	8.701	8.701
**D	CSAA INSURANCE EXCHANGE	0	8.346	8.346
**D	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	0	55.421	55.421
**D	GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	0	9.619	9.619
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	323.425	323.425
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	183.103	183.103
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	792.587	792.587
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	37.699	37.699
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	823.095	823.095
**D	LABORERS' AND RETIREMENT BOARD EMPLOYEES' ANNUITY & BENEFIT	0	90.220	90.220
**D	THE COCA-COLA COMPANY	0	63.914	63.914
**D	CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	0	3.510	3.510
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST.	0	42.223	42.223
**D	THE CALIFORNIA WELLNESS FOUNDATION	0	7.097	7.097
**D	ACORN 1998 TRUST.	0	1.291	1.291
**D	GREENFINCH FOUNDATION	0	8.320	8.320
**D	JOSHUA GREEN CORPORATION	0	18.483	18.483
**D	ESSENTIA HEALTH	0	7.932	7.932
**D	CONSTELLATION FITZPATRICK QUALIFIED FUND	0	7.425	7.425
**D	JTW TRUST NO. 3 UAD 9/19/02.	0	3.867	3.867
**D	THE KING'S COLLEGE OF OUR LADY AND SAINT NICHOLAS IN CAMBRID	0	1.143	1.143
**D	NTGI-QM COMMON DAILY EAFE	0	281.612	281.612
**D	FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	0	17.982	17.982
**D	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES	0	4.750	4.750
**D	PEPCO HOLDINGS INC. VEBA TRUST	0	3.706	3.706
**D	EXELON CORPORATION EMPLOYEES BENEFIT TRUST FOR MANAGEMENT EM	0	91	91
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	8.286	8.286
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	0	15.360	15.360
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY.	0	6.249	6.249
**D	PIVOTAL PHILANTHROPIES FOUNDATION	0	3.933	3.933
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	0	69.634	69.634
**D	ROSEFINCH FOUNDATION	0	8.320	8.320
**D	SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST	0	716	716

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SNOWFINCH FOUNDATION	0	8.320	8.320
**D	NATIONAL CATHOLIC INVESTMENT TRUST	0	2.699	2.699
**D	THE NATHAN CUMMINGS FOUNDATION INC.	0	31.735	31.735
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	4.743	4.743
**D	OAKLAND COUNTY VERA.	0	96.055	96.055
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT	0	1.101	1.101
**D	ARVEST FOUNDATION	0	1.013	1.013
**D	CHARLES C. GATES TRUST OF 6/30/1941	0	19.103	19.103
**D	CASEY FAMILY PROGRAMS	0	54.304	54.304
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	2.716	2.716
**D	UNITED SERVICES AUTOMOBILE ASSOCIATION	0	15.695	15.695
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	561.634	561.634
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	245.536	245.536
**D	BEAT DRUGS FUND ASSOCIATION	0	3.229	3.229
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	75.246	75.246
**D	INTERNATIONAL EQUITY FUND LLC	0	7.467	7.467
**D	GWL GLOBAL INVESTMENTS, LLC.	0	90.074	90.074
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	6.461	6.461
**D	ARGA FUND TRUST SERIES I - ARGA INTERNATIONAL FUND	0	114.881	114.881
**D	EVA VALLEY WA1 LLC	0	9.891	9.891
**D	FUNDO DE PENSOES .	0	21.322	21.322
**D	FOURTH AVENUE INVESTMENT COMPANY LIMITED PARTNERSHIP	0	47.253	47.253
**D	FIDDLER PARTNERS LLC	0	901	901
**D	DYNASTY INVEST LTD	0	4.093	4.093
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	0	4.858	4.858
**D	DELFINCO LP	0	50.148	50.148
**D	LAKE AVENUE INVESTMENTS LLC	0	39.922	39.922
**D	ARGA INTERNATIONAL SECTOR-NEUTRAL VALUE EQUITY FUND	0	1.828	1.828
**D	RTFIP LP.	0	11.402	11.402
**D	FCM INTERNATIONAL LLC	0	21.854	21.854
**D	PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST	0	509	509
**D	THYSSEN GLOBAL INVESTMENTS LLC	0	8.400	8.400
**D	ARGA INTERNATIONAL DIVERSIFIED VALUE FUND LP	0	1.493	1.493
**D	ARGA GLOBAL DIVERSIFIED VALUE FUND LP	0	1.293	1.293
**D	ARGA EUROPEAN EQUITY FUND LP	0	1.630	1.630
**D	801 INVESTMENTS LLC	0	12.753	12.753
**D	AVALON PORTFOLIO II LLC	0	11.274	11.274
**D	BEAR CREEK INVESTMENT LLC	0	33.564	33.564
**D	BUILDERS ASSET MANAGEMENT WATER LLC	0	45.193	45.193
**D	ALICE L WALTON CHARITABLE LLC	0	291.543	291.543
**D	METIS EQUITY TRUST	0	29.629	29.629
**D	ARIEL INTERNATIONAL DM/EM LLC	0	68.276	68.276
**D	GLOBAL BOND FUND LLC WAYCROSSE INC	0	81.306	81.306
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	194.174	194.174
**D	NELKE PARTNERSHIP	0	5.993	5.993
**D	PINK CALI LLC	0	1.966	1.966
**D	OMEGA FFIP LIMITED PARTNERSHIP	0	4.708	4.708
**D	SLW PORTFOLIO LLC	0	10.324	10.324



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SENTINEL INTERNATIONAL TRUST	0	19.215	19.215
**D	GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	0	10.326	10.326
**D	ARGA FUND TRUST SERIESI - ARGA GLOBAL FUND	0	67.423	67.423
**D	PRO-GEN INVESTMENTS LLC	0	6.402	6.402
**D	CINDY SPRINGS LLC	0	126.528	126.528
**D	LEGAL & GENERAL DEVELOPED MULTI-FACTOR SL FUND LLC	0	27.676	27.676
**D	MBB PUBLIC MARKETS I LLC	0	92.611	92.611
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	92.247	92.247
**D	HAWTHORN DM LLC	0	40.302	40.302
**D	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	0	9.649	9.649
**D	UNITED NATIONS JOINT STAFF PENSION FUND.	0	1.009.084	1.009.084
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	31.033	31.033
**D	CHEVRON UK PENSION TRUSTEE LIMITED AS TRUSTEE OF THE CHEVRON.	0	5.653	5.653
**D	MINERWORKERS' PENSION SCHEME	0	194.937	194.937
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.	0	2.541.647	2.541.647
**D	FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	0	225.267	225.267
**D	THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E	0	7.586	7.586
**D	NUNAVUT TRUST	0	5.275	5.275
**D	RED LIFE REINSURANCE LIMITED	0	2.611	2.611
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	437.334	437.334
**D	MERCER GLOBAL SMALL COMPANIES SHARES FUND	0	3.755	3.755
**D	MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS	0	4.214	4.214
**D	MERCER PASSIVE INTERNATIONAL SHARES FUND	0	11.797	11.797
**D	COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	0	237.775	237.775
**D	OIC INTERNATIONAL EQUITIES FUND.	0	5.686	5.686
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	69.059	69.059
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	114.210	114.210
**D	IAGAM GLOBAL EQUITY TRUST.	0	14.971	14.971
**D	EQUIFSUPER	0	32.741	32.741
**D	INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	0	3.949	3.949
**D	INTERNATIONAL EQUITIES B UNIT TRUST	0	11.867	11.867
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	68.110	68.110
**D	AUSTRALIAN CAPITAL TERRITORY	0	55.753	55.753
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	575	575
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	2.833	2.833
**D	RUTGERS THE STATE UNIVERSITY	0	14.619	14.619
**D	NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST	0	3.609.011	3.609.011
**D	R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	0	300	300
**D	IMPACTASSETS INC.	0	5.086	5.086
**D	NORTHAMPTONSHIRE PENSION FUND	0	11.267	11.267
**D	OAKLAND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	40.274	40.274
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	1.801	1.801
**D	UTAH STATE RETIREMENT SYSTEMS	0	192.728	192.728
**D	HRW TRUST NO. 2 UAD 01/17/03	0	3.095	3.095
**D	HRW TESTAMENTARY TRUST NO. 1	0	11.464	11.464
**D	HRW TESTAMENTARY TRUST NO. 3	0	7.143	7.143
**D	HRW TRUST NO. 1 UAD 01/17/03	0	16.439	16.439
**D	HRW TESTAMENTARY TRUST NO. 10.	0	7.353	7.353

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Regione Sociale	Proprrio	Delega	Totale
**D	CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND	0	11.095	11.095
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	9.605	9.605
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	17.338	17.338
**D	ARIEL INTERNATIONAL FUND	0	452.219	452.219
**D	ARIEL GLOBAL FUND	0	84.309	84.309
**D	THE HEALTH FOUNDATION.	0	4.603	4.603
**D	HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T	0	4.843	4.843
**D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	376.142	376.142
**D	JTW TRUST NO. 2 UAD 9/19/02.	0	13.201	13.201
**D	JTW TRUST NO. 1 UAD 9/19/02.	0	808	808
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	132.902	132.902
**D	JTW TRUST NO. 5 UAD 9/19/02.	0	2.249	2.249
**D	CYSTIC FIBROSIS FOUNDATION	0	11.248	11.248
**D	CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	0	5.481	5.481
**D	HOBSON/LUCAS FAMILY FOUNDATION	0	44.293	44.293
**D	CONSTELLATION PEACH BOTTOM UNIT 1. QUALIFIED FUND.	0	1.276	1.276
**D	EAST SUSSEX PENSION FUND	0	3.662	3.662
**D	STEWART L. WALTON FAMILY TRUST UAD 03/19/13	0	14.063	14.063
**D	EXELON CORPORATION PENSION MASTER RETIREMENT TRUST	0	79.907	79.907
**D	LAZARD INTERNATIONAL EQUITY CIT	0	183.415	183.415
**D	HRW TRUST NO. 3 UAD 01/17/03	0	50.555	50.555
**D	HRW TRUST NO. 3 UAD 01/17/03	0	3.756	3.756
**D	HRW TESTAMENTARY TRUST NO. 12.	0	12.543	12.543
**D	HRW TESTAMENTARY TRUST NO. 5	0	4.468	4.468
**D	HRW TRUST NO. 4 UAD 01/17/03	0	73.467	73.467
**D	HRW TRUST NO. 4 UAD 01/17/03	0	3.756	3.756
**D	HRW TESTAMENTARY TRUST NO. 7.	0	9.612	9.612
**D	HRW TESTAMENTARY TRUST NO. 2	0	5.785	5.785
**D	HRW TESTAMENTARY TRUST NO. 8.	0	53.157	53.157
**D	HRW TESTAMENTARY TRUST NO. 8.	0	4.602	4.602
**D	HRW TESTAMENTARY TRUST NO. 9.	0	7.353	7.353
**D	LAZARD ACW EX-US DIVERSIFIED ADVANTAGE CIT.	0	4.324	4.324
**D	HRW TESTAMENTARY TRUST NO. 4.	0	8.013	8.013
**D	HRW TESTAMENTARY TRUST NO. 6	0	8.941	8.941
**D	HRW TESTAMENTARY TRUST NO. 11.	0	27.201	27.201
**D	HRW TESTAMENTARY TRUST NO. 11.	0	9.498	9.498
**D	WYOMING RETIREMENT SYSTEM	0	4.083	4.083
**D	LOS ANGELES CITY EMPLOYEES` RETIREMENT SYSTEM.	0	810.039	810.039
**D	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0	233.249	233.249
**D	CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	0	112.463	112.463
**D	THE GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	38.868	38.868
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	99.099	99.099
**D	COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED	0	61.456	61.456
**D	ABU DHABI PENSION FUND	0	222.925	222.925
**D	TEACHERS` RETIREMENT SYSTEM OF OKLAHOMA	0	148.657	148.657
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	351.955	351.955
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	189.096	189.096
**D	THE PEOPLE`S PENSION SCHEME	0	783.404	783.404



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FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	SHELBY COUNTY TENNESSEE RETIREMENT SYSTEM	0	108.967	108.967
**D	THE REPRESENTATIVE CHURCH BODY	0	179.759	179.759
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	124.377	124.377
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	1.907	1.907
**D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	2.263.508	2.263.508
**D	LEGAL & GENERAL AUTHORISED CONTRACTUAL SCHEME	0	23.242	23.242
**D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	6.688	6.688
**D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	9.355	9.355
**D	ILLINOIS STATE BOARD OF INVESTMENT DEFERRED	0	336.839	336.839
**D	LGPS CENTRAL AUTHORIZED CONTRACTUAL SCHEME...	0	230.670	230.670
**D	UBS COMMON CONTRACTUAL FUND	0	2.519	2.519
**D	BLACKROCK UCITS CCF	0	122.009	122.009
**D	BLACKROCK COMMON CONTRACTUAL FUNDS	0	171.060	171.060
**D	CLEARWATER INTERNATIONAL FUND	0	55.027	55.027
**D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY UNIVEST.	0	147.312	147.312
**D	STICHTING PENSIOENFONDS EGB	0	39.360	39.360
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	324.039	324.039
**D	STICHTING PENSIOENFONDS CAMPINA	0	40.185	40.185
**D	STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	0	5.891	5.891
**D	TREDJE AP-FONDEN	0	156	156
**D	FUARDE AP-FONDEN.	0	1	1
**D	HUDSON BAY MASTER FUND LTD. C/O HUDSON BAY CAPITAL MANAGEMENT LP.	0	1	1
**D	PROJECT 121/160-70 (P)	0	1.052.645	1.052.645
**D	MOORE GLOBAL INVESTMENTS LLC C/O MOORE CAPITAL MANAGEMENT LP	0	2.685	2.685
**D	WELLINGTON-CIS DIVERSIFYING STRATEGIES FUND (CAYMAN) L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP	0	75.000	75.000
**D	AQR INNOVATION FUND L.P. C/O AQR CAPITAL MANAGEMENT LLC	0	145.617	145.617
**D	BAY POND SELECT OPPORTUNITIES MASTER FUND (CAYMAN) L.P.C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC ACTING AS IA	0	360	360
**D	VERITION MULTI-STRATEGY MASTER FUND LTD. C/O VERITION FUND MANAGEMENT LLC	0	571.262	571.262
**D	ELLERSTON CP LTD AS RES FR ELLERSTN GLOBAL EQ MANAGER FD C/O ELLERSTON CAPITAL LIMITED ACTING AS RESPONSIBLE ENTITY	0	86.102	86.102
	186.000			186.000
**D	SUNRISE PARTNERS LIMITED PARTNERSHIP	0	18.000	18.000
**D	SONA CREDIT MASTER FUND LIMITED	0	528.000	528.000
**D	CAPSTONE GLOBAL MASTER (CAYMAN) LIMITED	0	133.037	133.037
**D	HBK MASTER FUND LP/HBK MASTER FUND LP PORTFOLIO MARGIN ACCOUNT C/O HBK SERVICES LLC	0	176	176
**D	BLACKROCK SYSTEMATIC TOTAL ALPHA MASTER FUND LTD.	0	111.878	111.878
**D	WELLINGTON GLOBAL MULTI-STRATEGY MASTER FUND (CAYMAN) L.P.	0	12.979	12.979
**D	EWI PA FUND LTD.	0	5.699	5.699
**D	WOODLINE MASTER FUND LP C/O WOODLINE PARTNERS LP	0	2.575.737	2.575.737
**D	LLUC VALORES SICAV S.A.	0	364.240	364.240
**D	CARTERA BELLVER SICAV S.A.	0	287.536	287.536
**D	NAN MULTI-STRATEGY MASTER FUND MAPLES CORPORATE SERVICES LIMITES	0	258	258
**D	PINNACLE ANTIPODES GLOBAL FUND	0	943.013	943.013
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	68.785	68.785
**D	PINNACLE ANTIPODES GLOBAL OP FD	0	50.531	50.531
**D	JBNW-MED CORE GLOBAL EQ TILT	0	22.800	22.800
**D	PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	0	358.861	358.861
**D	DIMENSIONAL INTERNATIONAL SMALL CAP VALUE ETF OF DIMENSIONA	0	1.447.573	1.447.573

Aventi diritto:

1.867

33

in delega:

46

1.834

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E	0	223	223
**D	SCHWAB INTERNATIONAL INDEX FUND	0	1.262.216	1.262.216
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL EQUITY INDEX FUND	0	55.400	55.400
**D	PRIME SUPER PTY LTD	0	10.973	10.973
**D	CUKL COURTIERS ETHICAL VALUE EOT FD	0	56.000	56.000
**D	COLONIAL FIRST STATE INVESTMENT FUND 50.	0	44.939	44.939
**D	COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	0	115.349	115.349
**D	COMMONWEALTH GLOBAL SHARE FUND 30.	0	572.766	572.766
**D	BTSHARES GLOBAL SHARES ETF	0	62.374	62.374
**D	WM POOL - EQUITIES TRUST NO. 76 - ROBECO	0	7.244	7.244
**D	WM POOL - EQUITIES TRUST NO. 31 - ROBECO	0	3.770	3.770
**D	ONEMARKETS ITALY ICAY	0	460.000	460.000
**D	AEGON CUSTODY B.V..	0	74.934	74.934
**D	RLA GLOBAL SHARE FUND	0	22.871	22.871
**D	KIM PRIVATE PRIME EUROPE EQUITY MASTER INVESTMENT TRUST 1	0	40.797	40.797
**D	DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E	0	2	2
**D	DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST	0	101.247	101.247
**D	BLACKROCK PREMIER FUNDS - SYSTEMATIC GLOBAL EQUITY HIGH INCO	0	15.753	15.753
**D	ISHARES MSCI WORLD ETF	0	181.898	181.898
**D	ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	0	17.725	17.725
**D	ISHARES MSCI EUROZONE ETF	0	2.508.375	2.508.375
**D	ISHARES MSCI ITALY ETF	0	1.949.107	1.949.107
**D	ISHARES MSCI ACWI LOW CARBON TARGET ETF	0	37.856	37.856
**D	ISHARES MSCI EUROPE FINANCIALS ETF	0	2.155.860	2.155.860
**D	ISHARES MSCI EAFE VALUE ETF	0	5.175.099	5.175.099
**D	ISHARES MSCI EAFE ETF	0	6.839.769	6.839.769
**D	ISHARES MSCI ACWI EX U.S. ETF	0	540.458	540.458
**D	ISHARES MSCI ACWI ETF	0	609.062	609.062
**D	ISHARES MSCI KOKUSAI ETF	0	5.767	5.767
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	2.646.620	2.646.620
**D	ISHARES GLOBAL FINANCIALS ETF	0	81.091	81.091
**D	ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	0	2.048.745	2.048.745
**D	ISHARES CORE MSCI EAFE ETF	0	13.966.865	13.966.865
**D	ISHARES MSCI INTL VALUE FACTOR ETF	0	1.137.695	1.137.695
**D	ISHARES INTERNATIONAL EQUITY FACTOR ETF	0	539.663	539.663
**D	ISHARES ESG ADVANCED MSCI EAFE ETF	0	1.209.801	1.209.801
**D	COLONIAL FIRST STATE INVESTMENT FUND 291	0	167.150	167.150
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	4.922	4.922
**D	ILA-LA WORLD ESG SCREENED FUND	0	4.938.543	4.938.543
**D	ILA-A-ILSDMH	0	6.878	6.878
**D	IRISH LIFE ASSURANCE.	0	333.078	333.078
**D	ILA - A-ILGLOEQN	0	176.349	176.349
**D	ILA - A-ILDCG	0	2.926	2.926
**D	ILA - A-ILGLOEQG	0	6.828	6.828
**D	ILA - A-ILLEZEG	0	12.318	12.318
**D	IRISH LIFE CLIMATE FOCUSED FUND	0	40.376	40.376
**D	IRISH LIFE ASSURANCE PLC	0	5.004	5.004
**D		0	357.309	357.309



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY	0	112.102	112.102
**D	LARGE CAP INTL PORTFOLIO OF DFA INV	0	7	7
**D	DIMENSIONAL INTERNATIONAL VALUE ETF OF DIMENSIONAL ETF TRUST	0	5.459	5.459
**D	COLONIAL FIRST STATE SPECIALIST FUND 4	0	87.724	87.724
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	0	93.145	93.145
**D	FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	0	1.194	1.194
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND	0	11.135	11.135
**D	TSGX SOLACT ESG TRACO EX UNHG(3387)	0	1.638	1.638
**D	GOLDFARB FAMILY TRUST AGREEMENT	0	1.289	1.289
**D	CFSIL RE CNEALTH GS FD 16	0	50.525	50.525
**D	OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.	0	86.700	86.700
**D	INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	0	1.176.862	1.176.862
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	12.072	12.072
**D	BERESFORD FUNDS ICAV.	0	1.494	1.494
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	90.868	90.868
**D	AZIMUT LIFE DAC	0	5.582	5.582
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	218.440	218.440
**D	HUTCHISON PROVIDENT FUND.	0	6.212	6.212
**D	VICTORY MARKET NEUTRAL INCOME FUNDFUND	0	350.090	350.090
**D	COURTIERS GLOBAL (EX-UK) EQUITYINCOME FUND	0	250.000	250.000
**D	DIMENSIONAL GLOBAL SUSTAINABILITY TRUST	0	148	148
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	106.957	106.957
**D	CITITRUST LIMITED	0	111.970	111.970
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	0	15.658	15.658
**D	CFSIL RE COLONIAL FS INV FUND 55	0	69.812	69.812
**D	CIP COURTIERS TR BALANCED RK FUND	0	420.000	420.000
**D	CIP COURTIERS TR CAUTIOUS RK FUND	0	170.000	170.000
**D	CIP COURTIERS TR GROWTH RK FUND	0	190.000	190.000
**D	APPIAN ASSET MANAGEMENT	0	727.131	727.131
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	10.719	10.719
**D	UAPF - BLACK ROCK PASSIVE EQUITY	0	12.633	12.633
**D	ATLAS DIVERSIFIED MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	16	16
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	6.635	6.635
**D	NBMC EAFE EQUITY INDEX FUND.	0	11.263	11.263
**D	NT MSCI EAFE INDEX FUND	0	5.436	5.436
**D	RBC PRIVATE OVERSEAS EQUITY POOL	0	65.391	65.391
**D	RBC INDIGO INTERNATIONAL EQUITYINDEX FUND	0	11.576	11.576
**D	BLUEPEARL MAP I LP.	0	14.552	14.552
**D	HBK MASTER FUND LP	0	176	176
**D	WELLINGTON FINANCIALS ABSOLUTE RETURN FUND LP	0	167.744	167.744
**D	HW HEDGED VALUE LP CORPORATION SERVICE COMPANY	0	458.691	458.691
**D	POINT72 ASSOCIATES LLC	0	116.700	116.700
**D	INTERNATIONAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O INTERTRUST CORP SVCS (CAYMAN) LTD	0	4.594	4.594
**D	CINCFIVE GLOBAL MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	2.575	2.575
**D	WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED	0	14.408	14.408
**D	THREE BRIDGES EUROPE FUND L.P.	0	581	581
**D	GREENLAND MASTER FUND LP C/O WALKERS CORPORATE LIMITED	0	144.390	144.390
**D		0	549	549

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	TURBOFAN INVESTORS FUND LP	0	911	911
**D	CAXTON INTERNATIONAL LIMITED	0	1.442	1.442
**D	COLTRANE MASTER FUND L.P.	0	88	88
**D	AHL EYOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.134.218	1.134.218
**D	AHL STATARB MASTER LIMITED C/O CITCO TRUSTEES (CAYMAN) LIMITED	0	15.869	15.869
**D	BAY FOND INVESTORS (BERMUDA)LP C/O WELLINGTON MANAGEMENT CO	0	17.498	17.498
**D	SONA BLUE PEAK LTD C/O SONA ASSET MANAGEMENT (UK) LLP	0	54.000	54.000
**D	ILEX MASTER FUND LP	0	2.938.447	2.938.447
**D	ILEX MASTER FUND LP WALKERS CORPORATE LIMITED	0	164.930	164.930
**D	VERITION MULTI-STRATEGY MASTER FUND LTD.	0	606.163	606.163
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP	0	4.930.846	4.930.846
**D	MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP	0	1.019.057	1.019.057
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE IRELAND LIMITED.	0	846.481	846.481
**D	MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	0	3.639.600	3.639.600
**D	MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	0	11.475	11.475
**D	MARSHALL WACE COMMON CONTRACTU AL FUND - MWCCF WORLD TOPS 130 /30 FUND.	0	73.747	73.747
**D	MARSHALL WACE WASTER FUNDS SRC - SP ALPHA PLUS FUND C/O MARSHALL WACE LLP	0	8.468	8.468
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	93.777	93.777
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	0	165.662	165.662
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND	0	224.116	224.116
**D	MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	0	371.358	371.358
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND	0	116.059	116.059
**D	MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	0	248.433	248.433
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	0	519.310	519.310
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND	0	100.754	100.754
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD	0	272.500	272.500
**D	RP3 HOLDING S.R.L.	0	600.000	600.000
**D	FONDITALIA	0	448.659	448.659
**D	INTERFUND SICAV	0	14.116	14.116
**D	ABN AMRO FUNDS	0	40.800	40.800
**D	MEDIOLANUM FLESSIBILE SVILUPPO ITALIA	0	950.000	950.000
**D	MEDIOLANUM FLESSIBILE FUTURO ITALIA	0	4.567.024	4.567.024
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	4.952.647	4.952.647
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	15.900	15.900
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	117.796	117.796
**D	DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND	0	15.129	15.129
**D	OMERS ADMINISTRATION CORPORATION	0	26.980	26.980
**D	AQR TA GLOBAL RELAXED CONSTRAINT EQUITY FUND, L.P.	0	9.220	9.220
**D	AQR FUNDSAQR MULTIASSET FUND	0	35.859	35.859
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	15.424	15.424
**D	NEW AIRWAYS PENSION SCHEME	0	5.824	5.824
**D	ABN AMRO FGR	0	4.820	4.820
**D	THE TUOMO O. VUOLTEENAHO 2025 CHARI TABLE REMAINDER UNITRUST	0	107.061	107.061
**D	AQR FLEX 1 SERIES LLC - SERIES A9	0	107.658	107.658
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	348.243	348.243
**D	INTERNATIONAL MONETARY FUND	0	55.893	55.893
**D	INTERNATIONAL MONETARY FUND	0	66.663	66.663
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	6.414	6.414



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Aventi diritto: 1.867 Teste: 46
 in proprio: 33 in delega: 1.834

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MCAU	0	41.943	41.943
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	406.732	406.732
**D	AQR FUNDS- AQR CVX FUSION FUND	0	2.346	2.346
**D	BAP PENSIONE 2007 FONDO PENSIONE APERTO	0	1.561	1.561
**D	FIDEURAM PIANO BILANCIATO ITALIA 50	0	257.085	257.085
**D	FIDEURAM PIANO AZIONI ITALIA	0	1.119.970	1.119.970
**D	EPSILON ASSOCIATI SGR - EPSILONGR DLONGRUN	0	934	934
**D	EPSILON ASSOCIATI SGR - EPSILONGR QRETURN	0	20.177	20.177
**D	FIDEURAM BILANCIATO	0	19.000	19.000
**D	FIDEURAM ITALIA	0	117.727	117.727
**D	AXA MPS PREVIDENZA PER TE - CRESCITA	0	657.840	657.840
**D	FONDO PENSIONE APERTO UBI PREVIDENZA	0	25.171	25.171
**D	EURIZON PROGETTO ITALIA 70	0	686.475	686.475
**D	EURIZON PROGETTO ITALIA 40	0	370.396	370.396
**D	EURIZON AZIONI ITALIA	0	3.200.437	3.200.437
**D	EURIZON AZIONI EUROPA	0	863.949	863.949
**D	EURIZON AZIONI AREA EURO	0	657.453	657.453
**D	EURIZON CAP SGR-RENDITA	0	8.950	8.950
**D	EURIZON AZIONI INTERNAZIONALI	0	797.109	797.109
**D	EURIZON PIR ITALIA AZIONI	0	74.577	74.577
**D	EURIZON STEP TO GLOBAL TRENDS	0	7.939	7.939
**D	EURIZON DYNAMIC STEP TO GLOBAL TRENDS	0	26.522	26.522
**D	EURIZON AM RILANCIO ITALIA TR	0	22.000	22.000
**D	EURIZON STEP 70 PIR ITALIA GIUGNO 2027	0	60.000	60.000
**D	FONDO PENSIONE APERTO IL MIO DOMANILAN	0	374.677	374.677
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	19.192	19.192
**D	NINETY ONE GLOBAL STRATEGY FUND	0	913.501	913.501
**D	ARERO - DER WELTFONDS - ESG	0	58.679	58.679
**D	UBS LUX FUND SOLUTIONS	0	2.614.095	2.614.095
**D	CREDIT SUISSE INDEX FUND (LUX)	0	903.451	903.451
**D	VARIOPARTNER SICAV	0	84.099	84.099
**D	EURIZON AM SICAV	0	11.700	11.700
**D	EURIZON FUND	0	6.283.384	6.283.384
**D	EURIZON FUND II	0	447.821	447.821
**D	EURIZON NEXT 2.0	0	452.275	452.275
**D	INSTITUTIONAL SOLUTIONS FUND FCP-SIF	0	142.085	142.085
**D	ALLIS SICAV	0	187.870	187.870
**D	XTRACKERS	0	43.959	43.959
**D	DWS MULTI ASSET PIR FUND	0	65.000	65.000
**D	BLACKROCK STRATEGIC FUNDS	0	172.775	172.775
**D	BLACKROCK GLOBAL INDEX FUNDS	0	206.991	206.991
**D	AXA WORLD FUNDS SICAV	0	300.000	300.000
**D	YOURINDEX SICAV	0	107.025	107.025
**D	EURIZON INVESTMENT SICAV	0	367.144	367.144
**D	ISHARES ENHANCED INTERNATIONAL ACTIVE ETF	0	330	330
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	6.560	6.560
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	60.023	60.023
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0	89.050	89.050

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	0	45.149	45.149
**D	ISHARES MSCI EAFE INTERNATIONAL INDEX FUND	0	1.226.202	1.226.202
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	5.904.990	5.904.990
**D	ISHARES III PUBLIC LIMITED COMPANY	0	5.795.948	5.795.948
**D	ISHARES III PUBLIC LIMITED COMPANY	0	3.131	3.131
**D	ISHARES V PUBLIC LIMITED COMPANY	0	699.726	699.726
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	979.189	979.189
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	1.680.402	1.680.402
**D	ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	0	4.149.406	4.149.406
**D	ISHARES STOXX EUROPE LARGE 200 UCITS ETF (DE)	0	26.157	26.157
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	905.775	905.775
**D	ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	0	5.178.993	5.178.993
**D	IBM 401(K) PLUS PLAN TRUST	0	322.301	322.301
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	137.055	137.055
**D	LAZARD INTERNATIONAL EQUITY PORTFOLIO	0	1.168.783	1.168.783
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	1.965.399	1.965.399
**D	M INTERNATIONAL EQUITY FUND	0	4.690	4.690
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	50.898	50.898
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	7.975.965	7.975.965
**D	SSB MSCI ITALY INDEX SECURITIES LENDING COMMON TRUST FUND	0	1.484.260	1.484.260
**D	SPDR PORTFOLIO EUROPE ETF	0	97.209	97.209
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	37.443	37.443
**D	MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGI ST PORTFOLIO	0	999	999
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	7.235	7.235
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	2.548.507	2.548.507
**D	SPDR MSCI ACWI EXUS ETF	0	175.293	175.293
**D	STATE OF MINNESOTA	0	16.488	16.488
**D	VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	0	187.783	187.783
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	120.077	120.077
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	1.755.360	1.755.360
**D	REGIME DE RETRAITE DE L'UNIVERSITE DE MONTREAL	0	294.920	294.920
**D	TIACREF INTERNATIONAL EQUITY INDEX FUND	0	3.065.855	3.065.855
**D	COLLEGE RETIREMENT EQUITIES FUND	0	1.157.305	1.157.305
**D	VFMC INTERNATIONAL EQUITY TRUST2	0	6.656	6.656
**D	VFMC INTERNATIONAL EQUITY TRUST1	0	6.393	6.393
**D	VANECK MSCI INTERNATIONAL VALUEETF	0	23.448	23.448
**D	NGS SUPER	0	24.472	24.472
**D	AUSTRALIAN RETIREMENT TRUST	0	716.359	716.359
**D	PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND	0	593	593
**D	IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND	0	8.290	8.290
**D	PERPETUAL GLOBAL ALLOCATION ALPHA FUND	0	19.127	19.127
**D	RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	0	149.842	149.842
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	12.293	12.293
**D	RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND	0	32.234	32.234
**D	BRIGHTER SUPER	0	250	250
**D	BRIGHTER SUPER	0	8.974	8.974
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	14.149	14.149
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND	0	2.759	2.759

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Aventi diritto: 1.867 Teste: 46
 in proprio: 33 in delega: 1.834



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	AAI LIMITED	0	8.371	8.371
***D	BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	0	76.060	76.060
***D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	11.800	11.800
***D	PEOPLE'S BANK OF CHINA	0	47.967	47.967
***D	PEOPLE'S BANK OF CHINA	0	16.791	16.791
***D	PEOPLE'S BANK OF CHINA	0	11.558	11.558
***D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	0	101.688	101.688
***D	MANAGED PENSION FUNDS LIMITED	0	97.309	97.309
***D	FONDO PENSIONE APERTO GIUSTINIANO	0	14.959	14.959
***D	PREVIDSYSTEM-FONDO PENSIONE APERTO	0	217.399	217.399
***D	FIDELITY GLOBAL FINANCIAL SERVICES FUND	0	9.343	9.343
***D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	791.476	791.476
***D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	93.923	93.923
***D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	95.993	95.993
***D	CITY UNIVERSITY OF NEW YORK	0	1.742	1.742
***D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	61.319	61.319
***D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	102.110	102.110
***D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	37.679	37.679
***D	AMERICAN CENTURY ETF TR-AMERICAN CENT QUALITY DIVERSIFIED INTL ETF	0	53.894	53.894
***D	E TRADE NO FEE INTERNATIONAL INDEX FUND	0	4.526	4.526
***D	MOUNT HATTON INVESTMENTS LIMITED	0	19.015	19.015
***D	MGI FUNDS PLC	0	288.674	288.674
***D	RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	0	85.567	85.567
***D	LVIP SSGA INTERNATIONAL INDEX FUND	0	279.566	279.566
***D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GE-UI-FONDS	0	7.380	7.380
***D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	386.973	386.973
***D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	10.725	10.725
***D	GOVERNMENT PENSION INVESTMENT FUND	0	1.109.730	1.109.730
***D	OPENWORLD PUBLIC LIMITED COMPANY	0	3.419	3.419
***D	SUNAMERICA SERIES TRUST- SA SCHRÖDERS VCP GLOBAL ALLOCATION PORT	0	532	532
***D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	93.254	93.254
***D	TRANSAMERICA MSCI EAFE INDEX VP	0	12.326	12.326
***D	DESJARDINS INTERNATIONAL EQUITYIND EX ETF	0	112.458	112.458
***D	DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN	0	9.295	9.295
***D	PRINCIPAL LIFE INSURANCE COMPANY	0	50.700	50.700
***D	MAS PENSION SIEFORE BASICA 60-64 SA DE C.V.	0	35.838	35.838
***D	MAS PENSION SIEFORE BASICA 75-79 SA DE C.V.	0	70.265	70.265
***D	PROCTER AND GAMBLE BELGIUM PENSION FUND	0	4.855	4.855
***D	FIDELITY INTERNATIONAL HIGH DIVIDEND INDEX ETF	0	244.105	244.105
***D	CITY OF NEW YORK GROUP TRUST	0	628.150	628.150
***D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	486.198	486.198
***D	SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY	0	85.477	85.477
***D	THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	0	171.091	171.091
***D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	1.921.902	1.921.902
***D	VENERABLE INTERNATIONAL INDEX FUND	0	87.856	87.856
***D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	524.394	524.394
***D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	289.025	289.025
***D	UBS (IRL) ETF PLC	0	493.578	493.578

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1	0	165.242	165.242
**D	PRESBYTERIAN CHURCH IN AMERICA 403 (B) (9) RETIREMENT PLAN	0	12.607	12.607
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL VALUE FUN	0	458.499	458.499
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	12.221	12.221
**D	BRIGHTHOUSE FUNDS TRUST I SCHROEDERS GLOBAL MULTIASSET PORTFOLIO	0	1.467	1.467
**D	DIMENSIONAL FUNDS PLC	0	140.948	140.948
**D	CAPULA TAIL RISK MASTER FUND LIMITED	0	12.664	12.664
**D	CENTRAL PROVIDENT FUND/BOARD	0	4.377	4.377
**D	BMO MSCI EAFE INDEX ETF	0	727.450	727.450
**D	THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	0	59.664	59.664
**D	GOVERNMENT PENSION INVESTMENT FUND	0	47.421	47.421
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	91.457	91.457
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	3.719	3.719
**D	KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.646.002	2.646.002
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	56.247	56.247
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	8.179	8.179
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	48.502	48.502
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS CPT	0	4.614	4.614
**D	RUSSELL INVESTMENTS GLOBAL SMALLER COMPANIES POOL	0	1.194	1.194
**D	BANK OF KOREA	0	528	528
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.875.280	1.875.280
**D	PINNACLE ICAV	0	60.315	60.315
**D	MAS PENSION SIEFORE BASICA 90-94, SS DE C.V.	0	53.314	53.314
**D	MAS PENSION SIEFORE BASICA 65-69, SA DE C.V.	0	75.196	75.196
**D	FIDELITY COVINGTON TRUST:FIDELITY HIGH DIVIDEND ETF	0	603.819	603.819
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	15.776	15.776
**D	TEXAS MUNICIPAL RETIREMENT SYSTEM	0	236.427	236.427
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	11.153	11.153
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	0	1.282	1.282
**D	SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	0	93.921	93.921
**D	FCA CANADA INC. ELECTED MASTER TRUST	0	70.483	70.483
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ	0	22.000	22.000
**D	SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	0	7.901	7.901
**D	SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	0	604	604
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	27.832	27.832
**D	AMERICAN BEACON DIVERSIFIED FUND	0	47.248	47.248
**D	COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF	0	770	770
**D	AMERICAN CENTURY ICAV	0	23.112	23.112
**D	AMERICAN BUREAU OF SHIPPING	0	1.720	1.720
**D	RTX SAVINGS PLAN MASTER TRUST	0	615.662	615.662
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	49.197	49.197
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.094.315	2.094.315
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	229.328	229.328
**D	INVESCO BCPL BADGER FUND, A SERIES OF INVESCO MULTI SERIES FUNDS II	0	9.695	9.695
**D	JUNIVERSITAS GB UMBRELLA FUND -JUNIVERSITAS MA M 1 FUND UNIT TRUST	0	6.379	6.379
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GS-UI-FONDS	0	7.380	7.380
**D	MDPIM INTERNATIONAL EQUITY INDEX POOL	0	93.165	93.165
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	62.109	62.109



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JNL/MELLON MSCI WORLD INDEX FUND	0	23.065	23.065
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	8.950	8.950
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	2.108	2.108
**D	PRUDENTIAL HONG KONG LIMITED	0	33.545	33.545
**D	MAS PENSION SIEFORE BASICA 80-84, SA. DE C.V.	0	88.504	88.504
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL HIGH DIVIDEND ETF	0	3.425	3.425
**D	FIDELITY INTERNATIONAL VALUE INDEX ETF	0	1.197.118	1.197.118
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	471.335	471.335
**D	STATE STREET ICAY	0	39.246	39.246
**D	JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO	0	3.211	3.211
**D	STATE STREET IRELAND UNIT TRUST	0	2.999	2.999
**D	VANGUARD GLOBAL VALUE FACTOR ETF	0	67.904	67.904
**D	GLOBAL SYSTEMATIC ACTIVE EQUITIES	0	60.244	60.244
**D	WASHINGTON STATE INVESTMENT BOARD	0	705.018	705.018
**D	ASIAN DEVELOPMENT BANK	0	15.574	15.574
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	217.016	217.016
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	70.979	70.979
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	108.704	108.704
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	0	159.785	159.785
**D	HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	0	25.980	25.980
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	20.121.927	20.121.927
**D	EMPOWER ANNUITY INSURANCE COMPANY	0	76.734	76.734
**D	STATE OF MINNESOTA	0	354.053	354.053
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	9.301	9.301
**D	FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	0	12.402	12.402
**D	FIDUCIE GLOBALE DES REGIMES DERETRAITE DE LA SOCIETE DE MONTREAL	0	60.232	60.232
**D	DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	0	6.327	6.327
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	29.306	29.306
**D	VALIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	0	9.811	9.811
**D	THE CAPTIVE INVESTORS FUND	0	812.642	812.642
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGKB CARBON FOCUS	0	9.202	9.202
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	37.561	37.561
**D	AXA IM ETF ICAY	0	3.246	3.246
**D	MAS PENSION SIEFORE BASICA 85-89 SA DE C.V.	0	86.658	86.658
**D	MATB MSCI KOKUSAI INDEX MOTHER FUND	0	42.087	42.087
**D	VNL LP	0	1.092	1.092
**D	MACF 2 HOLDING LLC	0	1.963	1.963
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	6.986	6.986
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	5.583	5.583
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	422.089	422.089
**D	WMF FOUNDATION	0	934	934
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	738	738
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	89.294	89.294
**D	LACERA MASTER OPEB TRUST	0	44.496	44.496
**D	INSTITUTIONAL RETIREMENT TRUST	0	17.503	17.503
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	0	246.480	246.480
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	3.605	3.605
**D	RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND	0	3.714	3.714

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	533.920	533.920
**D	JNL/DEFA INTERNATIONAL CORE EQUITY FUND	0	158.284	158.284
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.781.622	1.781.622
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	2.178	2.178
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	37.799	37.799
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	6.438	6.438
**D	STICHTING ING CDC PENSTOENFONDS	0	5.351	5.351
**D	BANK OF KOREA	0	138	138
**D	BANK OF KOREA	0	505	505
**D	PIMCO COMMODITIESPLUS STRATEGY FUND	0	46.500	46.500
**D	FIDELITY COVINGTON TRUST - FIDELITY DIVIDEND ETF FOR RISING RATE	0	2.578	2.578
**D	FIDELITY COVINGTON TRUST - FIDELITY ENHANCED INTERNATIONAL ETF	0	1.073.500	1.073.500
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL VALUE FACTOR ETF	0	215.803	215.803
**D	POLICE AND FIREMEN'S RETIREMENT SYSTEM OF NEW JERSEY	0	1.617	1.617
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	265.447	265.447
**D	RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND	0	6.924	6.924
**D	SELFFINANCING POSTSECONDARY EDUCATION FUND	0	6.851	6.851
**D	HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	0	2.728	2.728
**D	BMO GLOBAL DIVIDEND OPPORTUNITIES FUND	0	2.188	2.188
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	244.028	244.028
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	60.848	60.848
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	21.221	21.221
**D	THRIFT SAVINGS PLAN	0	87.804	87.804
**D	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	894.599	894.599
**D	STATE STREET CCF	0	364.335	364.335
**D	COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	0	6.981	6.981
**D	LAZARD RETIREMENT INTERNATIONAL EQUITY PORTFOLIO	0	2.407	2.407
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR DEBEKAAKTIENEUROPAESG	0	114.615	114.615
**D	RUSSELL INVESTMENT COMPANY PLC	0	318.150	318.150
**D	LAZARD INTERNATIONAL EQUITY ADVANTAGE PORTFOLIO	0	1.609	1.609
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KPPT UNIVERSAL FONDS	0	1.148	1.148
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY TRUST	0	28.587	28.587
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	517.819	517.819
**D	FMR CAPITAL INC	0	2.753	2.753
**D	THE METHODIST HOSPITAL	0	1.886	1.886
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	82.637	82.637
**D	ARKWRIGHT, LLC	0	171.224	171.224
**D	KAISER PERMANENTE GROUP TRUST	0	33.207	33.207
**D	STATE STREET TOTAL RETURN VIS FUND	0	12.822	12.822
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	11.408	11.408
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	233.343	233.343
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS - ZIF GREEN	0	472.719	472.719
**D	NATWEST ST JAMES'S PLACE GREATER EUROPEAN PROGRESSIVE UNIT TRUST	0	76.160	76.160
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	1.785.980	1.785.980
**D	ESKOM PENSION AND PROVIDENT FUND	0	481.829	481.829
**D	COLUMBIA THREADNEEDLE (UK) ICVCIII - CT UNIVERSAL MAP INCOME FUND	0	11.492	11.492
**D	SOCIAL PROTECTION FUND	0	7.004	7.004
**D		0	1.000	1.000

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND	0	6.574	6.574
**D	CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	0	20.659	20.659
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	120.215	120.215
**D	BMO INTERNATIONAL DIVIDEND ETF	0	6.006	6.006
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	577.800	577.800
**D	AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	0	6.725	6.725
**D	MONTANA BOARD OF INVESTMENTS	0	5.409	5.409
**D	LM FUND LP	0	2.933	2.933
**D	RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC	0	4.297	4.297
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	62.088	62.088
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	0	8.791	8.791
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	12.611	12.611
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	27.912	27.912
**D	TANGERINE BALANCED PORTFOLIO	0	18.799	18.799
**D	SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND	0	72.212	72.212
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	13.835	13.835
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	29.240	29.240
**D	DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	0	3.180	3.180
**D	ALLSOLUTIONS IRELAND ICAV	0	59.299	59.299
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	20.885	20.885
**D	PTMCO DYNAMIC INCOME OPPORTUNITIES FUND	0	2.274.000	2.274.000
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	67.296	67.296
**D	MAS PENSION SIEFORE BASICA 70-74, SA DE C.V.	0	69.570	69.570
**D	PUBLIC EMPLOYEES' LONG-TERM CARE FUND	0	32.623	32.623
**D	DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER	0	3.290	3.290
**D	FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	0	709.300	709.300
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	905.240	905.240
**D	SPDR MSCI WORLD QUALITY MIX ETF	0	5.981	5.981
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENTAKTIEN	0	85.000	85.000
**D	DYNAMIC ACTIVE GLOBAL FINANCIALSERVICES ETF	0	16.777	16.777
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	1.640.759	1.640.759
**D	KAISER FOUNDATION HOSPITALS	0	230	230
**D	IMGP INTERNATIONAL FUND	0	189.458	189.458
**D	SYLVAN PARTNERS, LLC	0	8.161	8.161
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND	0	4.740	4.740
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	11.774	11.774
**D	SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD	0	2.418	2.418
**D	ASIAN DEVELOPMENT BANK	0	12.576	12.576
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	0	3.602	3.602
**D	LAZARD ESC INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	12.495	12.495
**D	SMTB FOREI GN STOCK INDEX MOTHER FUND	0	1.433	1.433
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIFONDS	0	149.165	149.165
**D	SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	89.454	89.454
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS	0	4.847	4.847
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	0	253.213	253.213
**D	HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	0	1.943	1.943
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND	0	459.113	459.113
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	0	24.962	24.962

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO	0	197.121	197.121
**D	STITCHING PHILLIPS PENSIOENFONDS	0	30.413	30.413
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	4.468.867	4.468.867
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS	0	3.200	3.200
**D	VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	0	2.513	2.513
**D	SOCIAL PROTECTION FUND	0	1.105	1.105
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	29.256	29.256
**D	RGI FUNDS ICVC - RGI GLOBAL RECOVERY FUND	0	126.155	126.155
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	0	1.255	1.255
**D	LAZARD INTERNATIONAL EQUITY TRUST	0	45.691	45.691
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	24.606	24.606
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	45.000	741.182	741.182
6500	RIZZO GABRIELE	0	4.000	49.000
6533	QUARTINI MARCO AURELIO	5	0	5
6558	MICHELAGNOLI GUGLIEMO	0	0	0
RL*	GE.AL. S.P.A.	5.500	0	5.500
6666	NOTO FILIPPO	0	0	0
DE*	CALT 2004 SRL	0	16.030.000	16.030.000
DE*	CED DIGITAL & SERVIZI SRL	0	10.000	10.000
DE*	FINCED SRL	0	18.150.000	18.150.000
DE*	IMPRESE TIPOGRAFICHE VENETE SRL	0	10.000	10.000
DE*	P.I.M.-PUBBLICITA' MULTIMEDIA ITALIANA SRL	0	10.000	10.000
DE*	QUOTIDIANO DI PUGLIA SRL	0	10.000	10.000
DE*	STAMPA ROMA 2015 S.R.L.	0	10.000	10.000
DE*	STAMPA VENEZIA SRL	0	10.000	10.000
DE*	VIAPAR SRL	0	7.200.000	7.200.000
6680	VITALE FEDERICO	0	0	0
DE*	ANIMA HOLDING SPA	0	50.290.691	50.290.691
DE*	BANCO BPM SPA	0	62.984.485	62.984.485
6752	CHIARONI ANDREA	10	0	10
6800	FERRI GIOVANNI	0	2.000	2.000
6827	AMENDOLA SANTO	0	0	0
6879	ORTU MARIO	0	0	0
DE*	SEED S.R.L.	1.200	0	1.200
7042	BIANCARDI GUIDO	0	58.500	58.500
7079	SODALI AND CO. INCARCATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	25.000	0	25.000
***	PENE' FRANCO	0	0	0
***	MAIRE INVESTMENTS S.P.A.	0	1.013.200	1.013.200
**D	ECONOMA S.R.L.	0	275.000	275.000
***	FIORITO MATTEO	0	500.000	500.000
***	DEL GIUDICE MARIAELISA	0	11.000	11.000
***	CACCAVALE ANTONIO	0	25.000	25.000
***	GABELLI MASSIMO	0	2.721	2.721
***	DE FAVERI MARCO	0	15.000	15.000
***	DI FATTA GIUSEPPE	0	1.306	1.306
***	DI FATTA GIUSEPPE	0	1.400	1.400
***	SCLOPIS GABRIELE VITTORIO GREGORIO	0	390	390
***	FAGIOLINI MONICA	15.000	0	15.000
7101		0	32.000	32.000
		0	15.000	15.000



Avanti diritto: 1.867 Teste: 46
 in proprio: 33 in delega: 1.834

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
7187	EREDE MATTEO MARIA FRANCESCO TOMMASO	0	0	0
DE*	DELFIN S.A.R.L.	0	534.676.825	534.676.825
7221	RAVAIOLI MARCO	0	0	0
DE*	AUSONIA S.R.L.	0	13.100.000	13.100.000
DE*	ESPERIA 15 SRL	0	13.100.000	13.100.000
DE*	GAMMA SRL	0	56.950.000	56.950.000
DE*	IMMAKO SRL	0	1.500.000	1.500.000
DE*	ISTITUTO FINANZIARIO 2012 SPA	0	29.460.000	29.460.000
DE*	M.K. 87 SPA	0	10.000	10.000
7231	CUTINI MARIO	100	0	100
7246	SPALVIERI ANTONIO	2.263	0	2.263
7254	BRETTONI FEDERICO	260	0	260
7285	MANTOVANI FRANCESCA	4.250	0	4.250
7307	TORTORA ELEONORA	178.925	0	178.925
7357	TORTORA PIERLUIGI	1.850.000	0	1.850.000
RL*	PLT HOLDING S.R.L.	18.991.874	0	18.991.874
RL*	PLT S.P.A.	13.341.954	0	13.341.954
DE*	SO.FIRIS S.R.L.	0	563.592	563.592
7368	ROMANO RICCARDO	0	146.780	146.780
DE*	FEIDOS SPA	0	1.050.000	1.050.000
7398	BARRA CARACCILO	0	122.397	122.397
7484	IACOPINI FABIO	25.000	0	25.000
7495	BETTI LORENZO	20.000	0	20.000
7569	ROSSI CARLO	0	0	0
RL*	FONDAZIONE MONTE DEI PASCHI DI SIENA	6.190.556	0	6.190.556
7575	ALBANO ARTURO	0	0	0
DE*	ALPHA UCITS SICAV-AMBER EQUITY FUND	0	128.000	128.000
DE*	AMBER CAPITAL INVESTMENT MANAGEMENT ICAV - AMBER EVENT DRIVE	0	374.330	374.330
DE*	PRIVILEGE - AMBER EVENT EUROPE	0	623.000	623.000
7582	GIOTTI AURO	1.100	0	1.100
7629	MAZZEI ROBERTO	0	80.000	80.000
7649	DORELLA CHRISTIAN	0	0	0
RL*	G.G.G. SPA	0	0	0
7689	FAULI FRANCESCO	61.583.312	0	61.583.312
7698	SCAPECCHI STEFANO	10	41.609	41.609
				10
Totale voti				61.190.556
Percentuale votanti %	1.875.342.259			
Percentuale Capitale %	95,096870			
	61,721006			

Aventi diritto:
in proprio:1.867
33Teste:
in delega:46
1.834

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
6006	CHINI ALESSANDRO	3.501	0	3.501
6008	VENA DONATO	22.700	0	22.700
6029	CONFORTI ALESSANDRO	3.001	0	3.001
6037	DE MEJO ALBERTO	2.000	0	2.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	983.998	983.998
6101	VALORI VINCENZO	4.101	0	4.101
6127	PACCHIARINI MARCO	50	0	50
6138	GMASSMER WERNER	390.001	0	390.001
6146	SEMPANI FERNANDO	750	0	750
6156	BETTI SERGIO	2.500	0	2.500
6224	SARDELLI MARIA GRAZIA	5.500	0	5.500
6235	SCHIAVON BRUNO	759	0	759
6252	VALENTI GIULIO	5.000	0	5.000
6256	MARMUGI RENZO	1.000	0	1.000
6325	FANTINI FILIPPO	40.201	0	40.201
6401	DI FRANCA FABRIZIO GIOVANNI MARIA	55.241	0	55.241
6403	FARCAS CRISTINA	12.950	0	12.950
6407	CAPPELLETO MARCO	0	754	754
6473	TREVISAN DARIO	0	0	0
***	TIRONI MATTEO	0	18	18
**D	MEAG PEGASUS	0	23.488	23.488
**D	MEAG EUROERTRAG	0	44.000	44.000
**D	ERAFP ACTIONS EURO IV	0	1.355.856	1.355.856
**D	MEAG DIVIDENDE	0	71.776	71.776
**D	MEAG EUROBALANCE	0	166.965	166.965
**D	MEAG PREMIUM	0	3.238.524	3.238.524
**D	MEAG EUROKAPITAL	0	64.817	64.817
**D	STICHTING AHOLD DELHAIZE PENSTOEN	0	12.498	12.498
**D	AUSTRALIANSUPER	0	473.000	473.000
**D	CARESUPER	0	67.272	67.272
**D	UNISUPER	0	40.984	40.984
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	512.573	512.573
**D	REASSURE LIMITED	0	527.208	527.208
**D	PWTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	0	1.435.394	1.435.394
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	0	330.345	330.345
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	0	550.000	550.000
**D	EUROPE INCOME FAMILY	0	1.350.000	1.350.000
**D	CM-AM EUROPE GROWTH	0	60.753	60.753
**D	ORANO ACTIONS EUROPEENNES	0	532.098	532.098
**D	CM-AM EUROPE VALUE	0	2.812	2.812
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)	0	5.159	5.159
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)	0	93.802	93.802
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	0	120.624	120.624
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE	0	1.778.102	1.778.102
**D	ERAFP ACTIONS EURO VII	0	17.173	17.173
**D	IC EUROPE EQUITY ESG INDEX FUND	0	0	0
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL	0	260.440	260.440



LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA	0	72.307	72.307
**D	MEAG MUNICH ERGO KAPITALANLAGESELSCHAFT MBH	0	322.487	322.487
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	4.504	4.504
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	13.490	13.490
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	5.419	5.419
**D	AVIVA LIFE & PENSIONS UK LIMITED	0	1.085.894	1.085.894
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	142.287	142.287
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	0	186.155	186.155
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	293	293
**D	AVIVA LIFE AND PENSIONS UK LIMITED	0	16.423	16.423
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	411	411
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	107.657	107.657
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	10.496	10.496
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	28.428	28.428
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS MULTI-STRATEGY TARGET RETURN FUND	0	91.626	91.626
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	35.366	35.366
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	30.714	30.714
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	10.025	10.025
**D	OSSIAM BLOOMBERG WORLD PAB UCITS ETF	0	1.770	1.770
**D	STICHTING BFL PENSIEN MANDAAT BLACKROCK	0	395.561	395.561
**D	SPA MANDATE BLACKROCK	0	49.018	49.018
**D	ST PFD PMA MANDATE BLACKROCK	0	19.825	19.825
**D	ABERDEEN GROUP CHARITABLE TRUST	0	3.008	3.008
**D	FCP PEA COURT TERME	0	1.279.490	1.279.490
**D	ALLOCATION PROTECTION 80	0	364.988	364.988
**D	NATIXIS SOLUTIONS PROTECT 75	0	141.321	141.321
**D	APICIL ACTIONS EURO	0	11.360	11.360
**D	OFI INVEST ESG ACTIONS MIEUX VIVRE	0	15.424	15.424
**D	PARMA PEA JUIN 2025	0	65.480	65.480
**D	PARMA PEA JUILLET 2026	0	351.435	351.435
**D	CORALUM PEA JUIN 2026	0	26.709	26.709
**D	AVIVA INVESTORS	0	19.905	19.905
**D	AVIVA INVESTORS GLOBAL	0	24.533	24.533
**D	STATE OF WISCONSIN INVESTMENT BOARD	0	2	2
**D	STICHTING PENSTOENFONDS HORECA AND CATERING	0	26.824	26.824
**D	STOK ERIK	0	1	1
**D	STICHTING PENSTOENFONDS ING	0	67.816	67.816
**D	TELSTRA SUPER PTY LTD AS TRUSTEE FOR TELSTRA SUPERANNUATION	0	52.324	52.324
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	1.314	1.314
**D	ALFRED I. DUPONT CHARITABLE TRUST	0	22.841	22.841
**D	THE GREATER MANCHESTER PENSION FUND	0	634.886	634.886
**D	STICHTING PENSTOENFONDS VERVOER	0	1.652.421	1.652.421
**D	STICHTING BEDRIJFSTAKPENSTOENFONDS VOOR HET SCHOONMAAK EN GL.	0	53.758	53.758
**D	MUTUAL FUND LOCALFAPIOLA EUROPE CLIMATE INDEX	0	136.047	136.047
**D	ABRON SICAV I - EUROPEAN EQUITY ENHANCED INDEX FUND	0	22.191	22.191
**D	CITICORP TRUSTEE (SINGAPORE) LIMITED AS TRUSTEE FOR AND ON B	0	235.423	235.423

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HPL - HP PST HOTCHKIS AND WILEY	0	59.064	59.064
**D	ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND	0	4.118	4.118
**D	HOSTPLUS FOOLED SUPERANNUATION TRUST	0	68.036	68.036
**D	ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND	0	7.441	7.441
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	0	66.971	66.971
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	0	209.756	209.756
**D	INTERNATIONAL EQUITIES; SECTOR TRUST	0	3.632	3.632
**D	RETAIL EMPLOYEES SUPERANNUATIONTRUST	0	104.595	104.595
**D	AWARE SUPER	0	10.094	10.094
**D	TEAM SUPERANNUATION FUND	0	1.787	1.787
**D	SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	0	50.345	50.345
**D	OSSIAM LUX	0	101.452	101.452
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG VISION	0	78.430	78.430
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ATLAS	0	77.442	77.442
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I	0	80.255	80.255
**D	CARDANO COMMON CONTRACTUAL FUND	0	10.382	10.382
**D	MEAG MUNICH ERGO KAPITALANLAGEGES MBH FOR MEAG EUROSTAR	0	11.187	11.187
**D	MEAG PENSION INVEST	0	39.043	39.043
**D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	0	67.025	67.025
**D	NOW PENSIONS TRUST	0	78.834	78.834
**D	MEAG MULTI LIFE	0	100.947	100.947
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	25.840	190.797	190.797
6541	BOSSIELLO GIUSEPPE	0	0	25.840
6566	STADERINI PIETRO	1	0	1
6577	GALLERI PAOLO	9.450	0	9.450
6583	CAPPELLOTTA LORENZO	0	4.000	4.000
DE*	CASTALIA FOUNDATION	0	112.690	112.690
6647	PROVEDI ANTONIO	0	0	0
6657	RIZZI GIANMATTEO	26.510	0	26.510
6679	AVITABILE GIOVANNI	1.940	0	1.940
6761	BAGNAI ROSSANO	60.000	0	60.000
6782	SILVESTRI LORENZO	12.442	0	12.442
6888	CAGLIANONE GIAMPAOLO	5.000	0	5.000
6929	BRACALI LEONARDO	1.500	0	1.500
6975	ADINOLFI VINCENZO	7.978	0	7.978
6991	DI BLASIO GIUSEPPE	250.000	0	250.000
7056	BORBOOTTI SANDRO	500	0	500
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	3.420	0	3.420
***	LORUSSO COSIMO DAMIANO	0	14.000	14.000
7233	ROGANVINI PICCO LUIGI	1	0	1
7286	GIANNELLI LEONARDO	10	0	10
7352	MALVESTIO MASSIMO	0	0	0
DE*	HERMES LINDER FUND SICAV	0	0	0
DE*	PRAUDE MICRO AND SMALL-CAP FUND	0	0	0
DE*	PRAUDE TOTAL RETURN FUND	0	0	0
DE*	VENIERO HOLDINGS LIMITED	0	0	0
		7.859.715	7.859.715	7.859.715
		292.375	292.375	292.375
		2.714.010	2.714.010	2.714.010
		12.751.886	12.751.886	12.751.886

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

CONTRARI

Badge	Ragione Sociale	Totale
7393	BIVONA GIUSEPPE	1
7568	BIENIECKA ANNA	20.395
7613	MARTELLACCI GABRIELLO	37.000
7648	ANATRELLA NUNZIA	21.900
7683	MOSCATELLI FILIPPO	0
7685	DEGL' INNOCENTI MARCELLO	0
Totale voti	48.185.549	15.005
Percentuale votanti %	2,443445	0
Percentuale Capitale %	1,585876	0

Proprio	Delega	Totale
0	1	1
20.395	0	20.395
37.000	21.900	58.900
7.000	0	7.000
2	0	2
15.005	0	15.005

Aventi diritto:
in proprio:

156 Teste:
36 in delega:

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
6034	CORSI SANDRO	4.200	0	4.200
6035	GALATI MARCO	10	0	10
6080	TASSI SONIA	300	25.001	25.301
6087	SERRAGLI STEFANO	2.000	0	2.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	1.422.185	1.422.185
6110	FIoretto KATRINE	140	0	140
6209	CINI LEANDRO	6	0	6
6210	CERVELLI FABIO	2.800	0	2.800
6220	LOTTI ALESSANDRO	1	0	1
6282	AZZARONE CARLO	53.234	0	53.234
6305	TUZI VINCENZO	1.000	0	1.000
6326	GRIZZI OTTORINO	10	0	10
6351	BABBONI PAOLA	7.866	0	7.866
6416	GABELLA LUCA	0	0	0
DE*	BLUEPOINT MANAGEMENT LTD	0	2.700.000	2.700.000
DE*	ULTIMA HOLDING S.A.	0	333.000	333.000
DE*	UNIONE FIDUCIARIA SPA	0	395.000	395.000
6426	PALATRESI EMILIO	1.500	0	1.500
6452	SERRAGLI FRANCESCO	950	0	950
6461	MARTELLACCI FRANCESCA	3.900	0	3.900
6462	CAUDULLO ALFREDO	40.000	0	40.000
6473	TREVISAN DARIO	0	0	0
**D	THE WHITE MAGNOLIA TRUST	0	150.000	150.000
**D	PARLATORE ERMENEGILDO	0	1.125.000	1.125.000
**D	WHITE LOTUS FOUNDATION	0	200.000	200.000
**D	ALLIANZGI-FONDS DSPT	0	47.204	47.204
**D	ALLIANZGI-FONDS GANO 2	0	2.088	2.088
**D	ALLIANZGI-FONDS PFI SEGMENT PFI-AA2-E_EUA	0	29.423	29.423
**D	INVESTITORI FLESSIBILE	0	120.000	120.000
**D	INVESTITORI PIAZZA AFFARI	0	170.500	170.500
**D	ALLIANZGI S AKTIEN	0	54.840	54.840
**D	INVESTITORI EUROPA	0	107.810	107.810
**D	FONDO PENSIONE COMETA	0	284.469	284.469
**D	FONDOPOSTE	0	166.193	166.193
**D	INVESTITORI EIGHTY TWENTY	0	9.880	9.880
**D	ALLIANZ GLOBAL INVESTORS GMBH	0	789.291	789.291
**D	MSCI EUROPE EQUITY INDEX FUND B [EUROSECB	0	55.091	55.091
**D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	40.325	40.325
**D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN	0	50.000	50.000
**D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	384.500	384.500
**D	PARLATORE ERMENEGILDO	0	175.000	175.000
**D	AIM EQUITY EUROPE CANTONS	0	47.199	47.199
**D	GEORGE JOSEPH	0	90.000	90.000
**D	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.	0	21.937	21.937
**D	CHALLENGE FUNDS CHALLENGE ITALIAN EQUITY	0	304.800	304.800
**D	ALLIANZ ITALIA 50 SPECIAL	0	34.000	34.000



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	1.275.000	1.275.000
**D	ALLIANZ AZIONI EUROPA	0	154.441	154.441
**D	ALLIANZ GLOBAL INVESTORS FUND	0	257.437	257.437
**D	AGLIALLIANZ VERMOEGENSBIILDUNG EUROPA	0	292.534	292.534
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR INDUSTRIA PLEVANI ANGELO	0	1.958.279	1.958.279
6548	BOTTONIFICIO B.A.P. S.P.A.	1.000.000	0	1.000.000
RL*	MARTELLACCI ELENA	2.000.000	0	2.000.000
6575		15.100	0	15.100
6593	RISANI FULVIO	20	0	20
6603	MASTROGIACOMO LUCA	2.000	0	2.000
6691	FRANCESCHIN MAURIZIO	11	0	11
6788	GALASSINI OMERO	100	0	100
6847	PAOLONE SHARON	2.500	0	2.500
6884	SEMPlici ROMOLO	500	0	500
6914	PANCACCINI DANIELE DELFO COSTANTINO	60	0	60
6937	DE MARTINO MATTEO	2.000	0	2.000
7024	GABRIELE LUCA	0	4.970	4.970
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	TURI UGO	0	0	0
***	FUSARI PAOLO	0	30.500	30.500
***	ABBA PAOLO	0	16.360	16.360
***	RINALDI PAOLO	0	28.000	28.000
***	RINALDI MARCO ANDREA	0	4.400	4.400
***	CATTANEO CLAUDIA	0	1.320	1.320
***	FERDEGHINI ANDREA	0	10.000	10.000
***	CICERI MASSIMILIANO	0	1.600	1.600
***	LIVRAGHI ANNA MARIA	0	1.000	1.000
***	CADAMURO ANGELO	0	1.000	1.000
7176	CADAMURO COSTRUZIONI S.R.L.	43.150	0	43.150
RL*	BRUNAMONTI FABIO	42.500	0	42.500
7199	MONTIGIANI MAURIZIO	5	0	5
7279	MENSINI MARIO	1.000	0	1.000
7327	ANGELINI CESARE	19.350	0	19.350
7334	VEZZOLI NICOLO'	2.500	0	2.500
7401	IN CROISSANTERIA S.R.L.	0	0	0
DE*	CAPANNA GIUSEPPE	0	80.000	80.000
7425	MIRIA GROWTH FUND SA SICAV RAIF ITACA MULTI STRATEGY	0	0	0
DE*	SIMONELLI ENNIO	0	31.600.000	31.600.000
7437	BURRINI SERGIO	144	0	144
7473	VALERI TIZIANA	10	0	10
7482	GHIRARDI FABIO	1	0	1
7510	BAGNOLI MASSIMO	45.000	0	45.000
7600	PASINI VALERIO	2.213	0	2.213
7640	RIMOLDI FABIO	110	0	110
7708	GRANAI ALDO	70.000	0	70.000
7716	TURRENI FRANCESCO	455	0	455
7719		10.000	0	10.000

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

ASTENUTI

Badge	Regione Sociale	
7722	CAPITANI MAURO	
7738	CUOMO PIETRO	
Totale voti	48.430.530	
Percentuale votanti %	2,455867	
Percentuale Capitale %	1,593939	

Proprio	32
	2.275

Delega	0
	0

Totale	32
	2.275



EB

Avanti diritto:
in proprio:

115 Teste:
44 in delega:

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

NON VOTANTI

Badge	Ragione Sociale	Proprio	Delega	Totale
6117	NASTARI GIOVANNI	6.009	0	6.009
6135	PISANU PIERO	10	0	10
6178	GRANAI ANDREA	1	0	1
6301	ROCCA RICCARDO	0	0	0
RL*	CROMWELL GROUP S.R.L.	100	0	100
6457	SALVO` NICOLETTA	1	0	1
6607	GRECO LUCA	100	0	100
6830	FIASCHI FABIO	2.600	0	2.600
6920	NATALE ETTORE	11.000	0	11.000
6926	FINUCCI GIORGIO	1	0	1
6983	ROSSI EUGENIO	10.000	0	10.000
7088	CORSETTI PAOLO	1.000	0	1.000
7092	SILVESTRI ALESSIA	57	0	57
7301	TOCCHI TITO	202	0	202
7321	TONIACCINI GIANNI	12	0	12
7387	MONTANARELLA ROSANNA	6.171	0	6.171
7433	PIZZUTO LUIGI	10	0	10
7441	BURLAMACCHI KARINE	15.000	0	15.000
7687	MAGNI CARLO	10	0	10
	Totale voti	75.284	23.000	23.057
	Percentuale votanti %	0,003818	0	0
	Percentuale Capitale %	0,002478	0	0

Aventi diritto:
in proprio:19 Teste:
18 in delega:18
1

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

VOTI ESCLUSI DAL QUORUM Deliberativo

Badge	Ragione Sociale	Proprio	Delega	Totale
6473	TREVISAN DARIO	0	0	0
**D	TENAX GLOBAL EQUITY FUND	0	476.122	476.122
**D	TENAX FINANCIAL UCITS FUND	0	50.939	50.939
**D	SIREF FIDUCIARA SPA	0	55.495	55.495
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	COMELLI PAOLA	0	3.000	3.000
***	FANTONI MARCO	0	1.000	1.000
***	PATRIZI STEFANO	0	31.120	31.120
***	AGOSTINI PATRIZIA	0	30.000	30.000
***	AGOSTINI GIOVANNI	0	41.250	41.250
***	PATRIZI CLAUDIO	0	5.000	5.000
***	GERARDI GABRIELE	0	6.000	6.000
**D	M.D.O. DEI FRATELLI DOMENICO E FIORE FOTI SOCIETA` IN	0	20.000	20.000
***	LAZZARI PAOLA	0	2.000	2.000
***	TEZA ALBERTO	0	3.000	3.000
**D	EL PEPINO IMMOBILIARE S.R.L.	0	2.000.000	2.000.000
**D	FUGAS S.P.A.	0	500.000	500.000
***	MAURRI SANDRO	0	53.500	53.500
**D	TRUST BENI CERVI	0	37.998	37.998
***	BONFIGLI DOMENICO	0	506.600	506.600
***	GUASCO PAOLO	0	117.500	117.500
**D	VOVO S.R.L.	0	9.000	9.000
***	BIONDI PAOLO	0	40.000	40.000
***	LOMBARDI COSIMO	0	18.000	18.000
***	MAGGIANI GIORGIO	0	177.500	177.500
**D	FONDAZIONE PIERO BONGIANINO ONLUS	0	22.500	22.500
**D	BOSI & PARTNERS S.A.S.	0	9.600	9.600
**D	TRUST MARMAROLA	0	90.900	90.900
***	BOSI LUCA GIOVANNI MARIA	0	16.500	16.500
***	ASCARI FEDERICO	0	1.720	1.720
***	PAVONI VALTER	0	38.000	38.000
***	AGOSTINI GIOVANNI	0	25.000	25.000
***	GERARDI GABRIELE	0	8.000	8.000
***	GERARDI CARLA	0	5.000	5.000
***	DALLA PRIA DANIELE	0	18.502	18.502
***	LUCIANI GIUSEPPE	0	13.000	13.000
***	LIACI PIERO	0	24.000	24.000
***	PORTO GIUSEPPE SANTO	0	20.000	20.000
***	GIUDITTA MICHELE	0	1.000	1.000
***	NAVA GIUSEPPE	0	59.000	59.000
***	FIASCONARO FILIPPO	0	46.000	46.000

Totale voti 4.583.746
 Percentuale votanti % 0,232438
 Percentuale Capitale % 0,150860

Aventi diritto: 39 Teste: 3
 in proprio: 0 in delega: 39



EM

LISTA ESITO DELLA VOTAZIONE

Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

VOTI ESCLUSI DAL QUORUM Deliberativo

Badge	Ragione Sociale	Proprio	Delega	Totale
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Aventi diritto:
in proprio:

39 0
Teste: in delega:

3
39

Pagina 48

LISTA ESITO DELLA VOTAZIONE

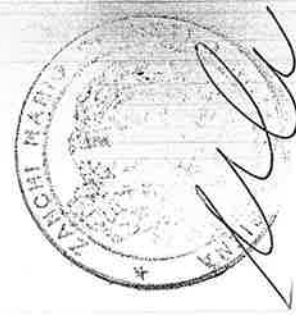
Oggetto: 2.3) voto non vincolante sulla seconda sezione relativa ai compensi corrisposti

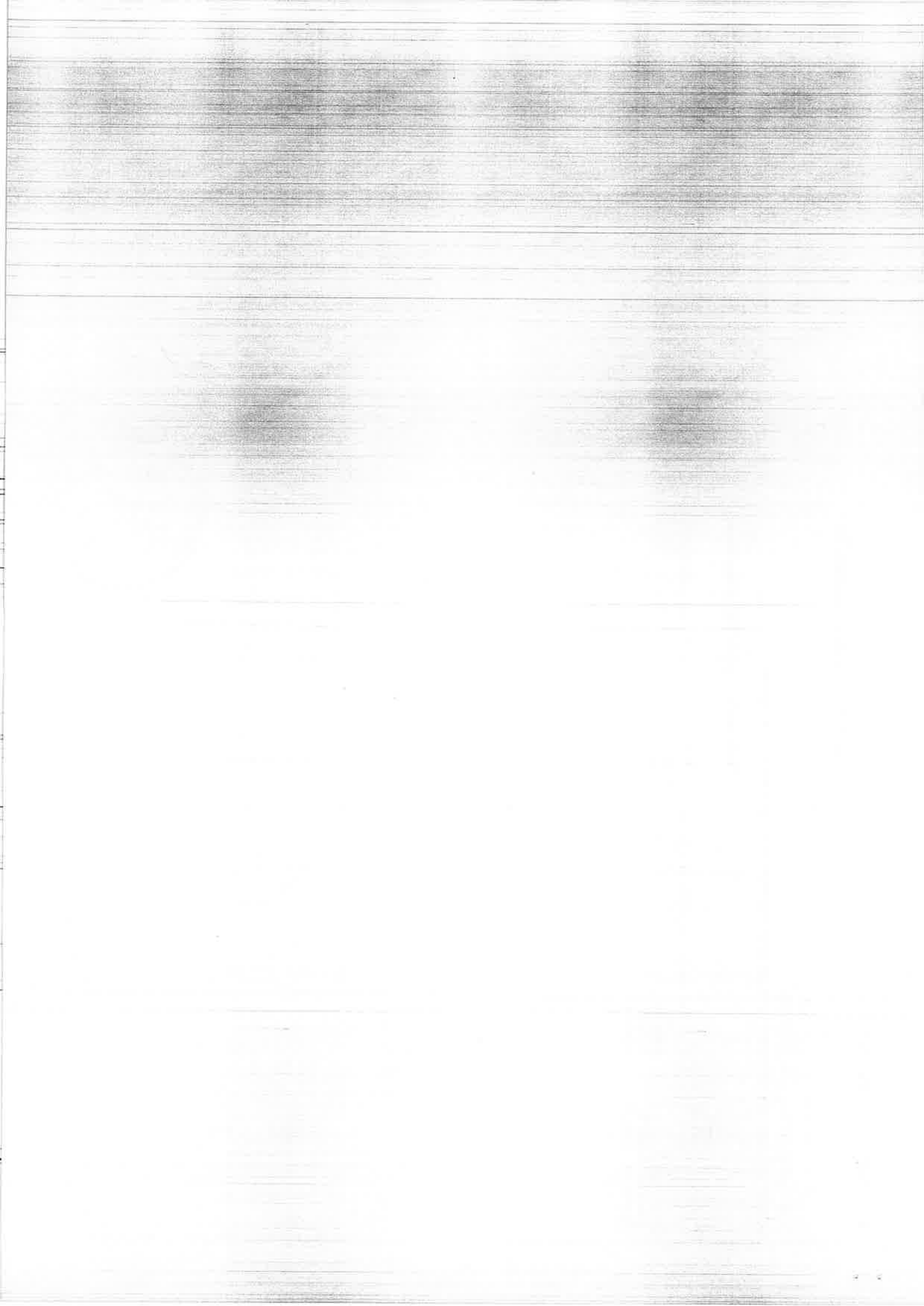
VOTI NON COMPUTATI (Non Votati)

Badge +RA*	Ragione Sociale COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	Proprio	0	Delega	2.936.358	Totale	2.936.358
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Totale voti 2.936.358
 Percentuale votanti % 0,148900
 Percentuale Capitale % 0,096641

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LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
6006	CHINI ALESSANDRO	3.501	0	3.501
6029	CONFORTI ALESSANDRO	3.001	0	3.001
6035	GALATI MARCO	10	0	10
6037	DE MEJO ALBERTO	2.000	0	2.000
6080	TASSI SONIA	300	25.001	25.301
6087	SERRAGLI STEFANO	2.000	0	2.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	48.654.392	48.654.392
6096	BUTI LUCA	9	0	9
6101	VALORI VINCENZO	4.101	0	4.101
6110	FIORETTO KATRINE	140	0	140
6117	NASTARI GIOVANNI	6.009	0	6.009
6128	GOSTI GIULIA	0	300	300
6138	GEMASSMER WERNER	390.001	0	390.001
6156	BETTI SERGIO	2.500	0	2.500
6209	CINI LEANDRO	6	0	6
6210	CERVELLI FABIO	2.800	0	2.800
6224	SARDELLI MARIA GRAZIA	5.500	0	5.500
6229	ROSSI ANTONIO	2	0	2
6252	VALENTI GIULIO	5.000	0	5.000
6256	MARMUGI RENZO	1.000	0	1.000
6279	TOSELLI BARBARA	10	0	10
6281	PESCI GIOVANNI	1	0	1
6282	AZZARONE CARLO	53.234	0	53.234
6293	BALESTRI SAMANTHA	10	0	10
6325	FANTINI FILIPPO	40.201	0	40.201
6328	VASTA LUIGI	0	0	0
DE*	A.D.FID SRL SOCIETA' FIDUCIARIA E DI R EVISIONE	0	1.000	1.000
DE*	AZUFIN SPA	0	13.000.000	13.000.000
DE*	FINANZIARIA ITALIA 2005 SPA	0	62.000.000	62.000.000
RI*	FINCAL SOCIETA' PER AZIONI	89.600.000	0	89.600.000
DE*	INTERMEDIA SRL	0	120.000	120.000
DE*	QUARTA IBERICA SRL	0	9.660.000	9.660.000
DE*	SO.CO.GE.IM SPA	0	10.250.000	10.250.000
DE*	SOVANA S.R.L.	0	10.000	10.000
DE*	VM 2006 SRL	0	69.800.000	69.800.000
6337	MARCHETTI BEATRICE	2	0	2
6351	BABBONI PAOLA	7.866	0	7.866
6391	CORSINI ROBERTO	377	0	377
6401	DI FRANCIA FABRIZIO GIOVANNI MARIA	55.241	0	55.241
6443	PASANTISI CRISTIANO	700	20.513	21.213
6448	CORRADINI CARLO	0	0	0
RI*	CORRADINI & C. S.R.L	61.758	0	61.758
6462	CAUDULLO ALFREDO	40.000	0	40.000
6466	SABBATINI ALESSANDRO	26	0	26
6473	TREVISAN DARIO	0	0	0
**D	DEGUSSA BANK-UNIVERSAL-RENTENFONDS	0	470.498	470.498
**D	MASTERINVEST KAPITALANLAGE GMBH	0	7.417	7.417

ALLEGATO LETT. Q2 ALL'ATTO
 N° 45980 DI REPERTORIO
 N° 23589 DI RACCOLTA

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LF - AI IMPACT EQUITY EU	0	4.173	4.173
**D	TIMM INVEST EUROPA PLUS	0	3.740	3.740
**D	TAGES CAPITAL ICADV - IVCT EUROPEAN EQUIT	0	7.088.936	7.088.936
**D	HELABA INV KAPITALANL GES MBH HI SZVA 2	0	112.400	112.400
**D	HELABA INVEST KAG MBH HI KAPPA 10 SFONDS	0	118.700	118.700
**D	PREVINDAI FONDO PENSIONE	0	251.250	251.250
**D	SWISSCANTO FONDSLEITUNG AG	0	687.117	687.117
**D	PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	0	9.825	9.825
**D	BAYERNINVEST KVG MBH VKB PORTFOLIO VK MSCI WORLD	0	3.184	3.184
**D	WORLD TRADE ORGANIZATION PENSION PLAN	0	17.982	17.982
**D	BAYERNINVEST KVG MBH VK EUROPA AKTIEN	0	187.659	187.659
**D	PICTET CH - GLOBAL EQUITIES	0	15.034	15.034
**D	TWO SIGMA EQUITY RISK PREMIA-PORTFOLIO LLC	0	254.514	254.514
**D	TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC	0	506.733	506.733
**D	VERITION MULTI STRATEGY MASTER FUND LTDG	0	589.986	589.986
**D	HUDSON BAY MASTER FUND LTD TRADING	0	202.640	202.640
**D	BLUEHARBOR MAP	0	381.745	381.745
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P	0	1.488.794	1.488.794
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	209.633	209.633
**D	MORGAN STANLEY INVESTMENT FUNDS	0	83.520	83.520
**D	ROBECO CAPITAL GROWTH FUNDS	0	41.663	41.663
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	10.221	10.221
**D	CHURCH COMMISSIONERS FOR ENGLAND	0	14.680	14.680
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	18.986	18.986
**D	UI-FONDS RBSSG	0	2.378	2.378
**D	STOREBRAND EUROPA PLUS	0	25.934	25.934
**D	NFS LIMITED	0	986	986
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	195.943	195.943
**D	ROBECO UCITS ICADV	0	24.621	24.621
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	118.442	118.442
**D	NORDEA 1 SICAV	0	615.859	615.859
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	771.284	771.284
**D	ALASKA COMMON TRUST FUND	0	75.991	75.991
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS` RETIREMENT ALLOWANCE MUTUAL AID 400025501	0	0	3.846
**D	ROBECO UMBRELLA FUND I N.V.	0	11.449	11.449
**D	MINISTRY OF ECONOMY AND FINANCE	0	197.582	197.582
**D	UI-S	0	57.536	57.536
**D	VERDIPAPIFONDET EQUINOR AKSJER EUROPA	0	100.000	100.000
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	10.336	10.336
**D	BLACKROCK FUNDS I ICADV	0	317.573	317.573
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	67.589	67.589
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS` RETIREMENT ALLOWANCE MUTUAL AID 400021974	0	0	3.449
**D	BAYERNINVEST PAE-FONDS	0	92.079	92.079
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	10.836	10.836

Avanti diritto:

1.989

83

in proprio:

99

1.906

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GOVERNMENT SUPERANNUATION FUND	0	6.040	6.040
**D	NORDEA GLOBAL INDEX SELECT FUND	0	76.606	76.606
**D	MGF	0	33.464	33.464
**D	VINVA INTERNATIONAL EQUITY ALPHA EXTENSION FUND	0	349.050	349.050
**D	STOREBRAND LIVSFORSIKRING AS	0	91.127	91.127
**D	BAYERNINVEST PEE-FONDS	0	27.000	27.000
**D	VINVA EQUITY MARKET NEUTRAL FUND	0	30.648	30.648
**D	BAYERN-INVEST KAL-FONDS	0	46.000	46.000
**D	BLACKROCK ADVANTAGE GLOBAL FUND, INC.	0	158.193	158.193
**D	UBS ASSET MANAGEMENT LIFE LTD	0	89.364	89.364
**D	STOREBRAND SICAV - SKAGEN FOCUS LUX	0	18.902	18.902
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	12.833	12.833
**D	STOREBRAND SICAV - STOREBRAND GLOBAL PLUS LUX	0	7.285	7.285
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	58.708	58.708
**D	MACQUARIE MULTI-FACTOR FUND	0	14.162	14.162
**D	BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST	0	1.380	1.380
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	3.277	3.277
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	13.285	13.285
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID	0	72.174	72.174
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR NATIONAL PENSION FUND ASSOCIATION 400037061	0	971.297	971.297
**D	BLACKROCK INTERNATIONAL ALPHA TILTS FUND	0	190.378	190.378
**D	STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS	0	44.789	44.789
**D	VWLAKH MASTER	0	100.000	100.000
**D	SPP PENSION & FORSAKRING AB (PUBL)	0	3.049	3.049
**D	NORDEA EUROPEAN INDEX SELECT FUND	0	71.366	71.366
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	30.930	30.930
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE 369.259	0	369.259	369.259
**D	ARAMCO ASIA SINGAPORE PTE. LTD	0	4.475	4.475
**D	ALLIANZGI-FONDS DSPT	0	47.204	47.204
**D	VERDIPAPIRFONDET KRON INDEKS GLOBAL	0	2.227	2.227
**D	BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	2.074	2.074
**D	TF-EQUITY	0	261.612	261.612
**D	VINVA INTERNATIONAL EQUITY FUND	0	76.826	76.826
**D	SKAGEN FOCUS VERDIEPAPIRFOND	0	805.400	805.400
**D	FACTORY MUTUAL INSURANCE COMPANY	0	107.173	107.173
**D	OB 2	0	12.766	12.766
**D	STOREBRAND GLOBAL DEVELOPED MARKETS	0	774	774
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	39.473	39.473
**D	MEAG PEGASUS	0	23.488	23.488
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN	0	358.559	358.559
**D	MULTI-MANAGER DIRECTIONAL ALTERNATIVE STRATEGIES FUND	0	18.383	18.383
**D	MEAG EUROERTRAG	0	44.000	44.000
**D	COINVEST LIMITED	0	3.093	3.093
**D	ALLIANZGI-FONDS GANO 2	0	2.088	2.088
**D	CERES FONDS D ACTIONS MONDE	0	11.844	11.844
**D	GLOBAL PLATFORM	0	29.370	29.370

Avanti diritto: 1.989
in proprio: 83

Teste: 99
in delega: 1.906

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALLIANZGI-FONDS PFI SEGMENT PFI-AA2-E_EUA	0	29.423	29.423
**D	CDN ACWI ALPHA TILTS FUND	0	22.932	22.932
**D	BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	1.036.668	1.036.668
**D	BNP PARIBAS APOLLO ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE	0	265.299	265.299
**D	BNP PARIBAS APOLLO THEMATIC GENDER	0	437.500	437.500
**D	APOLLO EMERGENTS 2027	0	116.144	116.144
**D	SPP GENERATION 70-TAL	0	3.805	3.805
**D	MULTIPAR SOLIDAIRE DYNAMIQUE SOCIALEMENT RESPONSABLE	0	1.526.077	1.526.077
**D	MEAG DIVIDENDE	0	71.776	71.776
**D	MEAG EUROBALANCE	0	166.965	166.965
**D	GLOBAL ALPHA TILTS FUND B (ACWITILT)	0	20.653	20.653
**D	BNP PARIBAS APOLLO THEMATIC ECONOMIE	0	509.313	509.313
**D	BNPP MODERATE - FOCUS ITALIA	0	34.607	34.607
**D	BNP PARIBAS APOLLO GLOBAL WATER	0	92.344	92.344
**D	BNP PARIBAS APOLLO THEMATIC ENERGY	0	145.884	145.884
**D	AXA SELECT ACTIONS EUROPE	0	330.000	330.000
**D	TITAN BEST SELECTION EURO 2026	0	91.437	91.437
**D	ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE	0	322.194	322.194
**D	ERI BAYERNINVEST FONDS AKTIEN EUROPA	0	65.227	65.227
**D	MEAG PREMIUM	0	3.238.524	3.238.524
**D	MEAG EUROKAPITAL	0	64.817	64.817
**D	BI AKTIENFONDS	0	173.739	173.739
**D	DC-AKTIEN-FONDS	0	8.194	8.194
**D	BNP PARIBAS SMALLCAP EUROLAND ISR	0	3.921.803	3.921.803
**D	FUNDAOAO CALOUSTE GULBENKIAN	0	658	658
**D	MULTIPAR SOLIDAIRE EQUILIBRE SOCIALEMENT RESPONSABLE	0	487.369	487.369
**D	FONDS BOEHRINGER ISR EQUILIBRE SOLIDAIRE	0	54.220	54.220
**D	APOLLO INFRASTRUCTURE 2027	0	96.274	96.274
**D	PEGASUS-JI-FONDS	0	20.000	20.000
**D	LESAFFRE EQUILIBRE RESPONSABLE AND SOLIDAIRE	0	39.838	39.838
**D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	112.580	112.580
**D	ARCO QUANT 1	0	44.779	44.779
**D	FRANCE D ACTIONS 1	0	179.226	179.226
**D	BNP PARIBAS APOLLO CYBERSECURITE	0	55.571	55.571
**D	ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II	0	365.206	365.206
**D	AXA AA DIVERSIFIE INDICIEL 1	0	128.960	128.960
**D	BANCOPOSTA STRATEGIC INSURANCE DISTRIBUTION	0	941	941
**D	STICHTING AHOLD DELHAIZE PENSIOEN	0	12.498	12.498
**D	VERDIPAPFONDET STOREBRAND INDEKS ALLE MARKEDER	0	828	828
**D	CARDIF BNPP AM SMALL CAP EUROPE	0	238.790	238.790
**D	BNP PARIBAS EASY MSCI EUROPE MIN TE	0	539.903	539.903
**D	TRINITY COLLEGE CAMBRIDGE	0	46.874	46.874
**D	BESTSELECT - UBS SRI GLOBAL EQUITY	0	15.185	15.185
**D	VAERDIPAPFONDEN NORDEA INVEST GLOBAL PASSIVE	0	18.431	18.431
**D	NORDEA WORLD INDEX SELECT FUND	0	79.318	79.318
**D	INVESTITORI FLESSIBILE	0	120.000	120.000
**D	BDF FONDS E ACTIONS EUROPEENNES	0	62.000	62.000

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	367.400	367.400
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	19.675	19.675
**D	BANCOPOSTA DIVERSIFIED DISTRIBUTION	0	76.227	76.227
**D	INVESTITORI PIAZZA AFFARI	0	170.500	170.500
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF	0	12.646	12.646
**D	BNP PARIBAS ATHENA PRESTIGE S&P 100	0	628.172	628.172
**D	ALLIANZGI S AKTIEN	0	54.840	54.840
**D	INVESTITORI EUROPA	0	107.810	107.810
**D	ROTHSCHILD AND CO ASSET MANAGEMENT EUROPE	0	203.328	203.328
**D	UI -GKR-FONDS	0	10.800	10.800
**D	DNCA INVEST-EURO DIVIDEND GROWER	0	804.961	804.961
**D	CAIXABANK WEALTH SICAV	0	44.000	44.000
**D	BNP PARIBAS FUNDS - EUROPE SMALL CAP	0	1.203.104	1.203.104
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF	0	888	888
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	53.318	53.318
**D	BNP PARIBAS EASY - EUR OVERNIGHT	0	2.655.588	2.655.588
**D	BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S	0	115.000	115.000
**D	CAIXABANK WEALTH SICAV - CAIXABANK WEALTH LEGERE FUND (CAIXA)	0	28.000	28.000
**D	BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF	0	4.369	4.369
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	13.857	13.857
**D	BNP PARIBAS FUNDS - EURO EQUITY	0	1.100.311	1.100.311
**D	HSBC TRINKAUS ALPHASCREEN	0	85.754	85.754
**D	CAIXABANK WEALTH SICAV-CAIXABANK WEALTH KOTINOS	0	7.000	7.000
**D	BNP PARIBAS MIDCAP FRANCE	0	658.110	658.110
**D	DNCA INVEST - ALPHAPLAY EUROLAND EQUITIES	0	1.535.718	1.535.718
**D	AXA PEA REGULARITE	0	624.756	624.756
**D	UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS	0	7.804	7.804
**D	METROPOLITAN-RENTASTRO - GROWTH	0	952.030	952.030
**D	AZ FUND I AZ ALLOCATION FIR ITALIAN EXCELLENCE 70	0	944.888	944.888
**D	BNP PARIBAS B PENSION STABILITY	0	172.960	172.960
**D	BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	0	42.274	42.274
**D	BNP PARIBAS EASY MSCI EMU MIN TE	0	462.124	462.124
**D	SAUR EPARGNE SOLIDAIRE ISR	0	61.964	61.964
**D	CARDIF BNPP IP SMID CAP EURO	0	422.886	422.886
**D	INVESTITORI EIGHTY TWENTY	0	9.880	9.880
**D	ORANO DIVERSIFIE DYNAMIQUE	0	16.912	16.912
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	121.432	121.432
**D	TRAPON-UI-DYNAMIK	0	59.279	59.279
**D	EPARGNE DIVERSIFIEE KINGFISHER	0	114.993	114.993
**D	BNP PARIBAS APOLLO MEDICAL TECH	0	88.607	88.607
**D	BANCOPOSTA AZIONARIO EURO	0	378.111	378.111
**D	THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB	0	169.639	169.639
**D	BNP PARIBAS FUNDS - EUROPE EQUITY	0	934.962	934.962
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	0	23.655	23.655
**D	CNP ASSUR SMID CAP EUROPE	0	298.329	298.329
**D	SCHOLLER-STIFTUNGSFONDS 1	0	53.266	53.266
**D	PSVAG MASTERFONDS	0	87.249	87.249

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	G.A.-FUND-B - WORLD EQUITIES PLUS	0	2.100	2.100
**D	BANCOPOSTA GLOBAL EQUITY LTE	0	26.225	26.225
**D	DNCA INVEST ARCHER MID CAP EUROPE	0	2.228.150	2.228.150
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1	0	10.188	10.188
**D	MULTIPAR ACTIONS SOCIALEMENT RESPONSABLE	0	1.327.635	1.327.635
**D	BNP PARIBAS FUNDS - SEASONS	0	1.433.345	1.433.345
**D	BNP PARIBAS EASY - MSCI EUROPE	0	9.311	9.311
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	89.564	89.564
**D	AZ ALLOCATION-BALANCED BRAVE	0	954.840	954.840
**D	UNIVERSITIES SUPERANNUATION SCHEME	0	116.920	116.920
**D	GENERATE WHOLESALE UNIT TRUST SCHEME	0	3.255	3.255
**D	AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND	0	40.759	40.759
**D	WM POOL - FIXED INTEREST TRUST NO. 12	0	2.271	2.271
**D	WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST	0	5.687	5.687
**D	BNP PARIBAS EASY - MSCI EMU	0	9.409	9.409
**D	BPI GLOBAL INVESTMENT FUND-PERSEO FUND	0	10.417	10.417
**D	BNP PARIBAS B PENSION BALANCED	0	2.335.663	2.335.663
**D	THEAM QUANT-EQUITY EUROZONE GURU	0	405.280	405.280
**D	FOVERUKA PENSION UNIVERSAL	0	18.000	18.000
**D	FUTURE GROUP INTERNATIONAL EQUITIES FUND	0	70.690	70.690
**D	UI-FONDS BAV REI AKTIEN	0	294.545	294.545
**D	SCHRODER GAIA	0	978	978
**D	EBK-AKTIE-UNIVERSAL-FONDS	0	39.160	39.160
**D	EMBO-FONDS	0	54.640	54.640
**D	BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST	0	15.935	15.935
**D	DNCA INVEST - ALPHAPLAY EUROPEAN EQUITIES	0	648.825	648.825
**D	JNL INTERNATIONAL INDEX FUND	0	301.300	301.300
**D	AXA ASSICURAZIONI SPA	0	241.000	241.000
**D	VANGUARD GLOBAL VALUE EQUITY FUND	0	11.873	11.873
**D	GOLDMAN SACHS FUNDS III	0	114.116	114.116
**D	AMP INTERNATIONAL EQUITY INDEX FUND	0	140.105	140.105
**D	ING DIRECT SICAV	0	95.102	95.102
**D	VANTAGE TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	104.809	104.809
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	359.140	359.140
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	165.031	165.031
**D	FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	2.740	2.740
**D	AUSTRALIANSUPER	0	473.000	473.000
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	1	1
**D	INCOME INSURANCE LIMITED	0	4.822	4.822
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	204.965	204.965
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	0	279.321	279.321
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	25.400	25.400
**D	EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	29.189	29.189
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	25.497	25.497
**D	ATCF-UI-FONDS	0	15.322	15.322
**D	BANCOPOSTA EQUITY ALL COUNTRY	0	13.564	13.564
**D	CARMIGNAC PORTFOLIO LONG-SHORT EUROPEAN EQUITIES	0	1.223.784	1.223.784

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AZ FUND I CGM OPPORTUNISTIC EUROPEAN	0	140.000	140.000
**D	BANCOPOSTA GLOBAL EQUITY HEDGED LITE	0	3.260	3.260
**D	ANSELECT - BLACKROCK EURO EQUITY	0	520.532	520.532
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	5.843	5.843
**D	STATE OF WYOMING	0	4.100	4.100
**D	BANCOPOSTA DYNAMIC MULTI-ASSET	0	14.029	14.029
**D	THEAM QUANT - EUROPE TARGET PREMIUM	0	376.771	376.771
**D	WM POOL - EQUITIES TRUST NO. 75	0	34.985	34.985
**D	DEKA VALUE PLUS	0	516.263	516.263
**D	BANCOPOSTA RINASCIMENTO	0	166.137	166.137
**D	FONDACO SICAV FP BOC	0	18.191	18.191
**D	UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK AI FONDS	0	113.379	113.379
**D	B-FUND - EUROPE EQUITY D	0	40.630	40.630
**D	AME INTERNATIONAL EQUITY INDEX FUND HEDGED	0	13.513	13.513
**D	WM POOL - EQUITIES TRUST NO. 75	0	5.157	5.157
**D	ELEVA GLOBAL MULTI OPPORTUNITIES FUND	0	13.463	13.463
**D	AZ FUND 1 AZ ALLOCATION ITALIAN TREND	0	189.614	189.614
**D	ELEVA ABSOLUTE RETURN EUROPE FUND	0	43.025	43.025
**D	BRM	0	310.047	310.047
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	5.940	5.940
**D	TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	0	108.956	108.956
**D	EPS	0	34.100	34.100
**D	BNP PARIBAS B PENSION GROWTH	0	745.525	745.525
**D	SBC MASTER PENSION TRUST	0	209.792	209.792
**D	BOMA-UNIVERSAL-FONDS I	0	31.507	31.507
**D	NATIONAL PENSION INSURANCE FUND	0	131	131
**D	AZ FUND 1-AZ ALLOCATION-ITALIAN LONG TERM OPPORTUNITIES	0	75.000	75.000
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	21.743	21.743
**D	TURICUM - AKTIEN UND IMMOBILIENWERTSCHRIFTEN	0	184.597	184.597
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	0	26.563	26.563
**D	PASSIVE GLOBAL SHARE TRUST	0	37.169	37.169
**D	CARESUPER	0	67.272	67.272
**D	UNISUPER	0	40.984	40.984
**D	FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	0	586.140	586.140
**D	WM POOL - EQUITIES TRUST NO. 74	0	73.221	73.221
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND	0	12.681	12.681
**D	THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR	0	5.888	5.888
**D	HESTA	0	49.038	49.038
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	6.896	6.896
**D	INVESTINGSFORNINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL	0	1.478	1.478
**D	FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	1.070.802	1.070.802
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	237.237	237.237
**D	TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	0	3.848	3.848
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	512.573	512.573
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	444.654	444.654
**D	SHELL TRUST (BERMUDA) LIMITED AS TRUSTEE OF THE SHELL INTERNATIONAL PENSION FUND	0	8.425	8.425
**D	PREVIDENZA COOPERATIVA	0	17.931	17.931

Aventi diritto:

1.989 Teste: 99

83 in delega: 1.906

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Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INDUSTRIENS PENSIONSFORSIKRING A/S	0	61.713	61.713
**D	INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL	0	7.521	7.521
**D	FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	0	70.985	70.985
**D	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	16.620	16.620
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND	0	34.851	34.851
**D	FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	0	222.550	222.550
**D	FONDO PENSIONE COMPLEMENTARE PER I LAVORATORI DELLE IMPRESE INDUSTRIALI ED ARTIGIANE EDILI ED AFFINI - PREVEDI	0	10.023	10.023
**D	FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL VALUE INDEX FUND	0	2.821.572	2.821.572
**D	TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	396.328	396.328
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING 26	0	7.839	7.839
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	19.829	19.829
**D	ERAFP ACTIONS EURO I	0	828.027	828.027
**D	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	75.349	75.349
**D	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL	0	162.352	162.352
**D	FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND	0	67.811	67.811
**D	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	70.846	70.846
**D	REASSURE LIMITED	0	527.208	527.208
**D	HSBC POOLED INVESTMENT FUND	0	517.817	517.817
**D	KBC INSTITUTIONAL INVESTOR	0	7.336	7.336
**D	HSBC COLLECTIVE INVESTMENT TRUST - HSBC EURO MULTI-ASSET INCOME FUND	0	6.183	6.183
**D	BEST INVESTMENT CORPORATION	0	195.713	195.713
**D	PLATO RI WORLD	0	8.720	8.720
**D	FLOURISH INVESTMENT CORPORATION	0	64.406	64.406
**D	PLATO INST I FUND EURO EQUITY	0	55.879	55.879
**D	KBC INSTIT INVESTORS FAMILY ENTERPRISES DBI-RDT	0	1.979	1.979
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	54.780	54.780
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	5.635	5.635
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	0	3.982	3.982
**D	PLATO INSTIT INDEX END WORLD DBI-RDT	0	41.341	41.341
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	0	6.014	6.014
**D	SCHRODER INSTITUTIONAL POOLED FUNDS	0	9.496	9.496
**D	KBC INSTITUTIONAL FUND SRI EURO	0	245.828	245.828
**D	KBC INST FUND EURO EQUITY	0	16.134	16.134
**D	HSBC ETES PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	772	772
**D	AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	0	2.069	2.069
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	8.277	8.277
**D	KBC INSTITUTIONAL FUND/SRI WORLD EQUITY	0	84.406	84.406
**D	M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	0	50.336	50.336
**D	HSBC GLOBAL FUNDS ICAV	0	1.722	1.722
**D	TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	129.923	129.923
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	0	100.408	100.408
**D	HSBC ETES PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF	0	19.322	19.322
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	0	1.435.394	1.435.394
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY FILT FUND	0	330.345	330.345
**D	HSBC GLOBAL INVESTMENT FUNDS	0	8.784	8.784
**D	HSBC ETES PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	0	4.091	4.091
**D	PRICOS	0	1.231.977	1.231.977

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Avanti diritto: 1.989 Teste: 99
in proprio: 83 in delega: 1.906

LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	KBC EQUITY FUND/STRATEGIC SATELLITES	0	42.429	42.429
***D	HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	0	124.754	124.754
***D	PRICOS SRI	0	45.117	45.117
***D	PLATO INSTITUTIONAL INDEX FUND/WORLD	0	71.022	71.022
***D	ALLIANZ GLOBAL INVESTORS GMBH	0	789.291	789.291
***D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS	0	57.171	57.171
***D	KBC EQUITY FUND/FAMILY ENTERPRISES	0	125.141	125.141
***D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV	0	23.906	23.906
***D	PRICOS DEFENSIVE	0	128.878	128.878
***D	PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY	0	3.587	3.587
***D	ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	0	10.218	10.218
***D	LB HOLDINGS I LLC	0	15.436	15.436
***D	BIRELEY'S ORANGE JAPAN, S.A.	0	36.819	36.819
***D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O S. D	0	27.050	27.050
***D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	0	1.350.000	1.350.000
***D	CM-AM EUROPE GROWTH	0	5.178	5.178
***D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521	0	1.937	1.937
***D	KATHERINE C MOORE CHARITABLE LEAD ANNUIT	0	499.327	499.327
***D	1934 GLOBAL INVESTMENT FUND LP	0	60.753	60.753
***D	ORANO ACTIONS EUROPEENNES	0	32.151	32.151
***D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	24.681	24.681
***D	JEFFREY LLC	0	31.040	31.040
***D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	0	1.529	1.529
***D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSC1-KOKUSAI INDEX MOTHER FUND	0	50.000	50.000
***D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEEN	0	280.987	280.987
***D	NUVEEN INTERNATIONAL EQUITY INDEX FUND	0	13.504	13.504
***D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC	0	8.630	8.630
***D	HW INTERNATIONAL VALUE FD	0	283.592	283.592
***D	MASTER TR FOR DEF.CONTRIBUTN PLNS OF AMER AIRLINES, INC., US AIRWAYS, INC.AND AF	0	5.577	5.577
***D	HOAG FAMILY TRUST U/A DTD 8-02-94	0	179.360	179.360
***D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	532.098	532.098
***D	CM-AM EUROPE VALUE	0	238.187	238.187
***D	THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	3.242	3.242
***D	PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	0	189.030	189.030
***D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	1.488.274	1.488.274
***D	BLACKROCK INDEX SELECTION FUND	0	30.383.576	30.383.576
***D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	2.812	2.812
***D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)	0	742.276	742.276
***D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	614.038	614.038
***D	ALM ACTIONS ZONE EURO ISR	0	48.780	48.780
***D	SIMPLICITY HEDGED GLOBAL SHARE FUND	0	4.546	4.546
***D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	5.159	5.159
***D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)	0	166.454	166.454
***D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	3.795	3.795
***D	NVT INTERNATIONAL INDEX FUND	0	37.712	37.712
***D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	93.802	93.802
***D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	0		

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Avanti diritto: 1.989 Teste: 99
 in proprio: 83 in delega: 1.906

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FCP ALM ACTIONS EUROPE ISR	0	158.236	158.236
**D	SIMPLICITY UNHEDGED GLOBAL SHARE FUND	0	49.896	49.896
**D	SCHRODER DIVERSIFIED GROWTH TRUST	0	10.087	10.087
**D	SMART WHOLESALE GLOBAL EQUITY ESG FUND	0	39.179	39.179
**D	MH EDRAM DIVERSIFIE	0	45.071	45.071
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	58.409	58.409
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE	0	120.624	120.624
**D	IC EUROPE EQUITY ESG INDEX FUND	0	17.173	17.173
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	2.951.909	2.951.909
**D	AMP WHOLESALE GLOBAL EQUITIES FUND	0	44.291	44.291
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	1.611.854	1.611.854
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL	0	260.440	260.440
**D	ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN INDEX RAANDELENFONDS EUROPA	0	72.307	72.307
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	0	55	55
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF	0	38.747	38.747
**D	SCHRODER GLOBAL EX UK EQUITY TRACKER COMPONENT FUND	0	7.008	7.008
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II (B) CCF	0	106.025	106.025
**D	ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND	0	9.299	9.299
**D	SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	0	11.260	11.260
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	113.054	113.054
**D	DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)	0	8.229	8.229
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	76.494	76.494
**D	VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	0	57.505	57.505
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	6.527	6.527
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	7.537.280	7.537.280
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	28.471	28.471
**D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	61.046	61.046
**D	VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND	0	1.178	1.178
**D	ANTIPODES INTERNATIONAL VALUE FUND, LP	0	4.492	4.492
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.179.588	1.179.588
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	230.843	230.843
**D	BLACKROCK CDN WORLD INDEX FUND	0	138.259	138.259
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	3.026	3.026
**D	VANGUARD ESG INTERNATIONAL STOCK ETF	0	414.859	414.859
**D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	51.180	51.180
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	2.523.097	2.523.097
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975	0	15.812	15.812
**D	THRIFT SAVINGS PLAN	0	5.766.907	5.766.907
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF	0	45.175	45.175
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF	0	54.400	54.400
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF	0	28.395	28.395
**D	ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	0	268.986	268.986
**D	ISHARES MSCI WORLD EX AUSTRALIA VALUE ETF	0	1.472	1.472
**D	VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND	0	4.128	4.128
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	35.673	35.673
**D	SCHRODER MANAGED BALANCED FUND	0	32.398	32.398

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MSCI EQUITY INDEX FUND B - ITALY (MSITB)	0	653.702	653.702
**D	AMUNDI HK PORTFOLIOS	0	58.517	58.517
**D	AMUNDI ETF ICAV	0	389.414	389.414
**D	AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	12.135	12.135
**D	THE KOWLOON MOTOR BUS COMPANY (1933) LIMITED DAILY RATED EMPLOYEES RETIREMENT FUND SCHEME	0	4.573	4.573
**D	AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF	0	112.230	112.230
**D	AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	61.665	61.665
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH	0	322.487	322.487
**D	AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF	0	70.551	70.551
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS L	0	43.272	43.272
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE BALANCED	0	16.061	16.061
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DEVELOPED MARKETS EQUITY EA	0	26.355	26.355
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG	0	39.300	39.300
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF STUTTGARTER AKTIEN EUROPA	0	81.439	81.439
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF BG AKTIEN SFONDS B	0	29.818	29.818
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF UKNRW INKA	0	14.849	14.849
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF LHTB INKA	0	44.393	44.393
**D	ISHARES EUROPE ETF	0	398.298	398.298
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ARZTRENTRE 2	0	170.045	170.045
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HSBC STRATEGIE DYNAMIK	0	63.042	63.042
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF ZA	0	17.049	17.049
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF HP EQUITY	0	393.919	393.919
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF RABW INTERNATIONAL SEGMENT 13	0	147.727	147.727
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF DS-FONDS	0	177.039	177.039
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF WAGDEBURG INKA	0	55.395	55.395
**D	BW-M PA 24, LTD	0	3.766	3.766
**D	BW PASPG, LTD.	0	5.468	5.468
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY IV, LP	0	1.986	1.986
**D	GLOBAL FUNDS TRUST COMPANY	0	151.500	151.500
**D	BEST INVESTMENT CORPORATION	0	16.038	16.038
**D	GLOBAL DIVERSIFIED IT POCKET	0	12.500.000	12.500.000
**D	FONDS DE RESERVE POUR LES RETRAITES	0	955.584	955.584
**D	ARDAN UCITS ICAV	0	13.100	13.100
**D	HI-PROAM-STIFTUNGSFONDS	0	4.927	4.927
**D	FCP SODIUM I	0	109.193	109.193
**D	SABADELL EUROPA BOLSA FI	0	410.467	410.467
**D	SABADELL INVERSION ETICA Y SOLIDARIA, FI	0	10.837	10.837
**D	SABADELL PLANIFICACION 25, FI	0	1.295	1.295
**D	HW GLOBAL VALUE FUND	0	40.300	40.300
**D	VIDENT INTERNATIONAL EY STRATEGY ETF	0	183.677	183.677
**D	INVERSADELL 50, FI	0	3.622	3.622
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	558	558
**D	INVERSADELL 70, FI	0	1.338	1.338
**D	INVERSADELL 25, FI	0	4.938	4.938
**D	PEOPLE'S BANK OF CHINA	0	644.635	644.635
**D	AMUNDI STOXX EUROPE 600 ESG II UCITS ETF	0	70.541	70.541
**D	BRIDGEWATER PURE ALPHA TRADING CO (GCM)	0	1.986	1.986

Aventi diritto:
in proprio:

1.989 99
83 1.906

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1.986

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BW-M PA 24, LTD.-INTL TRADING	0	3.766	3.766
**D	BRED BANQUE POPULAIRE	0	3.441.725	3.441.725
**D	COMPROMISO MEDIOLANUM FI	0	1.189	1.189
**D	MEDIOLANUM PENSIONES II FONDO DE PENSIONES	0	30.120	30.120
**D	MEDIOLANUM RENTA VARIABLE GLOBAL SELECCION FI	0	112.496	112.496
**D	MEDIOLANUM PENSIONES I FONDO DE PENSIONES	0	284.597	284.597
**D	BAM MASTER (GCM)	0	24.988	24.988
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	528.479	528.479
**D	ARGA INTERNATIONAL VALUE FUND	0	136.427	136.427
**D	ARGA GLOBAL EQUITY AUSTRALIA FUND	0	508	508
**D	VANGUARD INTERNATIONAL VALUE FUND	0	4.369.890	4.369.890
**D	ILEX MASTER FUND LP AC	0	2.110.979	2.110.979
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	4.504	4.504
**D	DYNAMIC PROFILE FINECO AM FUND V	0	138.889	138.889
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	13.490	13.490
**D	DYNAMIC PROFILE FINECO AM FUND I	0	10.693	10.693
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	5.419	5.419
**D	AVIVA LIFE & PENSIONS UK LIMITED	0	1.085.894	1.085.894
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	142.287	142.287
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	0	186.155	186.155
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	293	293
**D	AVIVA LIFE AND PENSIONS UK LIMITED	0	16.423	16.423
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	411	411
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	107.657	107.657
**D	ENPAM	0	3.184.678	3.184.678
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	10.496	10.496
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	28.428	28.428
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI	0	80.542	80.542
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS MULTI-STRATEGY TARGET RETURN FUND	0	91.626	91.626
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	35.366	35.366
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	30.714	30.714
**D	DYNAMIC PROFILE FINECO AM FUND VI	0	160.127	160.127
**D	DYNAMIC PROFILE FINECO AM FUND VII	0	286.770	286.770
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	10.025	10.025
**D	TOPS DEV WLD EQS FD NON FLIP	0	28.423	28.423
**D	TOPS WLD EX-US FUND NON FLIP	0	231.491	231.491
**D	ASR LEVENVERZEKERING NV	0	12.180	12.180
**D	ASR SCHADEVERZEKERING NV	0	4.231	4.231
**D	AMUNDI SELEZIONE ATTIVA ITALIA	0	902.326	902.326
**D	AMUNDI ESG SELECTION BILANCIATO	0	20.469	20.469
**D	AMUNDI ESG SELECTION DINAMICO	0	10.773	10.773
**D	AMUNDI ESG SELECTION CONSERVATIVO	0	6.585	6.585
**D	AMUNDI PRIMO INVESTIMENTO	0	131.048	131.048
**D	CA VITA PIR AZ	0	39.895	39.895
**D	CA VITA PIR BIL	0	31.833	31.833
**D	TRUST NATALE PUBLICLY TRADED INVESTMENTS	0	4.489	4.489
**D	AMUNDI RISPARMIO PI	0	198.929	198.929

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LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	AMUNDI PROGETTO FUTURO PIR	0	154.552	154.552
***D	AMUNDI CRESCITA ITALIA	0	189.535	189.535
***D	AMUNDI LIFECYCLE 2030 EQUITY	0	22	22
***D	AMUNDI LIFECYCLE 2033 EQUITY	0	45	45
***D	AMUNDI LIFECYCLE 2036 EQUITY	0	94	94
***D	AMUNDI LIFECYCLE 2039 EQUITY	0	86	86
***D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	0	94.377	94.377
***D	AMUNDI FUNDS EUROPEAN EQUITY	0	251.829	251.829
***D	AMUNDI MSCI EMU ESG BROAD TRANSITION	0	357.611	357.611
***D	AMUNDI STOXX EUROPE 600	0	2.976.995	2.976.995
***D	AMUNDI INDEX MSCI EUROPE	0	1.385.227	1.385.227
***D	AMUNDI INDEX MSCI WORLD	0	141.131	141.131
***D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED	0	17.460	17.460
***D	AMUNDI MSCI WORLD CLIMATE TRANSITION	0	3.466	3.466
***D	AMUNDI MSCI EUROPE SCREENED	0	98.754	98.754
***D	LOF TARGETNETZERO GLOBAL EQUITY	0	54.732	54.732
***D	LOF ALL ROADS GROWTH	0	55.794	55.794
***D	LOF ALL ROADS CONSERVATIVE	0	12.836	12.836
***D	AMUNDI FUNDS EUROPE EQUITY SELECT	0	558.276	558.276
***D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED	0	872	872
***D	NEF ETHICAL EURO EQUITY	0	62.726	62.726
***D	NEF RISPARMIO ITALIA	0	759.682	759.682
***D	AMUNDI ITALY MIB ESG	0	243.517	243.517
***D	AMUNDI MSCI EUROPE ESG BROAD TRANSITION	0	611.505	611.505
***D	AMUNDI STOXX EUROPE 600 ESG	0	311.190	311.190
***D	AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD	0	32.674	32.674
***D	LOF TARGETNETZERO EUROPE EQUITY	0	34.816	34.816
***D	NEF ETHICAL BALANCED DYNAMIC	0	239.615	239.615
***D	AMUNDI FUNDS MULTI ASSET REAL RETURN	0	7.250	7.250
***D	AMUNDI FUNDS EURO MULTI ASSET TARGET INC	0	10.920	10.920
***D	AMUNDI FUNDS GLOBAL MULTI ASSET	0	75.227	75.227
***D	AMUNDI FDS GLOB MULTI ASSET CONSERVATIVE	0	205.776	205.776
***D	AF EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	107.528	107.528
***D	AF EUROLAND EQUITY DYNAMIC MULTI FACTORS	0	1.033.186	1.033.186
***D	AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE	0	13.763	13.763
***D	AMUNDI PRIME EUROPE	0	75.070	75.070
***D	AMUNDI PRIME EUROZONE	0	7.652	7.652
***D	MDP TOBAM ANTI BENCHMARK EURO EQ FUND	0	100.709	100.709
***D	AF MULTI ASSET CONSERVATIVE RESPONSIBLE	0	74.228	74.228
***D	LOF ALL ROADS	0	11.540	11.540
***D	AMUNDI FUNDS EUROLAND EQUITY RISK PARITY	0	2.640	2.640
***D	RCO LUX MONTJOLY INVEST POOL RCG	0	17.156	17.156
***D	LUXCELLENCE HELVETIA EUROP EQUITY	0	500.000	500.000
***D	LEMANIK SCV EUR DIV PRESERV	0	60.000	60.000
***D	EUROPEAN SPECIAL SITUATIONS	0	226.101	226.101
***D	HIGH GROWTH	0		

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UNIVERSE THE CMI CONT EURO EQ	0	160.237	160.237
**D	YOUR SICAV SIF LEWANIK LONG TERM STRONG BELIEF	0	185.000	185.000
**D	CENTRAL BANK OF IRELAND MSCI PAB	0	33.173	33.173
**D	MEDIO MORGAN STANLEY GLOBAL SELECTION	0	192.635	192.635
**D	MIFL BB CS QP GLB EQ	0	90.786	90.786
**D	FINANCIAL INC STRAT ALGEB	0	4.918.395	4.918.395
**D	MIFL CH EE OPS EU EQ	0	100.313	100.313
**D	MIFL CH IE QP GBL EQ	0	76.637	76.637
**D	CHALLENGE ITALIAN EQUITY	0	488.000	488.000
**D	MIFL CH PRO QP GL EQ	0	188.210	188.210
**D	CH FINANCIAL OPPORTUNITY TENAX	0	1.598.366	1.598.366
**D	OSSIAM BLOOMBERG WORLD PAB UCITS ETF	0	1.770	1.770
**D	CRELAN INVEST DYNAMIC	0	37.301	37.301
**D	CRELAN INVEST CONSERVATIVE	0	10.037	10.037
**D	CRELAN INVEST BALANCED	0	10.037	10.037
**D	CO PERATIE KLAVERBLAD VERZEKERINGEN UA	0	71.378	71.378
**D	KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	0	19.665	19.665
**D	ST BEDRIJFTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING	0	21.859	21.859
**D	STICHTING BPL PENSIOEN MANDAAT BLACKROCK	0	10	10
**D	SPA MANDATE BLACKROCK	0	395.561	395.561
**D	STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSSEN	0	49.018	49.018
**D	ST PFD PMA MANDATE BLACKROCK	0	36.754	36.754
**D	STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS	0	19.825	19.825
**D	LOIS CH TARGETNEZERO GLOBAL EX C EQUITY	0	35.081	35.081
**D	HELVETIA I EUROPA	0	11.414	11.414
**D	CFM INDOSUEZ WEALTH ITALIE	0	117.230	117.230
**D	ROYAL UNITED KINGDOM BENEFICIENT ASSOCIAT	0	100.660	100.660
**D	ABERDEEN GROUP CHARITABLE TRUST	0	3.154	3.154
**D	AM AMUNDI ETHIK PLUS	0	3.008	3.008
**D	AM WELT ERTRAG NACHHALTIG	0	73.900	73.900
**D	UI MAIN I UNIVERSAL FONDS UKA	0	44.964	44.964
**D	EDR SICAV EQUITY EURO SOLVE	0	23.099	23.099
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	86.701	86.701
**D	EDR SICAV EUROPEAN CATALYSTS	0	382.410	382.410
**D	IBM FRANCE F	0	109.296	109.296
**D	IBM FRANCE H	0	70.857	70.857
**D	HAMELIN DIVERSIFIE FLEX I	0	1.082	1.082
**D	LCL DYNAMIQUE ETF PEA SELECT	0	48.708	48.708
**D	AMUNDI RENDEMENT PLUS SELECT	0	182.964	182.964
**D	HYMNOS ISR	0	9.966	9.966
**D	AMUNDI EUROPE MONDE	0	96.354	96.354
**D	ASSURDIX	0	85.460	85.460
**D	AMUNDI ACTIONS EURO SELECT	0	173.653	173.653
**D	AA BNPB AM ACTIONS PETITES CAP EUROPE	0	1.254.040	1.254.040
**D	AA SSGA ACTIONS INDICE EURO	0	763.011	763.011
**D	PHARMA PREFERENCE	0	446.740	446.740
**D	R CO PHARMA ACTIONS	0	147.652	147.652
**D		0	248.099	248.099

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BOURBON I	0	251.834	251.834
**D	ECUREUIL RETRAITE ACTIONS 3	0	355.867	355.867
**D	FRN AMUNDI	0	63.207	63.207
**D	ARRCO LONG TERME D	0	316.320	316.320
**D	CARP INDO	0	150.311	150.311
**D	AMUNDI PATRIMOINE PEA	0	109.050	109.050
**D	CNP ASSUR VALUE ET MOMENTUM	0	43.063	43.063
**D	CARPIMO PTES ET MOYENNES CAPI C	0	483.050	483.050
**D	FCP PEA COURT TERME	0	1.279.490	1.279.490
**D	FGV ACTIONS EUROPE LM A	0	70.940	70.940
**D	ROPS EURO P	0	315.226	315.226
**D	DIEZE	0	4.867	4.867
**D	HSBC MULTI ASSET DYNAMIC EURO	0	137.336	137.336
**D	ERISA ACTIONS GRANDES VALEURS	0	716.000	716.000
**D	HSBC ACTIONS EUROPE	0	425.636	425.636
**D	SOLIDARITE	0	26.835	26.835
**D	IMDG FAMILLES ET ENTREPRENEURS	0	177.595	177.595
**D	CPR ACTIONS EURO PREMIUM SELECT	0	3.324	3.324
**D	GROUPAMA OPPORTUNITIES EUROPE	0	1.149.086	1.149.086
**D	AMUNDI ACTIONS EURO HORIZON ENVIRONNEMENT	0	983.608	983.608
**D	LCL ACTIONS MONDE HORS EUROPE EUR	0	834.195	834.195
**D	AMUNDI ACTIONS PME	0	1.543.475	1.543.475
**D	AMUNDI TRANSMISSION ACTIONS	0	7.006	7.006
**D	AMUNDI TRANSMISSION PATRIMOINE	0	24.603	24.603
**D	GROUPAMA EUROPE STOCK	0	83.047	83.047
**D	ALLOCATION PROTECTION 80	0	364.988	364.988
**D	ROPS ACTIONS EUROPEENNES 2	0	835.687	835.687
**D	AMUNDI EQUITY EURO CONSERVATIVE	0	96.785	96.785
**D	CONTI DIVERSIFIE	0	74.012	74.012
**D	CONTI FLEXIBLE	0	22.891	22.891
**D	ROPS SMART INDEX EURO	0	13.105	13.105
**D	AP ACTIONS I EURO	0	78.721	78.721
**D	ALLOCATION INVEST EQUITY CORE	0	35.406	35.406
**D	IP ACTIONS EURO	0	51.239	51.239
**D	ARRCO QUANT II	0	70.625	70.625
**D	SACD INVESTISSEMENT	0	9.554	9.554
**D	GLOBAL MULTI FACTOR EQUITY FUND	0	89.101	89.101
**D	BEL EQUITY EUROPE	0	386.524	386.524
**D	CL CENTRE MANCHE	0	4.668	4.668
**D	GROUPAMA LOIRE BRETAGNE LOCAL 1	0	11.877	11.877
**D	GROUPAMA GRAND EST	0	12.406	12.406
**D	GROUPAMA MEDITERRANEE	0	12.582	12.582
**D	GROUPAMA NORD EST	0	11.575	11.575
**D	FCP CSS LOC GROUPAMA PARIS VAL DE LOIRE	0	6.062	6.062
**D	GROUPAMA LOIRE BRETAGNE REGIONAL 1	0	15.231	15.231
**D	GROUPAMA LOIRE BRETAGNE LOCAL 2	0	10.912	10.912
**D	BNPP AM CAVAMAC ACTIONS EURO	0	204.682	204.682

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LMGD SMID CAP EUR FCP	0	150.965	150.965
**D	AMUNDI IPSA ACTIONS	0	84.716	84.716
**D	MAM ENTREPRISES FAMILIALES	0	40.000	40.000
**D	STAR PASTEUR	0	72.451	72.451
**D	ADARA	0	130.000	130.000
**D	NATIXIS SOLUTIONS PROTECT 75	0	141.321	141.321
**D	SAKKARAH 6	0	158.850	158.850
**D	SAKKARAH C	0	100.667	100.667
**D	SAKKARAH 7 FCP	0	55.957	55.957
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF	0	9.349	9.349
**D	ECUREUIL PROFIL 75 ACTIONS	0	297.438	297.438
**D	ECUREUIL PROFIL 90 ACTIONS EURO	0	1.070.225	1.070.225
**D	FC CARPIMKO ACTIONS EURO	0	114.570	114.570
**D	CONCORDE 96 ACTION EURO	0	25.644	25.644
**D	CNP ACTIONS EUROPE AMUNDI	0	436.173	436.173
**D	OFI INVEST ESG ACTIONS MIEUX VIVRE	0	15.424	15.424
**D	GEFIP EUROLAND ISR	0	154.093	154.093
**D	A A B DIVERSIFLE	0	77.835	77.835
**D	AMLC EQ SINGLE STOCKS	0	2.407	2.407
**D	WORLD EQUITIES II	0	17.381	17.381
**D	PARMA PEA JUN 2025	0	65.480	65.480
**D	SELECTION EURO CLIMAT JANVIER 2025	0	66.151	66.151
**D	ARCADE ACTIONS EURO	0	114.439	114.439
**D	CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD	0	6.096	6.096
**D	CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND	0	4.024	4.024
**D	PARMA PEA JUILLET 2026	0	351.435	351.435
**D	EDF RETRAITE LONG TERME INDICIELLE	0	56.517	56.517
**D	CORALUM PEA JUN 2026	0	26.709	26.709
**D	SANTANDER SMALL CAPS EUROPA FI	0	153.262	153.262
**D	SANTANDER SMALL CAPS EUROPA FI	0	15.386	15.386
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	32.063	32.063
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	490.464	490.464
**D	KUTXABANK GESTION SGIIC, S.A.	0	359.381	359.381
**D	PIMCO CORPORATE AND INCOME OPPORTUNITY FUND	0	2.152.500	2.152.500
**D	PIMCO STRATEGIC INCOME FUND, INC.	0	323.500	323.500
**D	PIMCO INCOME STRATEGY FUND II	0	1.043.000	1.043.000
**D	PIMCO INCOME STRATEGY FUND	0	523.500	523.500
**D	PIMCO GLOBAL STOCKPLUS AND INCOME FUND	0	123.500	123.500
**D	PIMCO CORPORATE AND INCOME STRATEGY FUND	0	6.139.000	6.139.000
**D	PIMCO FLEXIBLE CREDIT INCOME FUND	0	687.000	687.000
**D	PIMCO HIGH INCOME FUND	0	3.581.000	3.581.000
**D	SELLA SGR RUBRICA INVESTIMENTI AZIONARI ITALIA	0	886.500	886.500
**D	SELLA SGR RUBRICA INVESTIMENTI BILANCIATI ITALIA	0	662.714	662.714
**D	ARBEJDSMARKEDETS TILLAEGSPENSION	0	70.943	70.943
**D	BOC-PRUDENTIAL EUROPEAN INDEX FUND	0	2.848.693	2.848.693
**D	KOSMEHL ROUVEN	0	141.893	141.893
**D		0	1	1

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BOC-PRUDENTIAL EUROPEAN EQUITY FUND	0	9.112	9.112
**D	MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	0	4.896	4.896
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	5.162.697	5.162.697
**D	VIKING GLOBAL EQUITIES II LP	0	188.232	188.232
**D	AVANTIS CIBC INTERNATIONAL EQUITY ETF	0	1.241	1.241
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	292.681	292.681
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	6.225	6.225
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	647.270	647.270
**D	TACS NON-US EQUITY CORE MARKET CONTINUOUS LLC	0	67.408	67.408
**D	VOYA BALANCED INCOME PORTFOLIO	0	5.655	5.655
**D	GREENFIELDS CAPITAL LIMITED	0	2.649	2.649
**D	BRIDGEWATER PURE ALPHA TRADING COMPANY II, LTD	0	139.663	139.663
**D	INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0	14.952	14.952
**D	VANGUARD FTSE ALL-WORLD EX-US INDEX FUND	0	4.792.572	4.792.572
**D	CNTRL PNSON FND INTRNTNL UNION	0	197.417	197.417
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	4.748	4.748
**D	VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL	0	57.466	57.466
**D	FOREST PRESERVE DISTRICT EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	42.070	42.070
**D	WISDOMTREE ISSUER ICAY	0	15.157	15.157
**D	COMMONWEALTH OF PA - TREASURY	0	24.794	24.794
**D	PSEG NUCLEAR LLC MASTER DECOMMISSIONING TRUST	0	260.249	260.249
**D	LEGAL AND GENERAL UCITS ETF PLC	0	245.830	245.830
**D	ROTHSCHILD MARTIN MAUREL	0	4.167.484	4.167.484
**D	BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND	0	27.957	27.957
**D	STICHTING PENSIOENFONDS NOTARIAAT	0	3.824	3.824
**D	MARANIC II LLC	0	9.539	9.539
**D	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	71.455	71.455
**D	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	40.331	40.331
**D	VIKING LONG FUND MASTER LTD	0	3.369.355	3.369.355
**D	ARIZONA STATE RETIREMENT SYSTEM	0	47.786	47.786
**D	TMCO GLOBAL PUBLIC EQUITY LP	0	138.653	138.653
**D	PORTFOLIO BUILDING BLOCK EUROPEAN BANKS INDEX ETF	0	542.952	542.952
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	9.142	9.142
**D	VIKING GLOBAL EQUITIES MASTER LTD	0	9.223.375	9.223.375
**D	ARGA EAFE VALUE EQUITY CIT FUND ARGA EAFE VALUE EQUITY CIT FUND	0	677.896	677.896
**D	NEUALT LLC	0	48.054	48.054
**D	GLOBAL X MSCI EAFE INDEX ETF	0	13.284	13.284
**D	POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST	0	21.985	21.985
**D	COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT	0	19.424	19.424
**D	RELIANCE TRUST COMPANY	0	142.494	142.494
**D	WINDWISE MSCI EAFE INDEX NON-LENDING	0	42.040	42.040
**D	VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL	0	18.883	18.883
**D	GLOBAL X MSCI SUPERDIVIDEND EAFE ETF	0	55.590	55.590
**D	PNC BANK AS CUSTODIAN FOR PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST LOUIS UNDER CUSTODY AGREEMENT DATED	0	10.297	10.297
**D	BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY II, LTD	0	4.371	4.371
**D	VIKING GLOBAL OPPORTUNITIES LIQUID PORTFOLIO SUB-MASTER LP	0	1.703.500	1.703.500
**D	TD EMERALD INTERNATIONAL EQUITY INDEX FUND	0	400.361	400.361



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AUTORIDADE MONETARIA DE MACAU	0	25.970	25.970
**D	VERIZON MASTER SAVINGS TRUST	0	126.987	126.987
**D	BRIDGEWATER PURE ALPHA STERLING FUND, LTD	0	1.938	1.938
**D	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	38.851	38.851
***	PASTERIS MARCO	0	1.558	1.558
**D	MOTHER CABRINI HEALTH FOUNDATION, INC	0	21.442	21.442
**D	WISDOMTREE INTERNATIONAL EQUITY FUND	0	100.812	100.812
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	101.508	101.508
**D	STICHTING BELEGGENEN MENZIS	0	9.265	9.265
**D	THE DOMESTIC AND FOREIGN MISSIONARY SOCIETY OF THE PROTESTANT EPISCOPAL CHURCH IN THE UNITED STATES OF AMERICA	0	90.283	90.283
**D	RAINDROPS CAPITAL LIMITED	0	5.194	5.194
**D	VOYA VACS INDEX SERIES I PORTFOLIO	0	194.439	194.439
**D	TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST	0	3.125	3.125
**D	SNOWBALL CAPITAL HOLDINGS LIMITED	0	5.470	5.470
**D	CITW FUND, LP	0	1.113	1.113
**D	TD EUROPEAN INDEX FUND	0	14.751	14.751
**D	SQUOIA HOLDINGS LLC	0	43.237	43.237
**D	CERVURITE INTERNATIONAL LLC	0	33.065	33.065
**D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	1	1
**D	THE JUPTER GLOBAL FUND	0	172.715	172.715
**D	VIRTUS INTERNATIONAL DIVIDEND ETF	0	15.364	15.364
**D	THE COMMONWEALTH FUND	0	2.325	2.325
**D	ARIZONA STATE RETIREMENT SYSTEM	0	359.043	359.043
**D	MACQUARIE MANAGEMENT HOLDINGS, INC	0	104	104
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	121.254	121.254
**D	GOLDMAN SACHS ETF ICAV	0	82	82
**D	BLACKROCK LIFE LIMITED	0	51.303	51.303
**D	FLORIDA RETIREMENT SYSTEM	0	104.799	104.799
**D	AVIVA INVESTORS	0	19.905	19.905
**D	FLORIDA RETIREMENT SYSTEM	0	110.000	110.000
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	93.367	93.367
**D	ISHARES VII PUBLIC LIMITED COMPANY	0	4.069.061	4.069.061
**D	BLACKROCK LIFE LTD	0	300.160	300.160
**D	ISHARES II PUBLIC LIMITED COMPANY	0	2.504.274	2.504.274
**D	MACKENZIE GLOBAL EQUITY INCOME FUND	0	367.063	367.063
**D	FLORIDA RETIREMENT SYSTEM	0	71.900	71.900
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	244.738	244.738
**D	MACK COMPREHENSIVE EQUITY POOL	0	14.432	14.432
**D	THE ESB PENSION FUND	0	16.215	16.215
**D	STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN	0	2.093	2.093
**D	GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF	0	88.432	88.432
**D	COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM	0	8.975	8.975
**D	MACK EAFE EQUITY POOL	0	45.125	45.125
**D	AMUNDI IRELAND LIMITED	0	1.713	1.713
**D	UBS TRPL INCO ERPN BK EQY STRTGY FD	0	45.257	45.257
**D	GREAT-WEST INTERNATIONAL INDEX FUND	0	312.276	312.276
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	9.194	9.194

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FAVOREVOLI

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**D	SHELL CANADA 2007 PENSION PLAN	0	4.086	4.086
**D	AVIVA INVESTORS GLOBAL	0	24.533	24.533
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0	41.036	41.036
**D	BLACKROCK SOLUTIONS FUNDS ICAY	0	82.999	82.999
**D	EUROPEAN CENTRAL BANK	0	33.907	33.907
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.885	1.885
**D	AZL INTERNATIONAL INDEX FUND	0	104.522	104.522
**D	WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF	0	57.872	57.872
**D	GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND	0	51.588	51.588
**D	BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE	0	368.786	368.786
**D	ATB GROUP IRISH PENSION SCHEME	0	1.167	1.167
**D	AURION GLOBAL EQUITY FUND	0	6.606	6.606
**D	VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND	0	2.226.361	2.226.361
**D	ISHARES PUBLIC LIMITED COMPANY	0	518.059	518.059
**D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST	0	492.692	492.692
**D	ABB PENSION FUND	0	4.276	4.276
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	361.343	361.343
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER	0	26.854	26.854
**D	THE EUROPEAN CENTRAL BANK	0	26.795	26.795
**D	QUALITY EDUCATION FUND	0	3.969	3.969
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO	0	2.383	2.383
**D	GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF	0	4.994	4.994
**D	INVESCO INTERNATIONAL DEVELOPED DYNAMIC MULTIFACTOR ETF	0	106.895	106.895
**D	INVESTINGSFORENINGEN NYKREDIT INVEST	0	27.433	27.433
**D	INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF	0	112.510	112.510
**D	FIDELITY CONCORD STREET TRUST: FTDELITY INTERNATIONAL INDEX FUND	0	7.264.686	7.264.686
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	23.212	23.212
**D	DEAM-FONDS ZDV	0	13.325	13.325
**D	ALASKA PERMANENT FUND CORPORATION	0	41.778	41.778
**D	PMPT-INKA-FONDS	0	62.365	62.365
**D	DEUTSCHE DCG EQ	0	5.859	5.859
**D	BRIDGEWATER BLUE PEAK FUND, LP	0	1.909	1.909
**D	DWS INVESTMENT GMBH ON BEHALF OF DEAM-FONDS ZAT 1	0	137.655	137.655
**D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I	0	108.536	108.536
**D	INVESCO MARKETS II PLC	0	276.968	276.968
**D	INVESTINGSFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	27.811	27.811
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	32.772	32.772
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES III	0	124.122	124.122
**D	ENERGY INSURANCE MUTUAL LIMITED	0	16.920	16.920
**D	INVESTINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	106.179	106.179
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	3.631	3.631
**D	BLACKROCK SOLUTIONS FUNDS ICAY	0	171.988	171.988
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	129.827	129.827
**D	BLACKROCK FUND MANAGERS LTD	0	1.866.476	1.866.476
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	11.717	11.717
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF INKA PBEAKK	0	20.546	20.546

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST	0	2.077	2.077
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT	0	270.000	270.000
**D	INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	16.055	16.055
**D	INVESCO MSCI EAFE INCOME ADVANTAGE ETF	0	29.916	29.916
**D	BLACKROCK FUND MANAGERS LTD	0	5.876.822	5.876.822
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	41.149	41.149
**D	SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	15.534	15.534
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	751.009	751.009
**D	ENSIGN PEAK ADVISORS INC	0	68.851	68.851
**D	BRUCE POWER PENSION PLAN	0	5.968	5.968
**D	WISDOMTREE EUROPE HEDGED SMALLCAP EQUITY FUND	0	255.610	255.610
**D	STATE OF WISCONSIN INVESTMENT BOARD	0	2	2
**D	BANK OF KOREA	0	285.868	285.868
**D	TEXAS PERMANENT SCHOOL FUND CORP	0	1	1
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	24.929	24.929
**D	VANGUARD GLOBAL DIVIDEND FUND	0	148.493	148.493
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	8.643	8.643
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	0	1	1
**D	BLACKROCK LIFE LIMITED	0	100	100
**D	VIRGINIA RETIREMENT SYSTEM	0	407.378	407.378
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF	0	102.560	102.560
**D	IPC MULTI-FACTOR INTERNATIONAL EQUITY	0	190.309	190.309
**D	T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL	0	1.353	1.353
**D	FRANKLIN INTERNATIONAL EQUITY INDEX ETF	0	30.082	30.082
**D	BLACKROCK GLOBAL FUNDS	0	5.367.074	5.367.074
**D	CIBC INTERNATIONAL INDEX FUND	0	91.710	91.710
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA)	0	4.151	4.151
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	0	23.417	23.417
**D	TEXTRON INC MASTER TRUST	0	197.743	197.743
**D	LAY EMPLOYEES RETIREMENT PLAN OF THE ARCHDIOCESE OF PHILADELPHIA	0	24.681	24.681
**D	COMMISSION DE LA CAISSE COMMUNE	0	25.950	25.950
**D	FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL EQUITY INCOME UCITS ETF	0	129.309	129.309
**D	VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO	0	59.492	59.492
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND	0	409.316	409.316
**D	VIRGINIA RETIREMENT SYSTEM	0	1	1
**D	BANK OF KOREA	0	112.447	112.447
**D	FRANKLIN TEMPLETON ICAY	0	9.300	9.300
**D	CIBC INTERNATIONAL EQUITY INDEX FUND	0	7.205	7.205
**D	AXA MPS FINANCIAL DESIGNATED ACTIVITY CO	0	380.000	380.000
**D	NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	10.152	10.152
**D	VIRTUS GLOBAL ALLOCATION FUND	0	48.444	48.444
**D	KENTUCKY RETIREMENT SYSTEMS	0	832.021	832.021
**D	ALASKA PERMANENT FUND CORPORATION	0	163.684	163.684
**D	NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST	0	23.678	23.678
**D	PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI	0	233.951	233.951
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	81.414	81.414
**D	CIBC INTERNATIONAL EQUITY INDEX ETF	0	31.256	31.256

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE BOARD OF PENSIONS OF THE PRESBYTERIAN CHURCH (USA)	0	42.346	42.346
**D	PRINCIPAL FUNDS, INC. - OVERSEAS FUND	0	19.114	19.114
**D	THE STANDARD BANK OF SOUTH AFRICA LTD	0	214.512	214.512
**D	WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	0	203.901	203.901
**D	UNIVERSITY OF NOTRE DAME DU LAC	0	65.398	65.398
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.058	1.058
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	1	1
**D	U.S. ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN	0	1	1
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	18.352	18.352
**D	WISDOMTREE GLOBAL HIGH DIVIDEND FUND	0	12.729	12.729
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF	0	16.575	16.575
**D	ADVANCED SERIES TRUST- AST GLOBAL BOND PORTFOLIO	0	2.414.277	2.414.277
**D	INVESTINGFOREIGNEN LAEGERNES INVEST	0	9.434	9.434
**D	STICHTING BEDRIJFSPENSIENFONDS VOOR HET BAKKERSBEDRIJF	0	22.404	22.404
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	12.905	12.905
**D	VOYA INTERNATIONAL INDEX PORTFOLIO	0	55.344	55.344
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	69.125	69.125
**D	FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF	0	6.637.270	6.637.270
**D	NSP-KINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST	0	12.535	12.535
**D	CIBC EUROPEAN INDEX FUND	0	10.519	10.519
**D	CANADIAN BROADCASTING CORPORATION PENSION PLAN	0	384.330	384.330
**D	NS PENSION PUBLIC EQUITY FUND	0	344.293	344.293
**D	IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	119.192	119.192
**D	WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	0	64.008	64.008
**D	XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	98.421	98.421
**D	EMPLOYEES' RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	84.038	84.038
**D	FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF	0	19.060	19.060
**D	LOUISIANA STATE EMPLOYEES' RETIREMENT SYSTEM	0	77.914	77.914
**D	BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	28.944	28.944
**D	STICHTING PENSIOENFONDS HORECA AND CATERING	0	26.824	26.824
**D	PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND	0	104.381	104.381
**D	WISDOMTREE INTERNATIONAL LARGE CAP DIVIDEND FUND	0	135.437	135.437
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF	0	25.581	25.581
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE	0	15.595	15.595
**D	XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	16.085	16.085
**D	STICHTING PENSIOENFONDS HOOGOVENS	0	6.277	6.277
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	8.728	8.728
**D	KENTUCKY RETIREMENT SYSTEMS INSURANCE TRUST FUND	0	340.609	340.609
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	236.135	236.135
**D	XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	776.853	776.853
**D	KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEXES	0	42.447	42.447
**D	SG ERS AMUNDI ACTIONS EUROPE S	0	69.900	69.900
**D	NATIO-FONDS EUCLIDE	0	141.301	141.301
**D	AIM EQUITY EUROPE CANTONS	0	47.199	47.199
**D	SG BLACKROCK ACTIONS EURO	0	696.321	696.321
**D	D M SELECTION ACTIONS MIDCAP	0	95.000	95.000
**D	SG ACTIONS INTERNATIONALES	0	71.194	71.194

Aventi diritto: 1.989 Test: 99
 in proprio: 83 in delega: 1.906

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LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

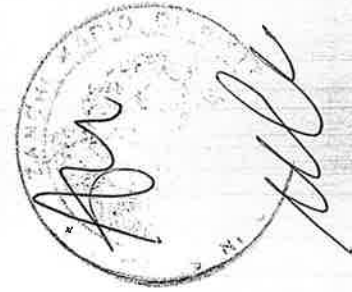
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SG ACTIONS ETATS-UNIS POCHE AC	0	125.620	125.620
**D	SG DNCA ACTIONS EURO	0	97.151	97.151
**D	AMUNDI INVESTMENT FUNDS EMU	0	33.882	33.882
**D	EUROPEAN EQUITY	0	28.962	28.962
**D	AMUNDI INVESTMENT FUNDS MULTI	0	65.777	65.777
**D	AMUNDI SOLUZIONI ITALIA BILAN	0	1.675	1.675
**D	AMUNDI SOLUZIONI ITALIA BILANC	0	1.921	1.921
**D	MULTI UNITS LUXEMBOURG AMUNDI	0	11.825.031	11.825.031
**D	AMUNDI FUND SOLUTIONS - MULTI	0	11.400	11.400
**D	AMUNDI AUSTRIA	0	847.178	847.178
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	518.622	518.622
**D	AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	0	1.610.016	1.610.016
**D	AMUNDI SGR SPA -CORE PENSION	0	177.363	177.363
**D	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	25.815	25.815
**D	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	27.274	27.274
**D	AMUNDI SGR SPA / AMUNDI OBBLIGAZIONARIO PIU' A DISTRIBUZIONE	0	88.176	88.176
**D	AMUNDI SGR SPA -SECONDA PENSIONE	0	573.231	573.231
**D	SEI GLOBAL MASTER FUND PLC THE	0	19.491	19.491
**D	AB SICAV III - DYNAMIC ALL MAR	0	5.805	5.805
**D	KOKUSAI EQUITY INDEX FUND, A S	0	32.346	32.346
**D	MORGAN STANLEY PATHWAY FUNDS	0	50.632	50.632
**D	AB SICAV I - ALL MARKET INCOME	0	761.749	761.749
**D	BRIDGE BUILDER INTERNATIONAL E	0	116.304	116.304
**D	DESTINATIONS INTERNATIONAL EQU	0	34.002	34.002
**D	NZAM EURO STOXX PARIS-ALIGNED	0	4.298	4.298
**D	THE NOMURA TRUST AND BANKING C	0	91.400	91.400
**D	GLOBAL X ETFS ICAY	0	182.438	182.438
**D	ICP PLACEMENT	0	2.237	2.237
**D	SOGECAP ACTIONS - MID CAP	0	156.708	156.708
**D	SOGECAP AP CLIMAT PAB	0	169.405	169.405
**D	AMUNDI MSCI WORLD EX USA SCREE	0	463	463
**D	MULTI UNITS FRANCE AMUNDI FTSE	0	2.168.001	2.168.001
**D	MULTI UNITS FRANCE AMUNDI MSCI	0	100.261	100.261
**D	STOK ERIK	0	1	1
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	726.724	726.724
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	313.164	313.164
**D	MIGROS BANK (LUX) FONDS 30	0	2.690	2.690
**D	MIGROS BANK (LUX) FONDS 50	0	5.570	5.570
**D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	2.700	2.700
**D	UBS (LUX) EQUITY SICAV - GLOBAL HIGH DIVIDEND	0	1.156.532	1.156.532
**D	UBS FUND MANAGEMENT (LUXEMBOURG) SA	0	39.000	39.000
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	36.653	36.653
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	684.855	684.855
**D	GMT I PLACEMENTS TRADITIONNELS ACTIONS ETRANGERES	0	22.462	22.462
**D	NORGES BANK	0	16.295.833	16.295.833
**D	GOVERNMENT OF NORWAY	0	127	127
**D	STICHTING PENSIOENFONDS ING	0	67.816	67.816

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEGAL & GENERAL CCF.	0	21.714	21.714
**D	LEGAL AND GENERAL CCF	0	1.542	1.542
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	514.333	514.333
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	31.527	31.527
**D	INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT	0	2.996	2.996
**D	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.	0	21.937	21.937
**D	WHEELS COMMON INVESTMENT FUND.	0	19.945	19.945
**D	STICHTING BEDRIJFSTAKPENSTOENFONDS VOOR DE DETAILHANDEL	0	100	100
**D	PREMIER MITON DIVERSIFIED GROWTH FUND	0	324.976	324.976
**D	PREMIER MITON DIVERSIFIED CAUTIOUS GROWTH FUND	0	48.099	48.099
**D	PREMIER MITON DIVERSIFIED BALANCED GROWTH FUND	0	98.746	98.746
**D	PREMIER MITON DIVERSIFIED INCOME FUND	0	49.351	49.351
**D	PREMIER MITON DIVERSIFIED DYNAMIC GROWTH FUND	0	69.264	69.264
**D	LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E	0	31.730	31.730
**D	LEGAL & GENERAL GLOBAL EQUITY INDEX FUND	0	61.895	61.895
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO	0	64.902	64.902
**D	LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE	0	45.137	45.137
**D	JUPITER GLOBAL FINANCIAL INNOVATION FUND	0	166.423	166.423
**D	JUPITER FINANCIAL OPPORTUNITIES FUND	0	1.068.679	1.068.679
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	1.140.348	1.140.348
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	242.938	242.938
**D	ARTEMIS MONTHLY DISTRIBUTION FUND	0	2.497.176	2.497.176
**D	ARTEMIS GLOBAL INCOME FUND	0	16.336.900	16.336.900
**D	PRESCIENT FUND SERVICES IRELAND LIMITED ACTING IN ITS CAPACI	0	19.109	19.109
**D	CANTOR FITZGERALD INVESTMENT TRUST	0	305.702	305.702
**D	LEGAL & GENERAL EUROPEAN INDEX TRUST	0	1.579.677	1.579.677
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	12.242	12.242
**D	BARCLAYS MULTI-MANAGER FUND PLC	0	160.491	160.491
**D	SKYLINE UMBRELLA FUND ICAV	0	562.126	562.126
**D	OSMOSIS ICAV	0	44.952	44.952
**D	LEGAL & GENERAL ICAV.	0	4.001	4.001
**D	VERDIPAPIRFONDET KLP AKSJEUROPA INDEKS.	0	1.684	1.684
**D	VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS	0	4.304	4.304
**D	VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1	0	200	200
**D	ARTEMIS FUNDS (LUX).	0	10.596	10.596
**D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	846.436	846.436
**D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	3.090.678	3.090.678
**D	USAA GENERAL INDEMNITY COMPANY	0	6.553	6.553
**D	GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	0	3.374	3.374
**D	USAA CASUALTY INSURANCE COMPANY	0	14.363	14.363
**D	ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF	0	4.736	4.736
**D	CG TPT AUTHORISED CONTRACTUAL SCHEME	0	14.852	14.852
**D	NORTHERN TRUST UCITS FGR FUND	0	485.012	485.012
**D	NORTHERN TRUST UCITS FGR FUND	0	35.415	35.415
**D	UFCW UNION AND PARTICIPATING FOOD INDUSTRY EMPLOYERS TRI-STA.	0	8.701	8.701
**D	CSAA INSURANCE EXCHANGE	0	8.346	8.346
**D	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.	0	55.421	55.421



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	0	9.619	9.619
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	323.425	323.425
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	183.103	183.103
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	792.587	792.587
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	37.699	37.699
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	823.095	823.095
**D	LABORERS' AND RETIREMENT BOARD EMPLOYEES' ANNUITY & BENEFIT	0	90.220	90.220
**D	THE COCA-COLA COMPANY	0	63.914	63.914
**D	CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	0	3.510	3.510
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST.	0	42.223	42.223
**D	THE CALIFORNIA WELLNESS FOUNDATION	0	7.097	7.097
**D	ACORN 1998 TRUST.	0	1.291	1.291
**D	GREENFINCH FOUNDATION	0	8.320	8.320
**D	JOSHUA GREEN CORPORATION	0	18.483	18.483
**D	ESSENTIA HEALTH	0	7.932	7.932
**D	CONSTELLATION FITZPATRICK QUALIFIED FUND	0	7.425	7.425
**D	JTW TRUST NO. 3 UAD 9/19/02.	0	3.867	3.867
**D	THE KING'S COLLEGE OF OUR LADY AND SAINT NICHOLAS IN CAMBRID	0	1.143	1.143
**D	NTGI-OM COMMON DAILY EAFE	0	281.612	281.612
**D	FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	0	17.982	17.982
**D	EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES	0	4.750	4.750
**D	PEPCO HOLDINGS INC. VEBA TRUST	0	3.706	3.706
**D	EXELON CORPORATION EMPLOYEES BENEFIT TRUST FOR MANAGEMENT EM	0	91	91
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	8.286	8.286
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	0	15.360	15.360
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY.	0	6.249	6.249
**D	PIVOTAL PHILANTHROPIES FOUNDATION	0	3.933	3.933
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	0	69.634	69.634
**D	ROSEFINCH FOUNDATION	0	8.320	8.320
**D	SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST	0	716	716
**D	SNOWFINCH FOUNDATION	0	8.320	8.320
**D	NATIONAL CATHOLIC INVESTMENT TRUST	0	2.699	2.699
**D	THE NATHAN CUMMINGS FOUNDATION INC.	0	31.735	31.735
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	4.743	4.743
**D	OAKLAND COUNTY VEBA.	0	96.055	96.055
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT	0	1.101	1.101
**D	ARVEST FOUNDATION	0	1.013	1.013
**D	CHARLES C. GATES TRUST OF 6/30/1941	0	19.103	19.103
**D	CASEY FAMILY PROGRAMS	0	54.304	54.304
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	2.716	2.716
**D	UNITED SERVICES AUTOMOBILE ASSOCIATION	0	15.695	15.695
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	561.634	561.634
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	245.536	245.536
**D	BEAT DRUGS FUND ASSOCIATION	0	3.229	3.229
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	75.246	75.246
**D	INTERNATIONAL EQUITY FUND LLC	0	7.467	7.467
**D	GWL GLOBAL INVESTMENTS LLC.	0	90.074	90.074

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	6.461	6.461
**D	ARGA FUND TRUST SERIES - ARGA INTERNATIONAL FUND	0	114.881	114.881
**D	EVA VALLEY MAI LLC	0	9.891	9.891
**D	FUNDO DE PENSEOS	0	21.322	21.322
**D	FOURTH AVENUE INVESTMENT COMPANY LIMITED PARTNERSHIP	0	47.253	47.253
**D	FIDDLER PARTNERS LLC	0	901	901
**D	DYNASTY INVEST LTD	0	4.093	4.093
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	0	4.858	4.858
**D	DELFINCO LP	0	50.148	50.148
**D	LAKE AVENUE INVESTMENTS LLC	0	39.922	39.922
**D	ARGA INTERNATIONAL SECTOR-NEUTRAL VALUE EQUITY FUND	0	1.828	1.828
**D	RTPIP LP.	0	11.402	11.402
**D	FCM INTERNATIONAL LLC	0	21.854	21.854
**D	PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST	0	509	509
**D	THYSEN GLOBAL INVESTMENTS LLC	0	8.400	8.400
**D	ARGA INTERNATIONAL DIVERSIFIED VALUE FUND LP	0	1.493	1.493
**D	ARGA GLOBAL DIVERSIFIED VALUE FUND LP	0	1.293	1.293
**D	ARGA EUROPEAN EQUITY FUND LP	0	1.630	1.630
**D	801 INVESTMENTS LLC	0	12.753	12.753
**D	AVALON PORTFOLIO II LLC	0	11.274	11.274
**D	BEAR CREEK INVESTMENT LLC	0	33.564	33.564
**D	BUILDERS ASSET MANAGEMENT WATER LLC	0	45.193	45.193
**D	ALICE L WALTON CHARITABLE LLC	0	291.543	291.543
**D	METIS EQUITY TRUST	0	29.629	29.629
**D	ARTEL INTERNATIONAL DM/EM LLC	0	68.276	68.276
**D	GLOBAL BOND FUND LLC WAYCROSSE INC	0	81.306	81.306
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	194.174	194.174
**D	NELKE PARTNERSHIP	0	5.993	5.993
**D	PINK CALLI LLC	0	1.966	1.966
**D	OMEGA FFP LIMITED PARTNERSHIP	0	4.708	4.708
**D	SLW PORTFOLIO LLC	0	10.324	10.324
**D	SENTINEL INTERNATIONAL TRUST	0	19.215	19.215
**D	GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	0	10.326	10.326
**D	ARGA FUND TRUST SERIES - ARGA GLOBAL FUND	0	67.423	67.423
**D	PRO-GEN INVESTMENTS LLC	0	6.402	6.402
**D	CINDY SPRINGS LLC	0	126.528	126.528
**D	LEGAL & GENERAL DEVELOPED MULTI-FACTOR SL FUND LLC	0	27.676	27.676
**D	MBB PUBLIC MARKETS I LLC	0	92.611	92.611
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	92.247	92.247
**D	HAWTHORN DM LLC	0	40.302	40.302
**D	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	0	9.649	9.649
**D	UNITED NATIONS JOINT STAFF PENSION FUND.	0	1.009.084	1.009.084
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	31.033	31.033
**D	CHEVRON UK PENSION TRUSTEE LIMITED AS TRUSTEE OF THE CHEVRON.	0	5.653	5.653
**D	MINEWORKERS' PENSION SCHEME	0	194.937	194.937
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.	0	2.541.647	2.541.647
**D	FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	0	225.267	225.267



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E	0	7.586	7.586
**D	NUNAVUT TRUST	0	5.275	5.275
**D	RED LIFE REINSURANCE LIMITED	0	2.611	2.611
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	437.334	437.334
**D	TELSTRA SUPER PTY LTD AS TRUSTEE FOR TELSTRA SUPERANNUATION	0	52.324	52.324
**D	MERCER GLOBAL SMALL COMPANIES SHARES FUND	0	3.755	3.755
**D	MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS	0	4.214	4.214
**D	MERCER PASSIVE INTERNATIONAL SHARES FUND	0	11.797	11.797
**D	COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	0	237.775	237.775
**D	OIC INTERNATIONAL EQUITIES FUND.	0	5.686	5.686
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	69.059	69.059
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	114.210	114.210
**D	IAGAM GLOBAL EQUITY TRUST.	0	14.971	14.971
**D	EQUIESUPER	0	32.741	32.741
**D	INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	0	3.949	3.949
**D	INTERNATIONAL EQUITIES B UNIT TRUST	0	11.867	11.867
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	68.110	68.110
**D	AUSTRALIAN CAPITAL TERRITORY	0	55.753	55.753
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	575	575
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	2.833	2.833
**D	RUTGERS THE STATE UNIVERSITY	0	14.619	14.619
**D	NORTHERN TRUST INVESTMENT'S COLLECTIVE FUNDS TRUST	0	3.609.011	3.609.011
**D	R.E. GINNA NUCLEAR POWER PLANT QUALIFIED FUND.	0	300	300
**D	IMPACTASSETS INC.	0	5.086	5.086
**D	NORTHAMPTONSHIRE PENSION FUND	0	11.267	11.267
**D	OAKLAND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	40.274	40.274
**D	MICHIGAN CATHOLIC CONFERENCE RETIREMENT MASTER PENSION TRUST	0	1.801	1.801
**D	UTAH STATE RETIREMENT SYSTEMS	0	192.728	192.728
**D	HRW TRUST NO. 2 UAD 01/17/03	0	3.095	3.095
**D	HRW TESTAMENTARY TRUST NO. 1	0	11.464	11.464
**D	HRW TESTAMENTARY TRUST NO. 3	0	7.143	7.143
**D	HRW TRUST NO. 1 UAD 01/17/03	0	16.439	16.439
**D	HRW TESTAMENTARY TRUST NO. 10.	0	7.353	7.353
**D	CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND	0	11.095	11.095
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	9.605	9.605
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	17.338	17.338
**D	ARIEL INTERNATIONAL FUND	0	452.219	452.219
**D	ARIEL GLOBAL FUND	0	84.309	84.309
**D	THE HEALTH FOUNDATION.	0	4.603	4.603
**D	HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T	0	4.843	4.843
**D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	376.142	376.142
**D	JTW TRUST NO. 2 UAD 9/19/02.	0	13.201	13.201
**D	JTW TRUST NO. 1 UAD 9/19/02.	0	808	808
**D	BOARD OF PENSION TRUSTEES OF THE RETIREMENT PENSION PLAN OF	0	132.902	132.902
**D	JTW TRUST NO. 5 UAD 9/19/02.	0	2.249	2.249
**D	CYSTIC FIBROSIS FOUNDATION	0	11.248	11.248
**D	CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	0	5.481	5.481

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HOBSON/LUCAS FAMILY FOUNDATION	0	44.293	44.293
**D	CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND.	0	1.276	1.276
**D	EAST SUSSEX PENSION FUND	0	14.063	14.063
**D	STEUART I. WALTON FAMILY TRUST UAD 03/19/13	0	3.662	3.662
**D	EVELON CORPORATION PENSION MASTER RETIREMENT TRUST	0	79.907	79.907
**D	LAZARD INTERNATIONAL EQUITY CIT	0	183.415	183.415
**D	HRW TRUST NO. 3 UAD 01/17/03	0	50.555	50.555
**D	HRW TRUST NO. 3 UAD 01/17/03	0	3.756	3.756
**D	HRW TESTAMENTARY TRUST NO. 12.	0	12.543	12.543
**D	HRW TESTAMENTARY TRUST NO. 5	0	4.468	4.468
**D	HRW TRUST NO. 4 UAD 01/17/03	0	73.467	73.467
**D	HRW TRUST NO. 4 UAD 01/17/03	0	3.756	3.756
**D	HRW TESTAMENTARY TRUST NO. 7.	0	9.612	9.612
**D	HRW TESTAMENTARY TRUST NO. 2	0	5.785	5.785
**D	HRW TESTAMENTARY TRUST NO. 8.	0	53.157	53.157
**D	HRW TESTAMENTARY TRUST NO. 8.	0	4.602	4.602
**D	HRW TESTAMENTARY TRUST NO. 9.	0	7.353	7.353
**D	LAZARD ACW EX-US DIVERSIFIED ADVANTAGE CIT.	0	4.324	4.324
**D	HRW TESTAMENTARY TRUST NO. 4.	0	8.013	8.013
**D	HRW TESTAMENTARY TRUST NO. 6	0	8.941	8.941
**D	HRW TESTAMENTARY TRUST NO. 11.	0	27.201	27.201
**D	HRW TESTAMENTARY TRUST NO. 11.	0	9.498	9.498
**D	WYOMING RETIREMENT SYSTEM	0	4.083	4.083
**D	LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	0	810.039	810.039
**D	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0	233.249	233.249
**D	CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	0	112.463	112.463
**D	THE GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	38.868	38.868
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	99.099	99.099
**D	COAL STAFF SUPPERANNATION SCHEME TRUSTEES LIMITED	0	161.456	161.456
**D	ABU DHABI PENSION FUND	0	222.925	222.925
**D	TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	0	148.657	148.657
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	351.955	351.955
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	189.096	189.096
**D	THE PEOPLE'S PENSION SCHEME	0	783.404	783.404
**D	SHELBY COUNTY TENNESSEE RETIREMENT SYSTEM	0	108.967	108.967
**D	THE REPRESENTATIVE CHURCH BODY	0	179.759	179.759
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	124.377	124.377
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	1.907	1.907
**D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	2.263.508	2.263.508
**D	LEGAL & GENERAL AUTHORISED CONTRACTUAL SCHEME	0	23.242	23.242
**D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	6.688	6.688
**D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	9.355	9.355
**D	ILLINOIS STATE BOARD OF INVESTMENT DEFERRED	0	336.839	336.839
**D	LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME...	0	230.670	230.670
**D	UBS COMMON CONTRACTUAL FUND	0	12.519	12.519
**D	BLACKROCK UCITS CCF	0	122.009	122.009
**D	BLACKROCK COMMON CONTRACTUAL FUNDS	0	171.060	171.060



Avanti diritto: 1.989 Teste: 99
 in proprio: 83 in delega: 1.906

Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CLEARWATER INTERNATIONAL FUND	0	55.027	55.027
**D	ELO MUTUAL PENSION INSURANCE COMPANY	0	147.312	147.312
**D	UNIVEST.	0	39.360	39.360
**D	STICHTING PENSIOENFONDS PGB	0	324.039	324.039
**D	STICHTING PENSIOENFONDS VERVOER	0	1.652.421	1.652.421
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	40.185	40.185
**D	STICHTING BEDRIJFSKAPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	0	53.758	53.758
**D	STICHTING PENSIOENFONDS CAMPINA	0	5.891	5.891
**D	STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	0	156	156
**D	TREDJE AP-FONDEN	0	1	1
**D	FJARDE AP-FONDEN.	0	1	1
**D	HUDSON BAY MASTER FUND LTD. C/O HUDSON BAY CAPITAL MANAGEMENT LP.	0	1.052.645	1.052.645
**D	PROJECT 121/160-70 (P)	0	2.685	2.685
**D	MOORE GLOBAL INVESTMENTS LLC C/O MOORE CAPITAL MANAGEMENT LP	0	75.000	75.000
**D	WELLINGTON-CIS DIVERSIFYING STRATEGIES FUND (CAYMAN) L.P. C/O WELLINGTON MANAGEMENT COMPANY LLP	0	145.617	145.617
**D	AQR INNOVATION FUND L.P. C/O AQR CAPITAL MANAGEMENT LLC	0	360	360
**D	BAY FOND SELECT OPPORTUNITIES MASTER FUND (CAYMAN) L.P.C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC ACTING AS IA	0	571.262	571.262
**D	VERITION MULTI-STRATEGY MASTER FUND LTD. C/O VERITION FUND MANAGEMENT LLC	0	86.102	86.102
**D	ELLERSTON CP LTD AS RES FR ELLERSTN GLOBAL EQ MANAGER FD C/O ELLERSTON CAPITAL LIMITED ACTING AS RESPONSIBLE ENTITY	0	0	186.000
**D	186.000			
**D	SUNRISE PARTNERS LIMITED PARTNERSHIP	0	18.000	18.000
**D	SONA CREDIT MASTER FUND LIMITED	0	528.000	528.000
**D	CAPSTONE GLOBAL MASTER (CAYMAN) LIMITED	0	133.037	133.037
**D	HBK MASTER FUND LPBK MASTER FUND LP PORTFOLIO MARGIN ACCOUNT C/O HBK SERVICES LLC	0	176	176
**D	BLACKROCK SYSTEMATIC TOTAL ALPHA MASTER FUND LTD.	0	111.878	111.878
**D	WELLINGTON GLOBAL MULTI-STRATEGY MASTER FUND (CAYMAN) L.P.	0	12.979	12.979
**D	EMP PA FUND LTD.	0	5.699	5.699
**D	WOODLINE MASTER FUND LP C/O WOODLINE PARTNERS LP	0	2.575.737	2.575.737
**D	LLUC VALORES SICAV S.A.	0	364.240	364.240
**D	CARTERA BELLEVER SICAV S.A.	0	287.536	287.536
**D	MAN MULTI-STRATEGY MASTER FUND MAPLES CORPORATE SERVICES LIMITES	0	258	258
**D	PINNACLE ANTIPODES GLOBAL FUND	0	943.013	943.013
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	68.785	68.785
**D	PINNACLE ANTIPODES GLOBAL OP FD	0	50.531	50.531
**D	JBNW-MED CORE GLOBAL EQ TILT	0	22.800	22.800
**D	MUTUAL FUND LOCAL/PAPIOLA EUROPE CLIMATE INDEX	0	136.047	136.047
**D	PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	0	358.861	358.861
**D	DIMENSIONAL INTERNATIONAL SMALL CAP VALUE ETF OF DIMENSIONA	0	1.447.573	1.447.573
**D	DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E	0	223	223
**D	SCHWAB INTERNATIONAL INDEX FUND	0	1.262.216	1.262.216
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL EQUITY INDEX FUND	0	55.400	55.400
**D	PRIME SUPER PTY LTD	0	10.973	10.973
**D	COLONIAL FIRST STATE INVESTMENT FUND 50.	0	44.939	44.939
**D	COLONIAL FIRST STATE WHOLESAL INDEXED GLOBAL SHARE FUND..	0	115.349	115.349
**D	COMMONWEALTH GLOBAL SHARE FUND 30.	0	572.766	572.766
**D	BETASHARES GLOBAL SHARES ETF	0	62.374	62.374
**D	ABRON SICAV I - EUROPEAN EQUITY ENHANCED INDEX FUND	0	22.191	22.191

LISTA ESITO DELLA VOTAZIONE

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	WM POOL - EQUITIES TRUST NO. 76 - ROBECO	0	7.244	7.244
**D	WM POOL - EQUITIES TRUST NO. 31 - ROBECO	0	3.770	3.770
**D	ONEMARKETS ITALY ICAY	0	460.000	460.000
**D	AEGON CUSTODY B.V.	0	74.934	74.934
**D	KTM PRIVATE PRIME EUROPE EQUITY MASTER INVESTMENT TRUST 1	0	40.797	40.797
**D	DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E	0	2	2
**D	CITICORP TRUSTEE (SINGAPORE) LIMITED AS TRUSTEE FOR AND ON B	0	235.423	235.423
**D	HPL - HP PST HOTCHKIS AND WILEY	0	59.064	59.064
**D	DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST	0	101.247	101.247
**D	ABRDN OETC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND	0	4.118	4.118
**D	HOSTPLUS POOLED SUPERANNUATION TRUST	0	68.036	68.036
**D	BLACKROCK PREMIER FUNDS - SYSTEMATIC GLOBAL EQUITY HIGH INCO	0	15.753	15.753
**D	ISHARES MSCI WORLD ETF	0	181.898	181.898
**D	ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	0	17.725	17.725
**D	ISHARES MSCI EUROZONE ETF	0	2.508.375	2.508.375
**D	ISHARES MSCI ITALY ETF	0	1.949.107	1.949.107
**D	ISHARES MSCI ACWI LOW CARBON TARGET ETF	0	37.856	37.856
**D	ISHARES MSCI EUROPE FINANCIALS ETF	0	2.155.860	2.155.860
**D	ISHARES MSCI EAFE VALUE ETF	0	5.175.099	5.175.099
**D	ISHARES MSCI EAFE ETF	0	6.839.769	6.839.769
**D	ISHARES MSCI ACWI EX U.S. ETF	0	540.458	540.458
**D	ISHARES MSCI ACWI ETF	0	609.062	609.062
**D	ISHARES MSCI KOKUSAI ETF	0	5.767	5.767
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	2.646.620	2.646.620
**D	ISHARES GLOBAL FINANCIALS ETF	0	81.091	81.091
**D	ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF	0	2.048.745	2.048.745
**D	ISHARES CORE MSCI EAFE ETF	0	13.966.865	13.966.865
**D	ISHARES MSCI INTL VALUE FACTOR ETF	0	1.137.695	1.137.695
**D	ISHARES INTERNATIONAL EQUITY FACTOR ETF	0	539.663	539.663
**D	ISHARES ESG ADVANCED MSCI EAFE ETF	0	1.209.801	1.209.801
**D	COLONIAL FIRST STATE INVESTMENT FUND 291	0	167.150	167.150
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	4.922	4.922
**D	ILA-LA WORLD ESG SCREENED FUND	0	4.938.543	4.938.543
**D	ILA-A-ILSDMH	0	6.878	6.878
**D	IRISH LIFE ASSURANCE.	0	176.349	176.349
**D	ILA - A-ILGLOEQN	0	2.926	2.926
**D	ILA - A-ILDSCG	0	6.828	6.828
**D	ILA - A-ILGLOEQ	0	12.318	12.318
**D	ILA - A-ILEZBQ	0	40.376	40.376
**D	IRISH LIFE CLIMATE FOCUSED FUND	0	5.004	5.004
**D	IRISH LIFE ASSURANCE PLC	0	357.309	357.309
**D	ILA-ILSEAPE - SUSTAINABLE EAFE EQUITY	0	112.102	112.102
**D	LARGE CAP INTL PORTFOLIO OF DFA INV	7		
**D	DIMENSIONAL INTERNATIONAL VALUE ETF OF DIMENSIONAL ETF TRUST	0	5.459	5.459
**D	COLONIAL FIRST STATE SPECIALIST FUND 4	0	87.724	87.724
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	93.145	93.145



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EA

Avanti diritto:
in proprio:

1.989 Teste:
83 in delega:

99
1.906

Pagina 29

LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	0	1.194	1.194
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND	0	11.135	11.135
**D	TSGX SOLACT ESG TRACO EX UNHG(3387)	0	1.638	1.638
**D	ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND	0	7.441	7.441
**D	GOLDFARB FAMILY TRUST AGREEMENT	0	1.289	1.289
**D	CESIL RE CNEALTH GS FD 16	0	50.525	50.525
**D	OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.	0	86.700	86.700
**D	INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	0	1.176.862	1.176.862
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	12.072	12.072
**D	BERESFORD FUNDS ICAP.	0	1.494	1.494
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	90.868	90.868
**D	AZIMUT LIFE DAC	0	5.582	5.582
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	218.440	218.440
**D	HUTCHISON PROVIDENT FUND.	0	6.212	6.212
**D	VICTORY MARKET NEUTRAL INCOME FUNDFUND	0	350.090	350.090
**D	DIMENSIONAL GLOBAL SUSTAINABILITY TRUST	0	148	148
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	106.957	106.957
**D	CITITRUST LIMITED	0	111.970	111.970
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	0	15.658	15.658
**D	CESIL RE COLONIAL FS INV FUND 55	0	69.812	69.812
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	0	66.971	66.971
**D	APPIAN ASSET MANAGEMENT	0	727.131	727.131
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	0	209.756	209.756
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	10.719	10.719
**D	UAPE - BLACK ROCK PASSIVE EQUITY	0	12.633	12.633
**D	ATLAS DIVERSIFIED MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	16	16
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	6.635	6.635
**D	NBIMC EAFE EQUITY INDEX FUND.	0	11.263	11.263
**D	NT MSCI EAFE INDEX FUND	0	5.436	5.436
**D	RBC PRIVATE OVERSEAS EQUITY POOL	0	65.391	65.391
**D	RBC INDIGO INTERNATIONAL EQUITYINDEX FUND	0	11.576	11.576
**D	BLUEPEARL MAP I LP.	0	14.552	14.552
**D	HBK MASTER FUND LP	0	176	176
**D	WELLINGTON FINANCIALS ABSOLUTE RETURN FUND LP	0	167.744	167.744
**D	WELLINGTON FINANCIALS ABSOLUTE RETURN FUND (BERMUDA) L.P C/O WELLINGTON ALTERNATIVE INVESTMENTS LLC	0	458.691	458.691
**D	HW HEDGED VALUE LP CORPORATION SERVICE COMPANY	0	116.700	116.700
**D	POINT72 ASSOCIATES LLC	0	4.594	4.594
**D	INTERNATIONAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O INTERTRUST CORP SVCS (CAYMAN) LTD	0	2.575	2.575
**D	CINCTIVE GLOBAL MASTER FUND LTD. C/O MAPLES CORPORATE SERVICES LIMITED	0	14.408	14.408
**D	WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED	0	581	581
**D	THREE BRIDGES EUROPE FUND L.P.	0	144.390	144.390
**D	GREENLAND MASTER FUND LP C/O WALKERS CORPORATE LIMITED	0	549	549
**D	TURBOFAN INVESTORS FUND LP	0	911	911
**D	CAXTON INTERNATIONAL LIMITED	0	1.442	1.442
**D	COLTRANE MASTER FUND L.P.	0	88	88
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.134.218	1.134.218
**D	AHL STAFARB MASTER LIMITED C/O CITCO TRUSTEES (CAYMAN) LIMITED	0	15.869	15.869

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BAY POND INVESTORS (BERMUDA)LP C/O WELLINGTON MANAGEMENT CO	0	17.498	17.498
**D	SONA BLUE PEAK LTD C/O SONA ASSET MANAGEMENT (UK) LLP	0	54.000	54.000
**D	ILEX MASTER FUND LP	0	2.938.447	2.938.447
**D	ILEX MASTER FUND LP WALKERS CORPORATE LIMITED	0	164.930	164.930
**D	VERITION MULTI-STRATEGY MASTER FUND LTD.	0	606.163	606.163
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP	0	4.930.846	4.930.846
**D	MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP	0	1.019.057	1.019.057
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE IRELAND LIMITED.	0	846.481	846.481
**D	MARSHALL WACE INVESTMENT STRATEGIES - TOPS WORLD EQUITIES FU	0	3.639.600	3.639.600
**D	MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 150	0	11.475	11.475
**D	MARSHALL WACE COMMON CONTRACTU AL FUND - MWCCF WORLD TOPS 130 /30 FUND.	0	73.747	73.747
**D	MARSHALL WACE MASTER FUNDS SEC - SP ALPHA PLUS FUND C/O MARSHALL WACE LLP	0	8.468	8.468
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	93.777	93.777
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	0	165.662	165.662
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND	0	224.116	224.116
**D	MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND	0	371.358	371.358
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND	0	116.059	116.059
**D	MARSHALL WACE INVESTMENT STRATEGIES-EUREKA FUND C/O MARSHALL WACE IRELAND LTD.	0	248.433	248.433
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	0	919.310	919.310
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND	0	100.754	100.754
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS FUND	0	272.500	272.500
**D	RP3 HOLDING S.R.L.	0	600.000	600.000
**D	FONDITALIA	0	448.659	448.659
**D	INTERFUND SICAV	0	14.116	14.116
**D	ABN AMRO FUNDS	0	40.800	40.800
**D	MEDIOLANUM FLESSIBILE SVILUPPO ITALIA	0	950.000	950.000
**D	MEDIOLANUM FLESSIBILE FUTURO ITALIA	0	4.567.024	4.567.024
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	4.952.647	4.952.647
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	15.900	15.900
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	117.796	117.796
**D	DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND	0	15.129	15.129
**D	OMERS ADMINISTRATION CORPORATION	0	26.980	26.980
**D	AQR TA GLOBAL RELAXED CONSTRAINT EQUITY FUND, L.P.	0	9.220	9.220
**D	AQR FUNDSAQR MULTIASSET FUND	0	35.859	35.859
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	15.424	15.424
**D	NEW AIRWAYS PENSION SCHEME	0	5.824	5.824
**D	ABN AMRO EGR	0	4.820	4.820
**D	THE TUOMO O. VUOLTEENARHO 2025 CHARI TABLE REMAINDER UNITRUST	0	107.061	107.061
**D	AQR FLEX 1 SERIES LLC - SERIES A9	0	107.658	107.658
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	348.243	348.243
**D	INTERNATIONAL MONETARY FUND	0	55.893	55.893
**D	INTERNATIONAL MONETARY FUND	0	66.663	66.663
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	6.414	6.414
**D	FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	0	41.943	41.943
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	406.732	406.732
**D	AOR FUNDS- AOR CVX FUSION FUND	0	2.346	2.346
**D	BAP PENSIONE 2007 FONDO PENSIONE APERTO	0	1.561	1.561

Aventi diritto:
in proprio:1.989
83Teste:
in delega:99
1.906

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIDEURAM PIANO BILANCIATO ITALIA 50	0	257.085	257.085
**D	FIDEURAM PIANO AZIONI ITALIA	0	1.119.970	1.119.970
**D	EPSILON ASSOCIATI SGR - EPSILONGR DLONGRUN	0	934	934
**D	EPSILON ASSOCIATI SGR - EPSILONGR QRETURN	0	20.177	20.177
**D	FIDEURAM BILANCIATO	0	19.000	19.000
**D	FIDEURAM ITALIA	0	117.727	117.727
**D	AXA MPS PREVIDENZA PER TE - CRESCITA	0	657.840	657.840
**D	FONDO PENSIONE APERTO UBI PREVIDENZA	0	25.171	25.171
**D	ALLIANZ ITALIA 50 SPECIAL	0	34.000	34.000
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	1.275.000	1.275.000
**D	ALLIANZ AZIONI EUROPA	0	154.441	154.441
**D	EURIZON PROGETTO ITALIA 70	0	686.475	686.475
**D	EURIZON PROGETTO ITALIA 40	0	370.396	370.396
**D	EURIZON AZIONI ITALIA	0	863.949	863.949
**D	EURIZON AZIONI EUROPA	0	657.453	657.453
**D	EURIZON AZIONI AREA EURO	0	8.950	8.950
**D	EURIZON CAP SGR-RENDITA	0	797.109	797.109
**D	EURIZON AZIONI INTERNAZIONALI	0	74.577	74.577
**D	EURIZON PIR ITALIA AZIONI	0	7.939	7.939
**D	EURIZON STEP TO GLOBAL TRENDS	0	26.522	26.522
**D	EURIZON DYNAMIC STEP TO GLOBAL TRENDS	0	22.000	22.000
**D	EURIZON AM RILANCIO ITALIA TR	0	60.000	60.000
**D	EURIZON STEP 70 PIR ITALIA GIUGNO 2027	0	374.677	374.677
**D	FONDO PENSIONE APERTO IL MIO DOMANILAN	0	19.192	19.192
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	913.501	913.501
**D	NINETY ONE GLOBAL STRATEGY FUND	0	58.679	58.679
**D	ARERO - DER WEITFONDS - ESG	0	2.614.095	2.614.095
**D	UBS LUX FUND SOLUTIONS	0	903.451	903.451
**D	CREDIT SUISSE INDEX FUND (LUX)	0	84.099	84.099
**D	VARIOPARTNER SICAV	0	11.700	11.700
**D	EURIZON AM SICAV	0	6.283.384	6.283.384
**D	EURIZON FUND	0	447.821	447.821
**D	EURIZON FUND II	0	452.275	452.275
**D	EURIZON NEXT 2.0	0	142.085	142.085
**D	INSTITUTIONAL SOLUTIONS FUND FCP-SIF	0	187.870	187.870
**D	ALLIS SICAV	0	43.959	43.959
**D	XTRACKERS	0	65.000	65.000
**D	DWS MULTI ASSET PIR FUND	0	172.775	172.775
**D	BLACKROCK STRATEGIC FUNDS	0	206.991	206.991
**D	BLACKROCK GLOBAL INDEX FUNDS	0	300.000	300.000
**D	AXA WORLD FUNDS SICAV	0	107.025	107.025
**D	YOURINDEX SICAV	0	367.144	367.144
**D	EURIZON INVESTMENT SICAV	0	330	330
**D	ISHARES ENHANCED INTERNATIONAL ACTIVE ETF	0	6.560	6.560
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	60.023	60.023
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	89.050	89.050
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0		

LISTA ESITO DELLA VOTAZIONE

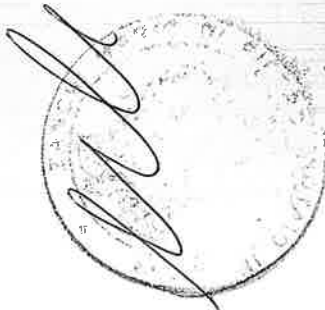
Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES ESG ADVANCED MSCI EAFE INDEX ETF	0	45.149	45.149
**D	ISHARES MSCI EAFE INTERNATIONALINDEX FUND	0	1.226.202	1.226.202
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	5.904.990	5.904.990
**D	ISHARES III PUBLIC LIMITED COMPANY	0	5.795.948	5.795.948
**D	ISHARES II PUBLIC LIMITED COMPANY	0	3.131	3.131
**D	ISHARES V PUBLIC LIMITED COMPANY	0	699.726	699.726
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	979.189	979.189
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	1.680.402	1.680.402
**D	ISHARES STOXX EUROPE 600 BANKS UCITS ETF DE	0	4.149.406	4.149.406
**D	ISHARES EURO STOXX LARGE 200 UCITS ETF (DE)	0	26.157	26.157
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	905.775	905.775
**D	ISHARES EURO STOXX BANKS 3015 UCITS ETF (DE)	0	5.178.993	5.178.993
**D	IBM 401(K) PLUS PLAN TRUST	0	322.301	322.301
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	137.055	137.055
**D	LAZARD INTERNATIONAL EQUITY PORTFOLIO	0	1.168.783	1.168.783
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	1.965.399	1.965.399
**D	M INTERNATIONAL EQUITY FUND	0	4.690	4.690
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	50.898	50.898
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	7.975.965	7.975.965
**D	SSB MSCI ITALY INDRX SECURITIESLENDING COMMON TRUST FUND	0	1.484.260	1.484.260
**D	SPDR PORTFOLIO EUROPE ETF	0	97.209	97.209
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	37.443	37.443
**D	MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO	0	999	999
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	7.235	7.235
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	2.548.507	2.548.507
**D	SPDR MSCI ACWI EXUS ETF	0	175.293	175.293
**D	STATE OF MINNESOTA	0	16.488	16.488
**D	VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	0	187.783	187.783
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	120.077	120.077
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	1.755.360	1.755.360
**D	REGIME DE RETRAITE DE L'UNIVERSITE DE MONTREAL	0	294.920	294.920
**D	TIACREF INTERNATIONAL EQUITY INDEX FUND	0	3.065.855	3.065.855
**D	COLLEGE RETIREMENT EQUITIES FUND	0	1.157.305	1.157.305
**D	VFMC INTERNATIONAL EQUITY TRUST2	0	6.656	6.656
**D	VFMC INTERNATIONAL EQUITY TRUST1	0	6.393	6.393
**D	VANECK MSCI INTERNATIONAL VALUEETF	0	23.448	23.448
**D	NGS SUPER	0	24.472	24.472
**D	AUSTRALIAN RETIREMENT TRUST	0	716.359	716.359
**D	INTERNATIONAL EQUITIES SECTOR TRUST	0	3.632	3.632
**D	PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND	0	593	593
**D	RETAIL EMPLOYEES SUPERANNUATIONTRUST	0	104.595	104.595
**D	IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND	0	8.290	8.290
**D	PERPETUAL GLOBAL ALLOCATION ALPHA FUND	0	19.127	19.127
**D	RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	0	149.842	149.842
**D	AWARE SUPER	0	10.094	10.094
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	12.293	12.293
**D	TEAM SUPERANNUATION FUND	0	1.787	1.787

Aventi diritto:
in proprio:1.989
83Teste:
in delega:99
1.906

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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND	0	32.234	32.234
**D	BRIGHTER SUPER	0	250	250
**D	BRIGHTER SUPER	0	8.974	8.974
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	14.149	14.149
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND	0	2.759	2.759
**D	AAI LIMITED	0	8.371	8.371
**D	BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	0	76.060	76.060
**D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	11.800	11.800
**D	PEOPLE'S BANK OF CHINA	0	47.967	47.967
**D	PEOPLE'S BANK OF CHINA	0	16.791	16.791
**D	PEOPLE'S BANK OF CHINA	0	11.558	11.558
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	0	101.688	101.688
**D	SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	0	50.345	50.345
**D	MANAGED PENSION FUNDS LIMITED	0	97.309	97.309
**D	ALLIANZ GLOBAL INVESTORS FUND	0	257.437	257.437
**D	OSSIAM LUX	0	101.452	101.452
**D	FONDO PENSIONE APERTO GIUSTINIANO	0	14.959	14.959
**D	PREVIDSYSTEM-FONDO PENSIONE APERTO	0	217.399	217.399
**D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	93.923	93.923
**D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	95.993	95.993
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	1.742	1.742
**D	CITY UNIVERSITY OF NEW YORK	0	61.319	61.319
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	102.110	102.110
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	37.679	37.679
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	53.894	53.894
**D	AMERICAN CENTURY ETF TR-AMERICAN CENT QUALITY DIVERSIFIED INTL ETF	0	4.526	4.526
**D	E TRADE NO FEE INTERNATIONAL INDEX FUND	0	19.015	19.015
**D	MOUNT HATTON INVESTMENTS LIMITED	0	288.674	288.674
**D	MGI FUNDS PLC	0	292.534	292.534
**D	AGIALLIANZ VERMOEGENSBILDUNG EUROPA	0	85.567	85.567
**D	RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	0	279.566	279.566
**D	LVIP SSCA INTERNATIONAL INDEX FUND	0	7.380	7.380
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GF-UI-FONDS	0	386.973	386.973
**D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	10.725	10.725
**D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	1.109.730	1.109.730
**D	GOVERNMENT PENSION INVESTMENT FUND	0	3.419	3.419
**D	OPENWORLD PUBLIC LIMITED COMPANY	0	532	532
**D	SUNAMERICA SERIES TRUST - SA SCHRODERS VCP GLOBAL ALLOCATION PORT	0	93.254	93.254
**D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	12.326	12.326
**D	TRANSAMERICA MSCI EAFE INDEX VP	0	112.458	112.458
**D	DESJARDINS INTERNATIONAL EQUITYIND EX ETF	0	9.295	9.295
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN	0	50.700	50.700
**D	PRINCIPAL LIFE INSURANCE COMPANY	0	35.838	35.838
**D	MAS PENSION SIEFORE BASICA 60-64 SA DE C.V.	0	70.265	70.265
**D	MAS PENSION SIEFORE BASICA 75-79 SA DE C.V.	0	4.855	4.855
**D	PROCTER AND GAMBLE BELGIUM PENSION FUND	0	244.105	244.105
**D	FIDELITY INTERNATIONAL HIGH DIVIDEND INDEX ETF	0		

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CITY OF NEW YORK GROUP TRUST	0	628.150	628.150
**D	PUBLIC EMPLOYERS RETIREMENT SYSTEM OF NEVADA	0	486.198	486.198
**D	SSGA SPDR ETFs EUROPE II PUBLICLIMITED COMPANY	0	85.477	85.477
**D	THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	0	171.091	171.091
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	1.921.902	1.921.902
**D	VENERABLE INTERNATIONAL INDEX FUND	0	87.856	87.856
**D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	524.394	524.394
**D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	289.025	289.025
**D	UBS (IRL) ETF PLC	0	493.578	493.578
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1	0	165.242	165.242
**D	PRESBYTERIAN CHURCH IN AMERICA 403 (B) (9) RETIREMENT PLAN	0	12.607	12.607
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL VALUE FUN	0	458.499	458.499
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	12.221	12.221
**D	BRIGHTHOUSE FUNDS TRUST I SCHROEDERS GLOBAL MULTIASSET PORTFOLIO	0	1.467	1.467
**D	DIMENSIONAL FUNDS PLC	0	140.948	140.948
**D	CAPULA TAIL RISK MASTER FUND LIMITED	0	12.664	12.664
**D	CENTRAL PROVIDENT FUND BOARD	0	4.377	4.377
**D	BMO MSCI EAFE INDEX ETF	0	727.450	727.450
**D	THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	0	59.664	59.664
**D	GOVERNMENT PENSION INVESTMENT FUND	0	47.421	47.421
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	91.457	91.457
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR INDUSTRIA	0	1.958.279	1.958.279
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	3.719	3.719
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	56.247	56.247
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	48.502	48.502
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS CPT	0	4.614	4.614
**D	RUSSELL INVESTMENTS GLOBAL SMALLER COMPANIES POOL	0	1.194	1.194
**D	BANK OF KOREA	0	528	528
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.875.280	1.875.280
**D	PINNACLE ICAV	0	60.315	60.315
**D	MAS PENSION SIEFORE BASICA 90-94, SS DE C.V.	0	53.314	53.314
**D	MAS PENSION SIEFORE BASICA 65-69, SA DE C.V.	0	75.196	75.196
**D	FIDELITY COVINGTON TRUST:FIDELITY HIGH DIVIDEND ETF	0	603.819	603.819
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	15.776	15.776
**D	TEXAS MUNICIPAL RETIREMENT SYSTEM	0	236.427	236.427
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	11.153	11.153
**D	UNIVERSALINVESTMENTGSELLSCHAFTMBH FOR SRV100	0	1.282	1.282
**D	FCA CANADA INC. ELECTED MASTER TRUST	0	93.921	93.921
**D	SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	0	70.483	70.483
**D	DWS INVESTMENT GMBH FOR DRAMFONDS PG EQ	0	22.000	22.000
**D	MEAG MUNICH ERGO KAPITALANLAGESELLSCHAFT MBH FOR MEAG VISION	0	78.430	78.430
**D	MEAG MUNICH ERGO KAPITALANLAGESELLSCHAFT MBH FOR MEAG ATLAS	0	77.442	77.442
**D	SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF	0	7.901	7.901
**D	SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	0	604	604
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	27.832	27.832
**D	AMERICAN BEACON DIVERSIFIED FUND	0	47.248	47.248
**D	COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF	0	770	770

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMERICAN CENTURY ICAY	0	23.112	23.112
**D	AMERICAN BUREAU OF SHIPPING	0	1.720	1.720
**D	RTX SAVINGS PLAN MASTER TRUST	0	615.662	615.662
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	49.197	49.197
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.094.315	2.094.315
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	229.328	229.328
**D	INVESCO BCPL BADGER FUND, A SERIES OF INVESCO MULTI SERIES FUNDS II	0	9.695	9.695
**D	JUNIVERSITAS GB UMBRELLA FUND -JUNIVERSITAS MA M 1 FUND UNIT TRUST	0	6.379	6.379
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FORTIS-GS-UI-FONDS	0	7.380	7.380
**D	MDPIM INTERNATIONAL EQUITY INDEX POOL	0	93.165	93.165
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	62.109	62.109
**D	JNL/MELLON MSCI WORLD INDEX FUND	0	23.065	23.065
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	8.950	8.950
**D	PRUDENTIAL HONG KONG LIMITED	0	2.108	2.108
**D	MAS PENSION SIEFORE BASICA 80-84, SA. DE C.V.	0	33.545	33.545
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL HIGH DIVIDEND ETF	0	88.504	88.504
**D	FIDELITY INTERNATIONAL VALUE INDEX ETF	0	3.425	3.425
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	1.197.118	1.197.118
**D	STATE STREET ICAY	0	471.335	471.335
**D	JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO	0	39.246	39.246
**D	STATE STREET IRELAND UNIT TRUST	0	3.211	3.211
**D	VANGUARD GLOBAL VALUE FACTOR ETF	0	2.999	2.999
**D	GLOBAL SYSTEMATIC ACTIVE EQUITIES	0	67.904	67.904
**D	WASHINGTON STATE INVESTMENT BOARD	0	60.244	60.244
**D	ASIAN DEVELOPMENT BANK	0	705.018	705.018
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	15.574	15.574
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	217.016	217.016
**D	MEAG MUNICH ERGO KAPITALANLAGESELLSCHAFT MBH FOR MEAG ERGO PENSION I	0	70.979	70.979
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	80.255	80.255
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EO ALLOCATION TRUST	0	108.704	108.704
**D	HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	0	159.785	159.785
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	25.980	25.980
**D	EMPOWER ANNUITY INSURANCE COMPANY	0	20.121.927	20.121.927
**D	STATE OF MINNESOTA	0	76.734	76.734
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	354.053	354.053
**D	FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	0	9.301	9.301
**D	FIDUCIE GLOBALE DES REGIMES DERETRAITE DE LA SOCIETE DE MONTREAL	0	12.402	12.402
**D	DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	0	60.232	60.232
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	6.327	6.327
**D	VALLIC COMPANY I - INTERNATIONAL SOCIALLY RESPONSIBLE FUNDK	0	29.306	29.306
**D	THE CAPTIVE INVESTORS FUND	0	9.811	9.811
**D	CARDANO COMMON CONTRACTUAL FUND	0	812.642	812.642
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGK CARBON FOCUS	0	10.382	10.382
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	9.202	9.202
**D	AXA IM ETF ICAY	0	37.561	37.561
**D	MAS PENSION SIEFORE BASICA 85-89 SA DE C.V.	0	3.246	3.246
**D		0	86.1658	86.1658

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MATB MSCI KOKUSAI INDEX MOTHER FUND	0	42.087	42.087
**D	VNL LP	0	1.092	1.092
**D	MACF 2 HOLDING LLC	0	1.963	1.963
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	6.986	6.986
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	5.583	5.583
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	422.089	422.089
**D	WWF FOUNDATION	0	934	934
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	738	738
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	89.294	89.294
**D	LACERA MASTER OPEB TRUST	0	44.496	44.496
**D	INSTITUTIONAL RETIREMENT TRUST	0	17.503	17.503
**D	INVE KAPITALANLAGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	0	246.480	246.480
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	3.605	3.605
**D	RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND	0	3.714	3.714
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	533.920	533.920
**D	JNL/DEFA INTERNATIONAL CORE EQUITY FUND	0	198.284	198.284
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.781.622	1.781.622
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	2.178	2.178
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	37.799	37.799
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	6.438	6.438
**D	STICHTING ING CDC PENSIOENFONDS	0	5.351	5.351
**D	BANK OF KOREA	0	138	138
**D	BANK OF KOREA	0	505	505
**D	PIMCO COMMODITIESPLUS STRATEGY FUND	0	46.500	46.500
**D	FIDELITY COVINGTON TRUST - FIDELITY DIVIDEND ETF FOR RISING RATE	0	2.578	2.578
**D	PIMCO ACCESS INCOME FUND	0	1.073.500	1.073.500
**D	FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF	0	215.803	215.803
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL VALUE FACTOR ETF	0	1.617	1.617
**D	POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY	0	265.447	265.447
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	6.924	6.924
**D	RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND	0	6.851	6.851
**D	SELFINVANCING POSTSECONDARY EDUCATION FUND	0	2.728	2.728
**D	HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	0	2.188	2.188
**D	BMO GLOBAL DIVIDEND OPPORTUNITIES FUND	0	244.028	244.028
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	60.848	60.848
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	21.221	21.221
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	87.804	87.804
**D	THRIFT SAVINGS PLAN	0	894.599	894.599
**D	CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	364.335	364.335
**D	STATE STREET CCF	0	6.981	6.981
**D	COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	0	2.407	2.407
**D	MEAG MUNICH ERGO KAPITALANLAGES MBH FOR MEAG EUROSTAR	0	11.187	11.187
**D	LAZARD RETIREMENT INTERNATIONALEQUITY PORTFOLIO	0	114.615	114.615
**D	UNIVERSALINVESTMENTSELLSCHAFTMBH FOR DEBEKRAKTIEEUROPAESG	0	318.150	318.150
**D	RUSSELL INVESTMENT COMPANY PLC	0	1.609	1.609
**D	LAZARD INTERNATIONAL EQUITY ADVANTAGE PORTFOLIO	0	1.148	1.148
**D	MEAG PENSION INVEST	0	39.043	39.043

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FAVOREVOLI

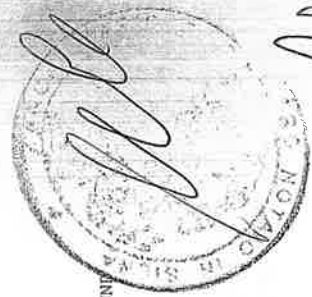
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KPFT UNIVERSAL FONDS	0	28.587	28.587
**D	LAZARD INTERNATIONAL STRATEGIC EQUITY TRUST	0	517.819	517.819
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	2.753	2.753
**D	FWR CAPITAL INC	0	1.886	1.886
**D	THE METHODIST HOSPITAL	0	82.637	82.637
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	171.224	171.224
**D	ARKWRIGHT, LLC	0	33.207	33.207
**D	KAISER PERMANENTE GROUP TRUST	0	12.822	12.822
**D	STATE STREET TOTAL RETURN VIS FUND	0	11.408	11.408
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	233.343	233.343
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	472.719	472.719
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTMENT INSTITUTIONAL FUNDS - ZIF GREEN	0	76.160	76.160
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES' S PLACE STRATEGIC MANAGE	0	67.025	67.025
**D	NATWEST ST JAMES' S PLACE GREATER EUROPEAN PROGRESSIVE UNIT TRUST	0	1.785.980	1.785.980
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	481.829	481.829
**D	ESKON PENSION AND PROVIDENT FUND	0	11.492	11.492
**D	COLUMBIA THREADNEEDLE (UK) ICVCIII - CT UNIVERSAL MAP INCOME FUND	0	7.004	7.004
**D	SOCIAL PROTECTION FUND	0	1.000	1.000
**D	NOW PENSIONS TRUST	0	78.834	78.834
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND	0	6.574	6.574
**D	CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	0	20.659	20.659
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	120.215	120.215
**D	ENQ INTERNATIONAL DIVIDEND ETF	0	6.006	6.006
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	577.800	577.800
**D	AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	0	6.725	6.725
**D	MONTANA BOARD OF INVESTMENTS	0	5.409	5.409
**D	LM FUND LP	0	2.933	2.933
**D	RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC	0	4.297	4.297
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	62.088	62.088
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTE	0	8.791	8.791
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	12.611	12.611
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	27.912	27.912
**D	TANGERINE BALANCED PORTFOLIO	0	18.799	18.799
**D	SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND	0	72.212	72.212
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	13.835	13.835
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	29.240	29.240
**D	DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	0	3.180	3.180
**D	ALLSOLUTIONS IRELAND ICAV	0	59.299	59.299
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	20.885	20.885
**D	PIMCO DYNAMIC INCOME OPPORTUNITIES FUND	0	2.274.000	2.274.000
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	67.296	67.296
**D	MAS PENSION SIEFORE BASICA 70-74, SA DE C.V.	0	69.570	69.570
**D	PUBLIC EMPLOYEES' LONG-TERM CARE FUND	0	32.623	32.623
**D	DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER	0	3.290	3.290
**D	FIDELITY INTERNATIONAL HIGH QUALITY INDEX ETF	0	709.300	709.300
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	905.240	905.240
**D	SPDR MSCI WORLD QUALITY MIX ETF	0	5.981	5.981

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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR LHPRIVATRENTAKTIEN	0	85.000	85.000
**D	DYNAMIC ACTIVE GLOBAL FINANCIALSERVICES ETF	0	16.777	16.777
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	1.640.759	1.640.759
**D	KAISER FOUNDATION HOSPITALS	0	230	230
**D	IMGP INTERNATIONAL FUND	0	189.458	189.458
**D	SYLVAN PARTNERS, LLC	0	8.161	8.161
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND	0	4.740	4.740
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	11.774	11.774
**D	SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD	0	12.418	12.418
**D	ASTAN DEVELOPMENT BANK	0	12.576	12.576
**D	MEAG MULTI LIFE	0	100.947	100.947
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATTION PORTFOLIO	0	3.602	3.602
**D	LAZARD ESC INTERNATIONAL STRATEGIC EQUITY PORTFOLIO	0	12.495	12.495
**D	SMTB FOREI GN STOCK INDEX MOTHER FUND	0	1.433	1.433
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS	0	149.165	149.165
**D	SSB MSC1 ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	89.454	89.454
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS	0	4.847	4.847
**D	SCHWAB FUNDAMENTAL INTERNATIONAL SMALL COMPANY INDEX ETF	0	253.213	253.213
**D	HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	0	1.943	1.943
**D	HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND	0	459.113	459.113
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	0	24.962	24.962
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO	0	197.121	197.121
**D	STICHTING PHILIPS PENSIOENFONDS	0	30.413	30.413
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	0	190.797	190.797
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	4.468.867	4.468.867
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS	0	3.200	3.200
**D	VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK	0	2.513	2.513
**D	SOCIAL PROTECTION FUND	0	1.105	1.105
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	29.256	29.256
**D	RGI FUNDS ICVC - RGI GLOBAL RECOVERY FUND	0	126.155	126.155
**D	HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	0	1.255	1.255
**D	LAZARD INTERNATIONAL EQUITY TRUST	0	45.691	45.691
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	24.606	24.606
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR ID EX - U.K. EQUITY INDEX FUND	0	741.182	741.182
6500	RIZZO GABRIELE	45.000	4.000	49.000
6503	QUARTINI MARCO AURELIO	5	0	5
6533	PIEVANI ANGELO	1.000.000	0	1.000.000
6548	BOTTONIFICIO B.A.P. S.P.A.	2.000.000	0	2.000.000
RL*	MICHELAGNOLI GUGLIEMO	0	0	0
RL*	GE.AL. S.P.A.	5.500	0	5.500
6577	GALLERI PAOLO	9.450	0	9.450
6583	CAPELLOTTI LORENZO	0	4.000	4.000
DE*	CASTALFA FOUNDATION	0	112.690	112.690
6593	RISANI FULVIO	0	0	0
6647	PROVEDI ANTONIO	20	0	20
6666	NOTO FILIPPO	26.510	0	26.510
DE*	CALT 2004 SRL	0	0	0
		16.030.000	0	16.030.000



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FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
DE*	CED DIGITAL & SERVIZI SRL	0	10.000	10.000
DE*	FINCED SRL	0	18.150.000	18.150.000
DE*	IMPRESE TIPOGRAFICHE VENETE SRL	0	10.000	10.000
DE*	P.I.M.-PUBBLICITA' MULTIMEDIA ITALIANA SRL	0	10.000	10.000
DE*	QUOTIDIANO DI PUGLIA SRL	0	10.000	10.000
DE*	STAMPA ROMA 2015 S.R.L.	0	10.000	10.000
DE*	STAMPA VENEZIA SRL	0	10.000	10.000
DE*	VIAPAR SRL	0	7.200.000	7.200.000
6679	AVITABILE GIOVANNI	60.000	0	60.000
6680	VITALE FEDERICO	0	0	0
DE*	ANIMA HOLDING SPA	0	50.290.691	50.290.691
DE*	BANCO BPM SPA	0	62.984.485	62.984.485
6752	CHIARONI ANDREA	10	0	10
6761	BAGNAI ROSSANO	12.442	0	12.442
6782	SILVESTRI LORENZO	5.000	0	5.000
6788	GALASSINI OMERO	100	0	100
6800	FERRI GIOVANNI	0	2.000	2.000
6827	AMENDOLA SANTO	1.200	0	1.200
6879	ORTU MARIO	0	0	0
DE*	SEED S.R.L.	0	58.500	58.500
6884	SEMPLICI ROMOLO	500	0	500
6920	NATALE ETTORE	11.000	0	11.000
7024	GABRIELE LUCA	0	4.970	4.970
7042	BIANCARDI GUIDO	25.000	0	25.000
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
**D	MAIRE INVESTMENTS S.P.A.	0	0	0
***	FIORITO MATTEO	0	275.000	275.000
***	DEL GIUDICE MARIAELISA	0	11.000	11.000
***	CACCAVALE ANTONIO	0	25.000	25.000
***	DE FAVERI MARCO	0	2.721	2.721
***	DI FATTA GIUSEPPE	0	1.306	1.306
7092	SILVESTRI ALESSIA	0	1.400	1.400
7101	FAGIOLINI MONICA	57	23.000	23.057
7176	CADAMURO ANGELO	15.000	0	15.000
RL*	CADAMURO COSTRUZIONI S.R.L.	43.150	0	43.150
7187	EREDE MATTEO MARIA FRANCESCO TOMMASO	42.500	0	42.500
DE*	DELFIN S.A.R.L.	0	0	0
7199	BRUNAMONTI FABIO	0	534.676.825	534.676.825
7221	RAVAIOLI MARCO	5	0	5
DE*	AUSONIA S.R.L.	0	0	0
DE*	ESPERIA 15 SRL	0	13.100.000	13.100.000
DE*	GAMMA SRL	0	13.100.000	13.100.000
DE*	IMMAKO SRL	0	56.950.000	56.950.000
DE*	ISTITUTO FINANZIARIO 2012 SPA	0	1.500.000	1.500.000
DE*	M.K. 87 SPA	0	29.460.000	29.460.000
7231	CUTINI MARIO	0	10.000	10.000
7233	ROGANTINI PICCO LUIGI	100	0	100
		1	0	1

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
7246	SPALVIERI ANTONIO	2.263	0	2.263
7254	BRETTONI FEDERICO	260	0	260
7285	MANTOVANI FRANCESCA	4.250	0	4.250
7286	GIANNELLI LEONARDO	10	0	10
7307	TORTORA ELEONORA	178.925	0	178.925
7327	MENSINI MARIO	19.350	0	19.350
7352	MALVESTIO MASSIMO	0	0	0
DE*	HERMES LINDER FUND SICAV	0	7.859.715	7.859.715
DE*	PRAUDE MICRO AND SMALL CAP FUND	0	292.375	292.375
DE*	PRAUDE TOTAL RETURN FUND	0	2.714.010	2.714.010
DE*	VENIERO HOLDINGS LIMITED	0	12.751.886	12.751.886
7357	TORTORA PIERLUIGI	1.850.000	2.696.911	4.546.911
RL*	PLT HOLDING S.R.L.	18.991.874	0	18.991.874
EL*	PLT S.P.A.	13.341.954	0	13.341.954
DE*	SO. FIRIS S.R.L.	0	563.592	563.592
7368	ROMANO RICCARDO	0	146.780	146.780
DE*	FEIDOS SPA	0	1.050.000	1.050.000
7387	MONTARELLA ROSANNA	6.171	0	6.171
7398	BARRA CARACCILO	0	122.397	122.397
7401	VEZZOLI NICOLO'	0	0	0
DE*	IN CROISSANTERIA S.R.L.	0	80.000	80.000
7425	CAPANNA GIUSEPPE	0	0	0
DE*	MIRIA GROWTH FUND SA SICAV RAIF ITACA MULTI STRATEGY	0	31.600.000	31.600.000
7437	SIMONELLI ENNIO	144	0	144
7473	BURRINI SERGIO	10	0	10
7484	IACOPINI FABIO	25.000	0	25.000
7495	BETTI LORENZO	20.000	0	20.000
7510	GILARDI FABIO	45.000	0	45.000
7568	BIENIECKA ANNA	20.395	0	20.395
7569	ROSSI CARLO	0	0	0
RL*	FONDAZIONE MONTE DEI PASCHI DI SIENA	6.190.556	0	6.190.556
7575	ALBANO ARTURO	0	0	0
DE*	ALPHA UCITS SICAV-AMBER EQUITY FUND	0	128.000	128.000
DE*	AMBER CAPITAL INVESTMENT MANAGEMENT ICAV - AMBER EVENT DRIVE	0	374.330	374.330
DE*	PRIVILEGE - AMBER EVENT EUROPE	0	623.000	623.000
7582	GIOTTI AURO	1.100	0	1.100
7629	MAZZEI ROBERTO	0	80.000	80.000
7640	PASINI VALERIO	110	0	110
7648	ANARELLA NUNZIA	7.000	0	7.000
7649	DORELLA CHRISTIAN	0	0	0
RL*	G.G.G. SPA	61.583.312	0	61.583.312
7683	MOSCATELLI FILIPPO	2	0	2
7689	FAULI FRANCESCO	0	41.609	41.609
7698	SCAPECCHI STEFANO	10	0	10
7708	RIMOLDI FABIO	70.000	0	70.000
7716	GRANAI ALDO	455	0	455
7719	TURRENI FRANCESCO	10.000	0	10.000



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

FAVOREVOLI

Badge 7722 Ragione Sociale CAPIITANI MAURO
Totale voti 1.942.952.500
Percentuale votanti % 98,520683
Percentuale Capitale % 63,946185

Proprio 32
Delega 0
Totale 32

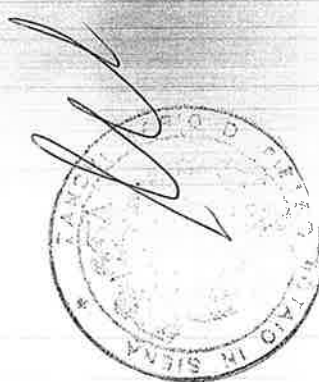
Avanti diritto: 1.989 Teste: 99
in proprio: 83 in delega: 1.906

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	831.672	831.672
6127	PACCHIARINI MARCO	50	0	50
6235	SCHIAVON BRUNO	759	0	759
6301	ROCCA RICCARDO	0	0	0
RL*	CHROMWELL GROUP S.R.L.	100	0	100
6461	MARTELLACCI FRANCESCA	3.900	0	3.900
6473	TREVISAN DARIO	0	0	0
***	TIRONI MATTEO	0	18	18
**D	SIEMENS GLOBAL EQUITIES	0	15.487	15.487
**D	SIEMENS EUROINVEST AKTIEN	0	15.183	15.183
**D	BCV ENHANCED EUROPE EQUITY ESG	0	25.393	25.393
**D	BCV SYSTEMATIC PREMIA EUROPE EQUITY ESG	0	5.176	5.176
**D	CAISSE DE PENSIONS DU PERSONNEL COMMUNAL DE LAUSANNE (CPCL)	0	35.431	35.431
**D	ERAFP ACTIONS EURO IV	0	1.355.856	1.355.856
**D	HC RENTE	0	7.855	7.855
**D	SIEMENS-FONDS SIEMENS-RENTE	0	164.077	164.077
**D	HUMANIS RETRAITE ACTIONS EMPLOI SANTE	0	467.655	467.655
**D	SIENNA GESTION	0	235.467	235.467
**D	FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND	0	171.034	171.034
**D	EUROPE INCOME FAMILY	0	2.943	2.943
**D	FTL GENESIS LIMITED - FIDELITY POC EAFE PILOT	0	51.387	51.387
**D	FIDELITY FUNDS - EUROPEAN CORE EQUITY POOL	0	60.396	60.396
**D	RLA INTERNATIONAL EQUITIES FUND	0	24.956	24.956
**D	RLA NZ INTERNATIONAL EQUITIES FUND	0	1.778.102	1.778.102
**D	ERAFP ACTIONS EURO VII	0	5.442	5.442
**D	FIDELITY UCITS ICAV - FIDELITY GLOBAL EQUITY RESEARCH ENHANCED UCITS ETF	0	85.718	85.718
**D	JPMORGAN ETFS (IRELAND) ICAV - EUROZONE RESEARCH ENHAN INDEX EQ ACTIVE UCITS ETF	0	230.246	230.246
**D	FIDELITY FUNDS - GLOBAL FINANCIAL SERVICES POOL	0	18.005	18.005
**D	FIDELITY UCITS ICAV - FIDELITY EUROPE EQUITY RESEARCH ENHANCED UCITS ETF	0	23.894	23.894
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	155.004	155.004
**D	FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	0	198.741	198.741
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	1.031.244	1.031.244
**D	COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	4.071.216	4.071.216
**D	FIDELITY FUNDS - ITALY POOL	0	1.361.167	1.361.167
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	69.016	69.016
**D	AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL	0	38.688	38.688
**D	SYNERGIE - ACTIONS GLOBALES TARGETNETZERO	0	26.666	26.666
**D	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES LARGE CAP	0	5.995	5.995
**D	CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONS KASSE DES STAATSPERSONALS	0	12.013	12.013
**D	FONDS DE PLACEMENT UNICE - ACTIONS ETRANGERES	0	21.671	21.671
**D	CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET	0	157.353	157.353
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - B	0	18.865	18.865
**D	SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES	0	157.266	157.266
**D	SYNERGIE - ACTIONS EUROPE (EX-CH) - A	0	182.901	182.901
**D	CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE	0	0	0



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LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	APICIL ACTIONS EURO	0	11.360	11.360
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	56.503	56.503
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	1.314	1.314
**D	ALFRED I. DUPONT CHARITABLE TRUST	0	22.841	22.841
**D	THE GREATER MANCHESTER PENSION FUND	0	634.886	634.886
**D	CUKL COURTIER ETHICAL VALUE EQT FD	0	56.000	56.000
**D	RLA GLOBAL SHARE FUND	0	22.871	22.871
**D	COURTIERS GLOBAL (EX-UK) EQUITYINCOME FUND	0	250.000	250.000
**D	CIP COURTIER TR BALANCED RK FUND	0	420.000	420.000
**D	CIP COURTIER TR CAUTIOUS RK FUND	0	170.000	170.000
**D	CIP COURTIER TR GROWTH RK FUND	0	190.000	190.000
**D	FIDELITY GLOBAL FINANCIAL SERVICES FUND	0	9.343	9.343
**D	KANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.646.002	2.646.002
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	8.179	8.179
6541	BOSSIELLO GIUSEPPE	25.840	0	25.840
6566	STADERINI PIETRO	1	0	1
6575	MARTELLACCI ELENA	15.100	0	15.100
6888	CAGLIANONE GIAMPAOLO	1.500	0	1.500
6975	ADINOLFI VINCENZO	250.000	0	250.000
6991	DI ELASIO GIUSEPPE	500	0	500
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	LORUSSO COSIMO DAMIANO	0	14.000	14.000
***	GABELLI MASSIMO	0	15.000	15.000
7393	BIVONA GIUSEPPE	0	1	1
7613	MARTELLACCI GABRIELLO	37.000	21.900	58.900
7685	DEGL'INNOCENTI MARCELLO	15.005	0	15.005
Totale voti				
Percentuale votanti %	18.569.154			
Percentuale Capitale %	0,941580			
	0,611145			

Avanti diritto:
in proprio:

82

12

Teste:
in delega:

16

70

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

ASTENUTI

Badge	Regione Sociale	Proprio	Delega	Totale
6008	VENA DONATO	22.700	0	22.700
6034	CORSI SANDRO	4.200	0	4.200
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	0	1.808.563	1.808.563
6220	LOTTI ALESSANDRO	1	0	1
6257	ORSI GIUSEPPE	8.500	0	8.500
6305	TUZI VINCENZO	1.000	0	1.000
6326	GRIZZI OTTORINO	10	0	10
6403	FARCAS CRISTINA	12.950	0	12.950
6407	CAPPELLETTO MARCO	0	754	754
6416	GARELLA LUCA	0	0	0
DE*	BLUEPOINT MANAGEMENT LTD	0	2.700.000	2.700.000
DE*	ULTIMA HOLDING S.A.	0	333.000	333.000
DE*	UNIONE FIDUCIARIA SPA	0	395.000	395.000
6426	PALATRESI EMILIO	1.500	0	1.500
6452	SERRAGLI FRANCESCO	950	0	950
6473	TREVISAN DARIO	0	0	0
**D	THE WHITE MAGNOLIA TRUST	0	150.000	150.000
***	PARLATORE ERMENEGILDO	0	1.125.000	1.125.000
**D	WHITE LOTUS FOUNDATION	0	200.000	200.000
**D	FONDO PENSIONE COMETA	0	284.469	284.469
**D	FONDOPOSTE	0	166.193	166.193
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	0	55.091	55.091
**D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	40.325	40.325
**D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	384.500	384.500
**D	MILA PERETTI - SAPA	0	670.000	670.000
***	PARLATORE ERMENEGILDO	0	175.000	175.000
***	GEORGE JOSEPH	0	90.000	90.000
**D	CHALLENGE FUNDS CHALLENGE ITALIAN EQUITY	0	304.800	304.800
6603	MASTROGIACOMO LUCA	2.000	0	2.000
6691	FRANCESCHIN MAURIZIO	11	0	11
6847	PAOLONE SHARON	2.500	0	2.500
6914	PANCACCINI DANIELE DELFO COSTANTINO	60	0	60
6937	DE MARTINO MATTEO	2.000	0	2.000
7056	BORBOITI SANDRO	3.420	0	3.420
7079	SODALI AND CO., INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	TURI UGO	0	30.500	30.500
***	PENE' FRANCO	0	1.013.200	1.013.200
**D	ECONOMA S.R.L.	0	500.000	500.000
***	FUSARI PAOLO	0	16.360	16.360
***	RINALDI PAOLO	0	4.400	4.400
***	RINALDI MARCO ANDREA	0	1.320	1.320
***	ASCARI FEDERICO	0	1.720	1.720
***	CATTANEO CLAUDIA	0	10.000	10.000
***	FERDEGHINI ANDREA	0	1.600	1.600
***	CICERI MASSIMILIANO	0	1.000	1.000



Aventi diritto:
in proprio:

73 Teste:
19 in delega:

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Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
***	LIVRAGHI ANNA MARIA	0	1.000	1.000
***	DI FATTA GIUSEPPE	0	390	390
***	SCLOPIS GABRIELE VITTORIO GREGORIO	0	32.000	32.000
7279	MONTIGLIANI MAURIZIO	1.000	0	1.000
7334	ANGELINI CESARE	2.500	0	2.500
7482	VALERI TIZIANA	1	0	1
7738	CUOMO PIETRO	2.275	0	2.275
Totale voti				
		10.563.763		
Percentuale votanti %		0,535653		
Percentuale Capitale %		0,347673		

Aventi diritto:
in proprio:

73 Teste:
19 in delega:

24
54

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Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

NON VOTANTI

Badge	Ragione Sociale	Proprio	Delega	Totale
6135	PISANU PIERO	10	0	10
6178	GRANAI ANDREA	1	0	1
6457	SALVO' NICOLETTA	1	0	1
6607	GRECO LUCA	100	0	100
6657	RIZZI GIANMATTEO	1.940	0	1.940
6830	FIASCHI FABIO	2.600	0	2.600
6926	FINUCCI GIORGIO	1	0	1
6929	BRACALI LEONARDO	7.978	0	7.978
6983	ROSSI EUGENIO	10.000	0	10.000
7088	CORSETTI PAOLO	1.000	0	1.000
7301	TOCCHI TITO	202	0	202
7321	TONIACCINI GIANNI	12	0	12
7433	PIZZUTO LUIGI	10	0	10
7441	BURLAMACCHI KARINE	15.000	0	15.000
7600	BAGNOLI MASSIMO	2.213	0	2.213
7687	MAGNI CARLO	10	0	10

Totale voti 41.078
 Percentuale votanti % 0,002083
 Percentuale Capitale % 0,001352



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Aventi diritto: 16
 in proprio: 16
 Teste: 16
 in delega: 0

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Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Objetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

VOTI ESCLUSI DAL QUORUM Deliberativo

Badge	Ragione Sociale	Proprio	Delega	Totale
6473	TREVISAN DARIO	0	0	0
**D	TENAX GLOBAL EQUITY FUND	0	476.122	476.122
**D	TENAX FINANCIAL UCITS FUND	0	50.939	50.939
**D	SIREF FIDUCIARA SPA	0	55.495	55.495
7079	SODALI AND CO. INCARICATA DELLA SOLLECITAZIONE DI DELEGHE IN PERSONA DI: DI VIZIA RENATO	0	0	0
***	COMELLI PAOLA	0	3.000	3.000
***	FANTONI MARCO	0	1.000	1.000
***	PATRIZI STEFANO	0	31.120	31.120
***	AGOSTINI PATRIZIA	0	30.000	30.000
***	AGOSTINI GIOVANNI	0	41.250	41.250
***	ABBA PAOLO	0	28.000	28.000
***	PATRIZI CLAUDIO	0	5.000	5.000
***	GERARDI GABRIELE	0	6.000	6.000
**D	M.D.O. DEI FRATELLI DOMENICO E FIORE FOTI SOCIETA' IN	0	20.000	20.000
***	LAZZARI PAOLA	0	2.000	2.000
***	TEZA ALBERTO	0	3.000	3.000
**D	EL PEPINO IMMOBILIARE S.R.L.	0	2.000.000	2.000.000
**D	FUGAS S.P.A.	0	500.000	500.000
***	MAURRI SANDRO	0	53.500	53.500
***	TRUST BENI CERVI	0	37.998	37.998
***	BONFIGLI DOMENICO	0	506.600	506.600
***	GUASCO PAOLO	0	117.500	117.500
**D	VOVO S.R.L.	0	9.000	9.000
***	BLONDI PAOLO	0	40.000	40.000
***	LOMBARDI COSIMO	0	18.000	18.000
***	MAGGIANI GIORGIO	0	177.500	177.500
**D	FONDAZIONE PIERO BONGIANINO ONLUS	0	22.500	22.500
**D	BOSI & PARTNERS S.A.S.	0	9.600	9.600
**D	TRUST MARMAROLA	0	90.900	90.900
***	BOSI LUCA GIOVANNI MARIA	0	16.500	16.500
***	PAVONI VALTER	0	38.000	38.000
***	AGOSTINI GIOVANNI	0	25.000	25.000
***	GERARDI GABRIELE	0	8.000	8.000
***	DALLA PRIA DANIELE	0	5.000	5.000
***	GERARDI CARLA	0	18.502	18.502
***	LUCIANI GIUSEPPE	0	13.000	13.000
***	LIACI PIERO	0	24.000	24.000
***	PORTO GIUSEPPE SANTO	0	20.000	20.000
***	GIUDITTA MICHELE	0	1.000	1.000
***	NAVA GIUSEPPE	0	59.000	59.000
***	FIASCONARO FILIPPO	0	46.000	46.000

Totale voti 4.610.026

Percentuale votanti % 0,233759

Percentuale Capitale % 0,151725

Avanti diritto: 39 Teste: 3
 in proprio: 0 in delega: 39

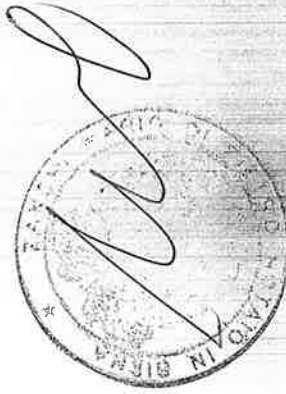
Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: **3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti**

VOTI ESCLUSI DAL QUORUM Deliberativo

Badge	Ragione Sociale	Proprio	Delega	Totale
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Assemblea Ordinaria del 15 aprile 2026

LISTA ESITO DELLA VOTAZIONE

Oggetto: 3. Proposta di approvazione dei sistemi incentivanti e relative modalità di erogazione a favore di personale del Gruppo Montepaschi basato su "phantom shares", ai sensi del combinato disposto degli articoli 14-bis e 125-ter del Testo Unico della Finanza nonché dell'art. 84-bis del regolamento adottato con delibera Consob n. 11971 del 14 maggio 1999 ("Regolamento Emittenti"); deliberazioni inerenti e conseguenti

VOTI NON COMPUTATI (Non Votati)

Badge +RA*	Ragione Sociale COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI MONICELLI ENRICO	Proprio	Delega	Totale
		0	2.816.455	2.816.455

Totale voti 2.816.455
Percentuale votanti % 0,142813
Percentuale Capitale % 0,092695