

Assemblea Ordinaria del 19 maggio 2022

AOR. N° 2

Racc. 3642

ESITO VOTAZIONEOggetto: **Relazione sulla politica di Remunerazione - seconda sezione****Hanno partecipato alla votazione:**

- n° 4.344 azionisti,

portatori di n° 6.846.382.210 azioni ordinarie, tutte ammesse al voto,

pari al 67,341376% del capitale sociale.

Hanno votato:

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

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

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 1

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega. 4.059

Pagina 2

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FRANKLIN TEMPLETON INVESTMENT FUNDS	0	70.805	70.805
**D	FORD PENSION UNIVERSAL	0	28.246	28.246
**D	MANAGEMENT BOARD PUBLIC SERVICE PENSION FUND	0	562.801	562.801
**D	DEKA INVESTMENT GMBH RE DEKAFONDS-RA-HH	0	22.797	22.797
**D	DEKA VALUE PLUS	0	815.687	815.687
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	12.976.776	12.976.776
**D	INVESTINGFORENINGEN BANKINVEST , GLOBALE AKTIERINDEKS KL	0	96.735	96.735
**D	NATIONAL PENSION INSURANCE FUND	0	5.264	5.264
**D	ARK LIFE ASSURANCE COMPANY DESIGNATED ACTIVITY COMPANY	0	335.056	335.056
**D	VERMONT PENSION INVESTMENT COMMISSION	0	138.299	138.299
**D	FULCRUM UCITS SICAV	0	27.723	27.723
**D	EPS	0	134.641	134.641
**D	MORNINGSTAR GLOBAL LISTED INFRASTRUCTURE (HEDGED) FUND	0	374.285	374.285
**D	MAIN VI-UNIVERSAL-FONDS	0	17.165	17.165
**D	VANGUARD INTERNATIONAL CORE STOCK FUND	0	764.271	764.271
**D	DEKA INVESTMENT GMBH RE A-HECKER-FONDS-I	0	215.000	215.000
**D	MISSOURI EDUCATION PENSION TRUST	0	467.230	467.230
**D	STICHTING PENSIOENFONDS VOOR HUISARTSEN	0	955.394	955.394
**D	T. ROWE PRICE QM GLOBAL EQUITY FUND	0	9.142	9.142
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	4.859.728	4.859.728
**D	NORDEA 1 SICAV	0	4.687.071	4.687.071
**D	KOORMIN BANK ACTING AS TRUSTEE OF MIRAE ASSET KPIGTAA ABSOLUTE RETURN PRIVATELY PLACED MASTER INVESTMENT TRUST 2	0	0	10.883
	10.883			
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LTD	0	393.074	393.074
**D	IFM GLOBAL INDEXED EQUITIES FUND	0	17.194	17.194
**D	SCHRODER GLOBAL EQUITY COMPONENT FUND	0	45.592	45.592
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.? INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	71.176.479	71.176.479
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	1.150.068	1.150.068
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMIT - UNIT LINKED PENSION	0	143.296	143.296
**D	MORGAN STANLEY INVESTMENT FUNDS	0	111.849	111.849
**D	MINE SUPERANNUATION FUND	0	329.162	329.162
**D	HESTA	0	390.788	390.788
**D	RUSSELL DEVELOPED LARGE CAP EM GEOEXPOSURE INDEX FUND B (REMGEOB)	0	20.860	20.860
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	295.936	295.936
**D	ANZ WHOLESALE INTERNATIONAL SHARE NO.5 FUND	0	213.315	213.315
**D	VALENCIA INKA	0	199.630	199.630
**D	UBS FTSE RAFI DEVELOPED 1000 INDEX FUND	0	215.197	215.197
**D	BLACKROCK CDN WORLD INDEX FUND	0	369.162	369.162
**D	CDN MSCI EAFE MINIMUM VOLATILITY INDEX FUND	0	11.431	11.431
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH - HSBC DEUTSCHLAND RE F100 INKA	0	120.000	120.000
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB)	0	1.375.037	1.375.037
**D	GERANA SICAV-SIF, S.A.	0	269.556	269.556
**D	NORDEA SUSTAINABLE SELECTION GROWTH FUND	0	27.183	27.183
**D	ARGENTA DP	0	768.200	768.200
**D	NORDEA INSTITUTIONAL INVESTMENT FUND, SICAV- FIS	0	158.871	158.871
**D	MSCI EMU IMI INDEX FUND B (EMUMIB)	0	5.032	5.032
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	102.279	102.279
**D	DEGROEF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	0	53.330	53.330
**D	T. ROWE PRICE FUNDS OEIC - GLOBAL NATURAL RESOURCES EQUITY FUND	0	15.340	15.340
**D	NORDEA SUSTAINABLE SELECTION BALANCED FUND	0	26.786	26.786

Azionisti in delega: 4.059

Pagina 3

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	438.565	438.565
**D	KYBURG INSTITUTIONAL FUND - AKTIEN WELT	0	1.440.037	1.440.037
**D	INVESTERINGSFORENINGEN NORDEA INVEST - BAEREDYGTIGE AKTIER KL	0	293.845	293.845
**D	BBP INKA	0	54.418	54.418
**D	GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITILTB)	0	190.687	190.687
**D	INTERNATIONAL ALPHA TILTS FUND B (INTLTB)	0	229.152	229.152
**D	NORDEA SUSTAINABLE SELECTION MODERATE FUND	0	17.361	17.361
**D	NORDEA DISCRETIONARY GLOBAL EQUITY FUND	0	605.730	605.730
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE FUND	0	6.228.486	6.228.486
**D	GLOBAL ALPHA TILTS FUND B (ACWITILTB)	0	42.030	42.030
**D	CDN ACWI ALPHA TILTS FUND	0	57.923	57.923
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	41.930.491	41.930.491
**D	PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY	0	169.920	169.920
**D	EQUINOR PENSION	0	440.000	440.000
**D	DEKA INVESTMENT GMBH RE A-PERSPEKTIVE	0	5.394	5.394
**D	DEKA INVESTMENT GMBH RE MAGUST-FONDS	0	20.000	20.000
**D	FIDELITY INVESTMENT FUNDS - EUROPEAN FUND	0	19.742.011	19.742.011
**D	T. ROWE PRICE INTERNATIONAL FUNDS INC T. ROWE PRICE INTERNATIONAL VALUE EQUITY FUND	0	19.604.079	19.604.079
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	1.941.337	1.941.337
**D	NEW YORK LIFE INSURANCE & ANNUITY CORPORATION	0	22.567	22.567
**D	NORDEA SUSTAINABLE SELECTION RETURN FUND	0	2.496	2.496
**D	PGIM STRATEGIC INVESTMENTS, INC.	0	6.252	6.252
**D	THRIFT SAVINGS PLAN	0	32.868.531	32.868.531
**D	DEKA INVESTMENT GMBH RE A-WOLFACH-FONDS	0	3.800	3.800
**D	BOMBARDIER TRANSPORTATION RETIREMENT PLAN TRUST	0	46.140	46.140
**D	WORLD ALPHA TILTS - ENHANCED FUND B	0	33.790	33.790
**D	FIDELITY EUROPEAN TRUST PLC	0	7.887.971	7.887.971
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	0	0	900.710
**D	DWS INVESTMENT GMBH RE DEAM-FONDS BBR 1	0	150.400	150.400
**D	BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	100.029	100.029
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	34.878	34.878
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	593.494	593.494
**D	SINGLE SELECT PLATFORM	0	315.477	315.477
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG RE IFM-INVEST: VERMOEGENSMANAGEMENT AKTIEN	0	1.230.616	1.230.616
**D	VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL VALUE FUND	0	1.553.490	1.553.490
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL VALUE MANAGED VOLATILITY PORTFOLIO	0	622.853	622.853
**D	DWS INVESTMENT GMBH RE DWS-FONDS BEME	0	342.000	342.000
**D	ALLIANZ GLOBAL INVESTORS GMBH RE ALLIANZGI-FONDS AOKNW-AR	0	94.135	94.135
**D	AOR FUNDS - AOR INTERNATIONAL DEFENSIVE STYLE FUND	0	84.730	84.730
**D	VERMONT PENSION INVESTMENT COMMITTEE	0	630.130	630.130
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE MEGATRENDS FUND	0	11.034.084	11.034.084
**D	FORSTA AP - FONDEN	0	1.867.296	1.867.296
**D	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	182.671	182.671
**D	EMBO-FONDS	0	197.735	197.735
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	1.442.317	1.442.317
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.411.506	1.411.506
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEXES KL	0	70.709	70.709
**D	DEKA INTERNATIONAL S.A. RE DEKA-EUROLAND AKTIEN LOWRISK	0	349.119	349.119
**D	TRPH CORPORATION	0	4.598	4.598

Azionisti in delega. 4.059

Pagina 4



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEKA INTERNATIONAL S.A. RE DEKA-NACHHALTIGKEIT AKTIEN EUROPA	0	2.256.400	2.256.400
**D	VERDIPAPIRFONDET NORDEA GLOBAL	0	295.680	295.680
**D	NORDEA STRATEGIA 50	0	307.759	307.759
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	346.070	346.070
**D	NVLT INTERNATIONAL INDEX FUND	0	899.370	899.370
**D	NORDEA STRATEGIA 70	0	409.662	409.662
**D	GOVERNMENT SUPERANNUATION FUND	0	409.272	409.272
**D	DT EQUITY	0	1.050.889	1.050.889
**D	INVESTINGSFÖRENINGEN NORDEA INVEST AKTIER II KL	0	21.239	21.239
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	100.873.702	100.873.702
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR NATIONAL PENSION FUND ASSOCIATION 400037061	0	415.730	415.730
**D	NORDEA EUROPEAN STARS FUND	0	3.719.150	3.719.150
**D	VERDIPAPIRFONDET NORDEA PLAN KONSERVATIV NO	0	10.681	10.681
**D	NORDEA STRATEGIA 10	0	42.472	42.472
**D	NORDEA STRATEGIA 30	0	382.086	382.086
**D	NORDEA AKTIEALLOKERING	0	333.732	333.732
**D	RAGS-FUNDMASTER	0	38.744	38.744
**D	HARTFORD ACCIDENT AND INDEMNITY COMPANY	0	23.687	23.687
**D	VERDIPAPIRFONDET NORDEA AKSJER VERDEN	0	25.726	25.726
**D	BNP PARIBAS DEEP VALUE	0	257.484	257.484
**D	PUERTO RICO TELEPHONE COMPANY MASTER TRUST	0	31.615	31.615
**D	INVESTINGSFÖRENINGEN NORDEA INVEST BASIS 3 KL	0	155.489	155.489
**D	INVESTINGSFÖRENINGEN NORDEA INVEST EUROPEAN STARS KL	0	283.136	283.136
**D	ACTIAM DUURZAAM INDEX AANDELENFONDS EUROPA	0	834.531	834.531
**D	BNP PARIBAS RENDACTIS	0	225.063	225.063
**D	BNP PARIBAS ACTIONS RENDEMENT	0	205.858	205.858
**D	FCP SODIUM I	0	675.643	675.643
**D	VERDIPAPIRFONDET NORDEA PLAN BALANSERT	0	31.396	31.396
**D	LESAFFRE EQUILIBRE RESPONSABLE AND SOLIDAIRE	0	89.335	89.335
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045794	0	6.362.039	6.362.039
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MTBJ400045829	0	8.961.541	8.961.541
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045795	0	7.576.428	7.576.428
**D	OB 2	0	245.289	245.289
**D	NATIO FONDS COLLINES INVESTISSEMENT N3	0	2.092.306	2.092.306
**D	UI-FONDS BAV RBI AKTIEN	0	1.161.115	1.161.115
**D	NORDEA EUROPEAN PASSIVE FUND	0	132.063	132.063
**D	NORDEA WORLD FUND	0	1.422.170	1.422.170
**D	VERDIPAPIRFONDET NORDEA PLAN MODERAT	0	26.256	26.256
**D	BNP PARIBAS PHILEIS - MULTIPAR SOLIDAIRE EQUILIBRE SOCIALEMENT RESPONSABLE	0	2.711.929	2.711.929
**D	LORENTZ POCKET CROISSANC	0	177.547	177.547
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	20.968	20.968
**D	LITHIUM RENDEMENT	0	1.243.993	1.243.993
**D	BNP PARIBAS ACTIONS PATRIMOINE RESPONSABLE	0	354.417	354.417
**D	FUNDACAO CALOUSTE GULBENKIAN	0	130.071	130.071
**D	AGIPI MONDE DURABLE	0	251.636	251.636
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	198.221	198.221
**D	DEKA INVESTMENT GMBH RE S BROKER 1 FONDS	0	10.000	10.000
**D	BNP PARIBAS PHILEIS - MULTIPAR ACTIONS SOCIALEMENT RESPONSABLE	0	1.511.088	1.511.088
**D	NATIO FONDS COLLINES INVESTISSEMENT N1	0	1.743.361	1.743.361
**D	SICAV BNP EASY EURO STOXX 50	0	991.845	991.845

Azionisti in delega: 4.059

Pagina 5

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALM ACTIONS ZONE EURO ISR	0	7.600.000	7.600.000
**D	GENERALI VIE	0	2.292.340	2.292.340
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	34.858	34.858
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND INDEX FUND	0	994.500	994.500
**D	VERDIPAPIRFONDET NORDEA PLAN OFFENSIV	0	63.419	63.419
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	250.149	250.149
**D	FCP ALM ACTIONS EUROPE ISR	0	660.000	660.000
**D	FIDELITY INVESTMENT FUNDS - FIDELITY GLOBAL DIVIDEND FUND	0	6.098.000	6.098.000
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DEFENSIVE INDEX FUND	0	52.867	52.867
**D	VERDIPAPIRFONDET NORDEA PLAN VEKSTORIENTERT	0	19.514	19.514
**D	ROYAL BOROUGH OF KINGSTON UPON THAMES PENSION FUND	0	29.982	29.982
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	14.026	14.026
**D	LA FRANCAISE INFLECTION POINT ACTIONS EURO	0	248.188	248.188
**D	BOMBARDIER TRUST U.S. MASTER TRUST	0	133.150	133.150
**D	CALCIUM QUANT	0	406.529	406.529
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTIA PENSTOENSPAARFONDS DEFENSIVE	0	154.550	154.550
**D	SAEV MASTERFONDS INKA	0	323.057	323.057
**D	HI-KABL-FONDS	0	2.222.800	2.222.800
**D	KAYNE ANDERSON NEXTGEN ENERGY AND INFRASTRUCTURE INC	0	836.500	836.500
**D	T. ROWE PRICE RETIREMENT HYBRID TRUST	0	1.513.352	1.513.352
**D	AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND	0	230.083	230.083
**D	T. ROWE PRICE INTERNATIONAL VALUE EQUITY TRUST	0	17.104.626	17.104.626
**D	FCP ALBA VALEUR	0	210.000	210.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF FUNDAMENTAL VALUE UI	0	57.140	57.140
**D	HI-PNWL-DIVIDENDE-PLUS-FONDS	0	556.635	556.635
**D	LINACTIF	0	52.684	52.684
**D	DEAM FONDS ATZM	0	48.000	48.000
**D	ARCO QUANT 1	0	534.169	534.169
**D	AXA INDICE EURO	0	428.178	428.178
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-OCO	0	52.081	52.081
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS	0	366.800	366.800
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF MS-B HAUPTFONDS	0	19.497	19.497
**D	ARABELLE VEGA IM	0	40.000	40.000
**D	AXA EURO DIVIDEND S	0	45.461	45.461
**D	DBI-FONDS EBB	0	1.414	1.414
**D	ALLIANZGI-FONDS GANO	0	5.710	5.710
**D	STICHTING AHOLD DELHAIZE PENSIOEN	0	614.508	614.508
**D	ALLIANZGI-FONDS PF2 SEGMENT PF2-AA2-E_EUA	0	117.407	117.407
**D	ACTIAM SUSTAINABLE INDEX FUND EQUITY EUROPE	0	300.126	300.126
**D	ALLIANZGI-FONDS AVP	0	6.838	6.838
**D	ZWITSERLEVEN BELEGINGSFONDSEN - ZWITSERLEVEN EUROPEES AANDELENFONDS	0	2.955.646	2.955.646
**D	ALLIANZGI-FONDS PF2 SEGMENT PF2-GM1-G_MA (MERITEN IM)	0	83.723	83.723
**D	FCP MANDARINE EQUITY INCOME	0	182.977	182.977
**D	ALLIANZGI-FONDS APNIESA SEGMENT APNIESA-NAPO	0	177.250	177.250
**D	ALLIANZGI-FONDS APNIESA SEGMENT APNIESA-GSIM-A	0	79.113	79.113
**D	SUWE-COFONDS	0	175.000	175.000
**D	LHCO-FONDS	0	100.000	100.000
**D	ALLIANZGI-FONDS REINVEST	0	4.750	4.750
**D	ALLIANZGI-FONDS FTV2 SEGMENT FTV2-GM1-G_MA	0	222.806	222.806
**D	ALLIANZGI-FONDS GANO 2	0	29.989	29.989

Azionisti in delega: 4.059

Pagina 6

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 7

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 8

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 9

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FERROATLANTICA 92 FP	0	1.117	1.117
**D	BNP S BETA/LOT133/FR10E	0	83.405	83.405
**D	INTECH INTERNATIONAL LARGE CAP CORE FUND LLC	0	4.660	4.660
**D	T. ROWE PRICE REAL ASSETS TRUST I	0	1.503.798	1.503.798
**D	T. ROWE PRICE REAL ASSETS FUND, INC.	0	1.541.007	1.541.007
**D	SOCIETA CATTOLICA DI ASSICURAZIONE - SOCIETA COOPERATIVA	0	904.333	904.333
**D	INVESTERINGFORENINGEN NORDEA INVEST AKTIER KL	0	33.028	33.028
**D	STICHTING BEDRIJFTAKPENSIOENFONDS VOOR DE MEDIA PNO	0	426.428	426.428
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT WERTSICHERUNG 94 ESG	0	10.000	10.000
**D	DEKA INVESTMENT GMBH RE WI-DISCOUNT	0	799.000	799.000
**D	MACQUARIE INTERNATIONAL INFRASTRUCTURE SECURITIES FUND (UNHEDGED)	0	770.731	770.731
**D	ALTO AMERICA AZIONARIO	0	555.632	555.632
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	63.352	63.352
**D	BROOKFIELD REAL ASSETS SECURITIES FUND	0	33.450	33.450
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	0	60.000	60.000
**D	ECOFIN GLOBAL ENERGY TRANSITION FUND	0	209.260	209.260
**D	WILSHIRE MUTUAL FUNDS, INC. - WILSHIRE INTERNATIONAL EQUITY FUND	0	183.323	183.323
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	140.915	140.915
**D	BNP PARIBAS EASY ESG GROWTH EUROPE	0	6.845	6.845
**D	ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	0	34.613	34.613
**D	BNP PARIBAS EASY - ECPI GLOBAL ESG INFRASTRUCTURE	0	434.252	434.252
**D	VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER	0	914.908	914.908
**D	DEKA INVESTMENT GMBH RE A-LANDGRAF PHILIPP FONDS	0	70.000	70.000
**D	STELLAR INSURANCE, LTD.	0	38.008	38.008
**D	NORDEA GENERATIONSFOND SENIOR	0	46.152	46.152
**D	DEKA INVESTMENT GMBH RE LANDSBERG-FONDS	0	27.000	27.000
**D	DEKA INVESTMENT GMBH RE MV-FONDS	0	89.000	89.000
**D	BT INTERNATIONAL SHARES INDEX FUND	0	653.277	653.277
**D	WSPF INTERNATIONAL EQUITIES TRUST	0	398.522	398.522
**D	TELSTRA SUPERANNUATION SCHEME	0	204.442	204.442
**D	DEKA INVESTMENT GMBH RE MKG MASTERFONDS	0	9.059	9.059
**D	JPMORGAN CHASE RETIREMENT PLAN	0	776.940	776.940
**D	QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	0	248.714	248.714
**D	ALLIANZ GLOBAL INVESTORS GMBH RE ALLIANZGI-FONDS VBDK	0	13.358	13.358
**D	DEKA VERMOEGENSMANAGEMENT GMBH RE KEPPLER- GLOBAL VALUE-INVEST	0	50.350	50.350
**D	TCORPIM DEVELOPED MARKETS EQUITITIES (HEDGED) FUND	0	235.175	235.175
**D	DEKA INVESTMENT GMBH RE NUILL-FONDS	0	44.500	44.500
**D	CARE SUPER	0	79.074	79.074
**D	DEKA INVESTMENT GMBH RE DEKA BIV-B	0	2.805	2.805
**D	DEKA INVESTMENT GMBH RE A-HAM-FONDS	0	43.062	43.062
**D	TCORPIM DEVELOPED MARKETS EQUITITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	792.105	792.105
**D	GENERAL MOTORS (VWL) PENSION PLAN	0	12.028	12.028
**D	ALLIANZ GLOBAL INVESTORS GMBH RE ALLIANZGI-FONDS LIPCO III	0	25.384	25.384
**D	DEKA INVESTMENT GMBH RE DEKA-SOI-FONDS	0	34.734	34.734
**D	SCHRODER GLOBAL ACTIVE ALLOCATION FUND	0	8.946	8.946
**D	DEKA INVESTMENT GMBH RE A-AMISIA-FONDS	0	90.000	90.000
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	86.969	86.969
**D	DEKA INVESTMENT GMBH RE HOLLI7-MASTERFONDS	0	36.781	36.781
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH RE ZEIT-UNIVERSAL-FONDS	0	260.000	260.000
**D	FIDELITY GLOBAL EQUITITIES FUND	0	440.000	440.000

LISTA ESITO DELLE VOTAZIONE

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 11

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 12

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEVELOPED INTERNATIONAL EQUITY SELECT ETF	0	2.800	2.800
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: TWAM GLOBAL CLIMATE CHANGE EQUITY MF	0	144.770	144.770
**D	VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	0	300.109	300.109
**D	MONDRIAN INTERNATIONAL VALUE EQUITY FUND	0	3.173.446	3.173.446
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	0	191.203	191.203
**D	PINEBRIDGE DYNAMIC ASSET ALLOCATION FUND	0	22.391	22.391
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400021914	0	39.625	39.625
**D	FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED GLOBAL EQUITY UCITS ETF	0	14.022	14.022
**D	MONDRIAN GLOBAL LISTED INFRASTRUCTURE FUND	0	11.024	11.024
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400021913	0	148.550	148.550
**D	MASTER TRUST FOR DEFINED CONTRIBUTION PLANS OF AMERICAN AIRLINES, INC, US AIRW	0	2.159.167	2.159.167
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	831.559	831.559
**D	SANLAM UNIVERSAL FUNDS PLC	0	20.510	20.510
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	8.709.981	8.709.981
**D	MACQUARIE GLOBAL LISTED INFRASTRUCTURE CIT	0	48.736	48.736
**D	FIRST TRUST DYNAMIC EUROPE EQUITY INCOME FUND	0	313.981	313.981
**D	FIDELITY FUNDS - GLOBAL ENHANCED INCOME POOL	0	1.383.294	1.383.294
**D	FIDELITY FUNDS EUROPEAN DIVIDEND POOL	0	1.152.438	1.152.438
**D	VANGUARD INVESTMENTS II CCF - VANGUARD FTSE DEVELOPED WORLD II CCF	0	211.243	211.243
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7105	0	597.581	597.581
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD-VANGUARD FTSE DEV EUR EX UK CCF	0	841.446	841.446
**D	FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	0	417.104	417.104
**D	BROWN BROTHERS HARRIMAN(LUXEMBOURG) SCA CUSTODIAN FOR FIDELITY FUNDS - ITALY	0	101.086	101.086
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTEJ400097010	0	3.988.363	3.988.363
**D	FIDELITY FUNDS - ABSOLUTE RETURN GLOBAL EQUITY POOL	0	27.129	27.129
**D	FIDELITY FUNDS - GLOBAL DIVIDEND POOL	0	18.534.000	18.534.000
**D	MF/B PI ESG INSIGHTS WORLD EQUITY FUND	0	98.259	98.259
**D	KBI GLOBAL RESOURCES SOLUTIONS CIT	0	97.208	97.208
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX ESG-X (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	107.491	107.491
**D	AXA ROSENBERG EUROBLOC	0	274.144	274.144
**D	BESTSELECT - AB EUROPEAN EQUITY	0	665.972	665.972
**D	CNP ACTIONS EUROPE FIDELITY	0	1.966.020	1.966.020
**D	CARDIF ASSURANCE VIE	0	1.556.908	1.556.908
**D	MIRA ACTIONS EUROPE 2	0	624.091	624.091
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR MUTB400045792	0	9.146.413	9.146.413
**D	FONDS BOEHRINGER ISR EQUILIBRE SOLIDAIRE	0	109.388	109.388
**D	DEKA INTERNATIONAL S.A. RE DEKA-EUROPAGREANT	0	178.208	178.208
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	197.033	197.033
**D	LF GREEN TECH EUROPE	0	195.618	195.618
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS	0	16.990	16.990
**D	GENERALI REVENUS	0	91.547	91.547
**D	PRCO-COFONDS I	0	17.500	17.500
**D	ALLIANZGI-FONDS PFD	0	6.630	6.630
**D	ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA	0	835.232	835.232
**D	DILL-COFONDS	0	46.813	46.813
**D	MASTERFONDS BANTHUS	0	229.741	229.741
**D	ALLIANZGI-SUBFONDS TOB -NEU-	0	21.932	21.932
**D	ALLIANZGI-FONDS PFALCO SEGMENT PFALCO COMINVEST	0	120.193	120.193
**D	MASTERFONDS HTPT	0	234.680	234.680
**D	EUROPE EX-UK ALPHA TILTS ESG SCREENED FUND B (EUTLTBTTL)	0	167.742	167.742

Azionisti in delega: 4.059

Pagina 13

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 14

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 15

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BNP PARIBAS FUNDS - ENERGY TRANSITION	0	17.026.074	17.026.074
**D	DNCA INVEST-EURO DIVIDEND GROWER	0	1.104.403	1.104.403
**D	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	59.547	59.547
**D	UNISUPER	0	652.800	652.800
**D	AMP INTERNATIONAL EQUITY INDEX FUND	0	827.480	827.480
**D	BNP PARIBAS EASY - MSCI EUROPE SMALL CAPS SRI S-SERIES 5 CAPPED	0	1.700.000	1.700.000
**D	GENERALI DOS FONDO DE PENSIONES	0	71.403	71.403
**D	INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	0	14.428	14.428
**D	WHOLESALE INTERNATIONAL CORE EQUITIES (NZ HEDGED)	0	2.793	2.793
**D	BANCO SABADELL	0	180.359	180.359
**D	WHOLESALE INTERNATIONAL CORE EQUITIES	0	4.801	4.801
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	119.047	119.047
**D	INVERSADELL 50, FI	0	56.264	56.264
**D	AZ FUND 1 AZ ALLOCATION INTERNATIONAL	0	100.000	100.000
**D	BS PENTAPENSION EMPRESA	0	2.386	2.386
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH - HSBC DEUTSCHLAND RE IMB	0	74.000	74.000
**D	FONSOLEBANK FP	0	11.393	11.393
**D	FCP AVENIR CROISSANCE PA	0	14.970	14.970
**D	NORDEA GENERATIONSFOND 50-TAL	0	459.718	459.718
**D	BROOKFIELD REAL ASSETS INCOME FUND INC	0	323.840	323.840
**D	NORDEA GENERATIONSFOND 60-TAL	0	839.922	839.922
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL	0	45.595	45.595
**D	DEKA INVESTMENT GMBH RE A-ASD FONDS	0	39.300	39.300
**D	NORDEA GENERATIONSFOND 70-TAL	0	363.207	363.207
**D	NORDEA AVTALSFONDSPOND MIDI	0	55.417	55.417
**D	DEKA INVESTMENT GMBH RE DEKA EURO ISTOXX EX FIN DIVIDEND+ UCITS ETF	0	1.459.862	1.459.862
**D	DEKA VERMOEGENSMANAGEMENT GMBH RE PRIVATE BANKING STRUKTUR	0	50.000	50.000
**D	DEKA INVESTMENT GMBH RE SVRP-FONDS	0	4.497	4.497
**D	DEKA INVESTMENT GMBH RE PENSIONSFONDS MAINZ1	0	9.890	9.890
**D	DEKA INVESTMENT GMBH RE MASTER 172	0	175.000	175.000
**D	TRINITY COLLEGE CAMBRIDGE	0	97.711	97.711
**D	BLACKROCK INTERNATIONAL ALPHA TILTS FUND	0	151.943	151.943
**D	ISHARES WHOLESale INTERNATIONAL EQUITY INDEX FUND	0	706.713	706.713
**D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	24.700	24.700
**D	DEKA INVESTMENT GMBH RE DEKA-BR 20	0	1.725	1.725
**D	FCB-PINEBRIDGE ESG QUANTITATIVE GLOBAL EQUITY FUND	0	37.450	37.450
**D	DEKA INVESTMENT GMBH RE SPARKASSE-SHG-FONDS	0	24.000	24.000
**D	BT WHOLESale MULTI-MANAGER INTERNATIONAL SHARE FUND	0	111.744	111.744
**D	DEKA INVESTMENT GMBH RE ARIDEKA	0	4.500.000	4.500.000
**D	DEKA INVESTMENT GMBH RE DEKA-EUROLAND BALANCE	0	1.418.985	1.418.985
**D	DEKA INVESTMENT GMBH RE DEKA-BAV FONDS	0	171.932	171.932
**D	DEKA INVESTMENT GMBH RE A-DIM-WETZLAR-BALANCED- FONDS	0	25.200	25.200
**D	DEKA INVESTMENT GMBH RE DEKA EURO STOXX 50 UCITS ETF	0	2.492.223	2.492.223
**D	DEKA INVESTMENT GMBH RE A-DIM-WETZLAR-FONDS	0	26.096	26.096
**D	DEKA INVESTMENT GMBH RE DEKA-BR 85	0	265.978	265.978
**D	DEKA INVESTMENT GMBH RE MULDENTAL-FONDS	0	38.370	38.370
**D	MONDRIAN INTERNATIONAL EQUITY COLLECTIVE INVESTMENT TRUST	0	557.936	557.936
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II	0	49.750	49.750
**D	CUSTODY BANK OF JAPAN, LTD. RE: RTB SEKAI KOUHAITOU MOTHER FUND	0	53.300	53.300
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY RISK CONTROLLED BALANCE MOTHER FUND	0	231.823	231.823

Azionisti in delega: 4.059

Pagina 16

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 18

999

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 20

1001

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 21

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PHOENIX UNIT TRUST MANAGERS LIMITED	0	12.731.136	12.731.136
**D	TRUE POTENTIAL INVESTMENTS LLP	0	507.042	507.042
**D	LEGG SECURITIES LIMITED	0	245.090	245.090
**D	REASSURE LIMITED	0	2.546.049	2.546.049
**D	JPMORGAN EUROPE STRATEGIC DIVIDEND FUND	0	41.269	41.269
**D	HENDERSON GLOBAL INVESTORS LIMITED	0	1.665.146	1.665.146
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	2.060.394	2.060.394
**D	ROYAL LONDON EUROPEAN GROWTH TRUST	0	751.510	751.510
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	1.592.705	1.592.705
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	0	1.643.929	1.643.929
**D	HSBC GLOBAL INVESTMENT FUNDS	0	312.558	312.558
**D	HSBC GLOBAL FUNDS ICAY	0	345.513	345.513
**D	EPWORTH INVESTMENT FUNDS FOR CHARITIES	0	47.320	47.320
**D	STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	0	17.992	17.992
**D	HSBC ETFs PLC - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	4.056	4.056
**D	CHIYU BANKING CORPORATION LIMITED	0	189.466	189.466
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	905.032	905.032
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	258.716	258.716
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	109.013	109.013
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	511.069	511.069
**D	SOCIETY OF JESUS TRUST OF 1929 FOR ROMAN CATHOLIC PURPOSES	0	84.404	84.404
**D	HSBC ETFs PLC	0	335.462	335.462
**D	AXA INVESTMENT MANAGERS UK LIMITED	0	536.042	536.042
**D	PRUDENTIAL PENSIONS LIMITED	0	111.641	111.641
**D	HSBC EUROPEAN INDEX FUND	0	3.397.741	3.397.741
**D	HSBC INSTITUTIONAL TRUST SERVICES IRELAND LIMITED RE	0	984.952	984.952
**D	THE ROYAL LONDON MUTUAL INSURANCE SOCIETY LIMITED	0	55.910	55.910
**D	ROYAL LONDON EQUITY FUNDS ICVC	0	6.621.612	6.621.612
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	609.633	609.633
**D	SWISSCANTO FONDSLEITUNG AG	0	3.661.527	3.661.527
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	850.000	850.000
**D	ALLIANZ CGI SUBFONDS EQUITIES	0	108.514	108.514
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	4.948.507	4.948.507
**D	ALLIANZ VGI 1 FONDS AGI EQUITIES	0	169.050	169.050
**D	ALLIANZ PV-WS RCM SYSPRO VALUE EUROPE	0	291.632	291.632
**D	ALLIANZ VKA FONDS AGI INSURANCE DEDICATED LARGE CAPS	0	547.392	547.392
**D	UNIVERSAL INVESTMENT GMBH	0	1.410.443	1.410.443
**D	SIJOITUSRAHASTO AKTIA SECURA	0	100.000	100.000
**D	SIJOITUSRAHASTO AKTIA EUROPA	0	500.000	500.000
**D	SONDERVERWMM?GEN GA AKTIENFONDS	0	523.119	523.119
**D	VERDIPAPIFONDET FONDSFINANS GLOBAL ENERGI	0	66.000	66.000
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH (INKA)	0	223.365	223.365
**D	ABERDEEN STANDARD CAPITAL OFFSHORE STRATEGY FUND LTD	0	505.379	505.379
**D	FONDS ORJECTIF CLIMAT ACTIONS 2	0	1.013.636	1.013.636
**D	ABERDEEN STANDARD SICAV I	0	1.032.715	1.032.715
**D	DIVERSIFIED PORTFOLIOS FUND LTD	0	8.750	8.750
**D	SYCOMORE FUND SICAV -SYCOMORE GLOBAL EDUCATION	0	352.761	352.761
**D	FDNC ACTIONS EUROPE	0	65.327	65.327
**D	MASSERIA INVESTISSEMENTS	0	12.840	12.840
**D	SYCOMORE L/S OPPORTUNITIES	0	598.700	598.700

Azionisti in delega. 4.059

Pagina 22

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

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ABERDEEN STANDARD CAPITAL INTERNATIONAL LIMITED	0	741.472	741.472
**D	GENERALI INVESTMENTS SICAV - SRI EUROPEAN EQUITY	0	404.984	404.984
**D	RHFS GROWTH AND INCOME FUNDS LIMITED	0	11.147	11.147
**D	SYCOMORE SELECTION RESPONSABLE	0	1.446.121	1.446.121
**D	SYCOMORE FUND SICAV - SYCOMORE NEXT GENERATION	0	250.000	250.000
**D	CFE ALLOCATION PATRIMOINE	0	32.978	32.978
**D	SYCOMORE INCLUSIVE JOBS	0	384.460	384.460
**D	DEKA INVESTMENT GMBH RE DEKA MSCI WORLD UCITS ETF	0	191.638	191.638
**D	ORANO ACTIONS ZONE EURO	0	89.455	89.455
**D	DNCA BEYOND ENGAGE	0	285.000	285.000
**D	PREVOYANCE NE FUND PREVOYANCE NE GLOBAL ASSETS CREDIT SUISSE FUNDS AG	0	3.008	3.008
**D	KOLMBAN BALANCED CREDIT SUISSE FUNDS AG UBS ASSET MANAGEMENT SCHWEIZ AG	0	582.974	582.974
**D	CSWF1 CREDIT SUISSE ROCKEFELLER OCEAN ENGAGEMENT FUND	0	1.128.000	1.128.000
**D	STICHTING SHELL PENSIOENFONDS	0	830.511	830.511
**D	ROBECO CAPITAL GROWTH FUNDS	0	5.638.129	5.638.129
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	833.080	833.080
**D	STICHTING JURIDISCH EIGENAAR ASR DUURZAAM WERELDWIJD AANDELEN FONDS	0	180.790	180.790
**D	BT EUROPEAN SHARE FUND	0	172.058	172.058
**D	ANZ WHOLESALE INTERNATIONAL SHARE NO. 3 FUND	0	330.000	330.000
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	1.111.603	1.111.603
**D	PARALOS GEOCONSULTING OU	0	52	52
***	PIRISINO LORENZO	0	487	487
***	KAPOOR RAKESH	0	18.780	18.780
**D	DPAM B	0	3.740.381	3.740.381
**D	I. I	0	380.000	380.000
**D	DPAM DBI RDT B	0	457.829	457.829
**D	DPAM EQUITIES L	0	60.000	60.000
**D	CONVICTION PATRIMOINE	0	29.600	29.600
**D	DPAM GLOBAL STRATEGY	0	4.546.470	4.546.470
**D	CGMPV, LLC	0	43.382	43.382
**D	BANQUE PICTET AND CIE SA	0	34.707	34.707
**D	DL INTERNATIONAL RESEARCH OPEN MOTHER FUND	0	762.138	762.138
**D	FOREIGN SECURITIES TR NO 1	0	495.131	495.131
**D	INTERNATIONAL GROWTH AND INCOME FUND	0	11.476.812	11.476.812
**D	CAPITAL GROUP GLOBAL EQUITY FUND (AU)	0	189.989	189.989
**D	CAPITAL GROUP GLOBAL EQUITY COMMON TRUST (US)	0	203.022	203.022
**D	HSBC GLOBAL RESOURCES AND ENERGY MOTHER FUND	0	117.719	117.719
**D	CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	0	5.589.176	5.589.176
**D	CAPCO TRUST JERSEY LIMITED AS TRUSTEE OF THE TAMBOUR FOUNDATION	0	20.408	20.408
**D	KUWAIT FUND FOR ARAB ECONOMIC DEVELOPMENT	0	88.724	88.724
**D	CAPITAL GROUP INTERNATIONAL EQUITY COMMON TRUST (US)	0	1.295.422	1.295.422
**D	CAPITAL INTERNATIONAL FUND	0	6.929.416	6.929.416
**D	FOREIGN STOCK INDEX MOTHER FUND	0	309.134	309.134
**D	EUROPACIFIC GROWTH FUND	0	15.033.271	15.033.271
**D	NEW WORLD FUND, INC.	0	4.715.386	4.715.386
**D	MUTUAL GLOBAL FUND CI NEW PERSPECTIVE GLOBAL EQUITY FUND	0	51.212	51.212
**D	AMERICAN BALANCED FUND	0	58.400.000	58.400.000
**D	STATE FARM INSURANCE CO EMPLOYEE RETIREMENT TRUST	0	756.954	756.954
**D	CAPITAL WORLD GROWTH AND INCOME FUND	0	27.563.242	27.563.242
**D	AMERICAN FUNDS GLOBAL BALANCED FUND	0	4.488.415	4.488.415

Azionisti in delega: 4.059

Pagina 23

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 24

Assemblea Ordinaria del 19 maggio 2022

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 25

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 26

1007

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 27

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 28

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 29

LISTA ESITO DELLE VOTAZIONE

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 30

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

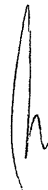
Pagina 31



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

FAVOREVOLI

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



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	POOL REINSURANCE CO LTD	0	75.452	75.452
**D	ADVANCED SERIES TRUST AST INTERNATIONAL VALUE PORTFOLIO	0	84.500	84.500
**D	AST T ROWE PRICE NATURAL RESOURCES PORTFOLIO	0	532.117	532.117
**D	ADVANCED SERIES TRUST AST T ROWE PRICE ASSET ALLOCATION	0	112.398	112.398
**D	AST INTERNATIONAL VALUE PORTFOLIO	0	277.675	277.675
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	52.606	52.606
**D	BLACKROCK ENERGY AND RESOURCES INCOME TRUST PLC	0	527.223	527.223
**D	TEXAS EDUCATION AGENCY	0	311.419	311.419
**D	METROPOLITAN EMPLOYEES FUNDS ICAP	0	261.611	261.611
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	1.076.735	1.076.735
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	7.450.443	7.450.443
**D	EMPLOYEES RETIREMENT SYSTEM OF THE STATE OF HAWAII	0	13.500	13.500
**D	UNITED STATES ARMY NONAPPROPRIATED FUND EMPLOYEE RETIREMENT PLAN TRUST	0	182.919	182.919
**D	BELL ATLANTIC MASTER TRUST	0	27.123	27.123
**D	SMITHFIELD FOODS MASTER TRUST	0	9.080	9.080
**D	MAN FUNDS VI PLC	0	50.889	50.889
**D	THE HKSAR GOVERNMENT SCHOLARSHIP FUND	0	3.878	3.878
**D	STICHTING RABOBANK PENSIOENFONDS	0	781.013	781.013
**D	SAN DIEGO GAS AND ELEC CO NUCLEAR FACILITIES QUAL DEC TRUST	0	89.011	89.011
**D	DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	0	364.065	364.065
**D	QUALITY EDUCATION FUND	0	13.922	13.922
**D	ADVANCE PLANNING LIMITED	0	26.447	26.447
**D	DIGNITY PRE ARRANGEMENT LIMITED	0	41.561	41.561
**D	INDIANA PUBLIC RETIREMENT SYSTEM	0	175.104	175.104
**D	KENTUCKY RETIREMENT SYSTEMS	0	719.295	719.295
**D	KENTUCKY RETIREMENT SYSTEMS INSURANCE TRUST FUND	0	331.737	331.737
**D	ROBECO PORTFOLIO TRUST ROBECO BOSTON PARTNERS GLOBAL EQUITY	0	76.928	76.928
**D	SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	177.000	177.000
**D	UNIVERSAL INVESTMENT GESELLSCHAFTMBH ON BEHALF OF AEKSAAR MASTERFONDS	0	65.000	65.000
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	65.269	65.269
**D	ARKANSAS PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	811.863	811.863
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	0	1.153.240	1.153.240
**D	HSBC EUROPEAN FUND	0	61.316	61.316
**D	HSBC INTERNATIONAL EQUITY INDEX FUND	0	137.120	137.120
**D	UPS GROUP TRUST	0	63.259	63.259
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR	0	74.232	74.232
**D	STICHTING BEDRIJFSPENSIOENFONDS VOOR HET	0	68.032	68.032
**D	DWS INVESTMENT GMBH	0	56.915	56.915
**D	NN PARAPLUFONDS 1 NV	0	1.314.603	1.314.603
**D	ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	0	343.728	343.728
**D	PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	0	31.281	31.281
**D	ENERGY INSURANCE MUTUAL LIMITED	0	48.282	48.282
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	394.066	394.066
**D	IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	34.756	34.756
**D	SEATTLE CITY EMPLOYEES RETIREMENT SYSTEM	0	85.757	85.757
**D	FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE UCITS ETF	0	1.181	1.181
**D	ARCA FONDI SGR SPA - FONDO ARCA AZIONI ITALIA	0	3.858.000	3.858.000
**D	AMUNDI AUSTRIA	0	712.278	712.278
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	2.015.697	2.015.697
**D	AMUNDI SGR SPA / AMUNDI SVILUPPO ITALIA	0	7.132.000	7.132.000

Azionisti in delega: 4.059

Pagina 33

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

FAVOREVOLI

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

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

FAVOREVOLI

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

1016

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Pagina 36

Azionisti in delega: 4.059



1027

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 37



2018

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

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	1199 SEIU GREATER NEW YORK PENSION FUND	0	267.243	267.243
**D	1199 SEIU HOME CARE EMPLOYEES PENSION FUND	0	71.074	71.074
**D	IBM DIVERSIFIED GLOBAL EQUITY FUND	0	130.216	130.216
**D	NEW IRELAND ASSURANCE COMPANY PLC.	0	4.949.540	4.949.540
**D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY	0	1.362.958	1.362.958
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	48.292	48.292
**D	INSURANCE COMMISSION OF WESTERN AUSTRALIA	0	1.186.698	1.186.698
**D	STICHTING HEINEKEN PENSIOENFONDS	0	117.873	117.873
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	225.443	225.443
**D	STICHTING PENSIOENFONDS VAN DE METALEKTRO (PME)	0	2.740.294	2.740.294
**D	TREDJE AP-FONDEN	0	5.826.199	5.826.199
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	7.598.962	7.598.962
**D	DOW RETIREMENT GROUP TRUST	0	574.724	574.724
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F.	0	961.342	961.342
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI	0	106.025	106.025
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI	0	83.907	83.907
**D	MREF INVESTMENT COMPANY NO. 2 PTY LTD.	0	901.026	901.026
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	4.487.311	4.487.311
**D	COMMONWEALTH GLOBAL INFRASTRUCTURE SECURITIES FUND 1.	0	3.839.543	3.839.543
**D	MUNICIPAL EMPLOYEES' ANNUITY AND BENEFIT FUND OF CHICAGO	0	58.126	58.126
**D	UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	0	42.874	42.874
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/19/13	0	89.148	89.148
**D	JCW 1987 ARTICLE II DESC TRUST FBO ILM	0	3.451	3.451
**D	QS INVESTORS INTERNATIONAL EQUITY DBI CIT	0	14.492	14.492
**D	S. ROBSON WALTON 2010 TRUST	0	82.075	82.075
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	41.400	41.400
**D	BLACKROCK RUSSELL 1000 VALUE INDEX FUND	0	2.229	2.229
**D	LAZARD/WILMINGTON INTL EQUITY PORT	0	882.614	882.614
**D	STEWART L. WALTON FAMILY TRUST UAD 3/19/13	0	114.503	114.503
**D	XPO LOGISTICS RETIREMENT MASTER TRUST	0	68.978	68.978
**D	THE AVI CHAI FOUNDATION	0	12.260	12.260
**D	ALUMBRA INNOVATIONS FOUNDATION	0	20.613	20.613
**D	ALICE A PROIETTI FAMILY TRUST UAD 09/27/13	0	14.146	14.146
**D	TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH	0	13.109	13.109
**D	BELLSOUTH CORPORATION TRUST UNDER EXECUTIVE BENEFIT PLAN(S)	0	2.923	2.923
**D	BELLSOUTH TELECOMMUNICATIONS INC. TRUST UNDER EXECUTIVE BENE	0	205.834	205.834
**D	BELLSOUTH CORPORATE TRUST UNDER EXECUTIVE BENEFIT PLAN(S).	0	22.291	22.291
**D	MASTER TRUST FOR CERTAIN TAX-QUALIFIED BECHTEL RETIREMENT PLANS QUALIFIED BECHTEL RETIREMENT PLANS	0	156.050	156.050
**D	OAKLAND COUNTY VERA	0	109.517	109.517
**D	OAKLAND COUNTY EMPLOYEES RETIREMENT SYSTEM	0	48.503	48.503
**D	IMPACTASSETS INC	0	71.291	71.291
**D	PFIZER INC. MASTER TRUST	0	1.666.825	1.666.825
**D	NTGI-QM COMMON DAILY ALL COUNTRY WORLD EX-US INVESTABLE MARKET INDEX FUND - NON LENDING	0	285.724	285.724
**D	PRESBYTERIAN CHURCH (USA) FOUNDATION	0	222.048	222.048
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	25.542	25.542
**D	NEMOURS FOUNDATION	0	8.487	8.487
**D	MICHIGAN CATHOLIC CONFERENCE	0	86.417	86.417
**D	CATERPILLAR INVESTMENT TRUST.	0	677.313	677.313
**D	EMPLOYEES' RETIREMENT PLAN OF THE DIOCESE OF ARLINGTON	0	11.480	11.480
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST	0	104.406	104.406

Azionisti in delega: 4.059

Pagina 38

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

FAVOREVOLI

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

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 40

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SEAYOND EUROPE MARKET NEUTRAL	0	3.182	3.182
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	0	10.267.448	10.267.448
**D	LOF TARGETNETZERO EUROPE EQUITY	0	55.092	55.092
**D	FIDELITY INVESTMENT TRUST: FIDELITY INFRASTRUCTURE FUND	0	280.000	280.000
**D	IMGP - SUSTAINABLE EUROPE	0	1.293.479	1.293.479
**D	LUXCELLENCE-HELVETIA EUROPE EQUITY	0	150.000	150.000
**D	LO FUNDS - ALL ROADS CONSERVATIVE	0	25.569	25.569
**D	CMA IMPACT INC.	0	883.360	883.360
**D	DNB FUND - RENEWABLE ENERGY	0	3.792.613	3.792.613
**D	PRIVILEGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY	0	246.615	246.615
**D	G FUND - TOTAL RETURN ALL CAP EUROPE	0	489.255	489.255
**D	HAGFORS LIMITED THE R&H TRUST COMPANY LTD	0	67.709	67.709
**D	LO FUNDS - ALL ROADS GROWTH	0	159.187	159.187
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	3.017.843	3.017.843
**D	AMUNDI MSCI EUROPE ESG LEADERS SELECT	0	137.498	137.498
**D	AMUNDI EURO STOXX 50	0	6.148.894	6.148.894
**D	AMUNDI MSCI EUROPE	0	2.460.722	2.460.722
**D	AMUNDI MSCI WORLD ESG LEADERS SELECT	0	163.860	163.860
**D	AMUNDI MSCI WORLD	0	4.264.000	4.264.000
**D	MERCER DIVERSIFIED ALTERNATIVES FUND	0	409.008	409.008
**D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED PAB	0	5.851	5.851
**D	LORD MAYOR'S CHARITABLE FOUNDATION	0	5.839	5.839
**D	AMUNDI FUNDS GLOBAL EQUITY TARGET INCOME	0	2.593.196	2.593.196
**D	MORRISON & CO HIGH CONVICTION INFRASTRUCTURE FUND	0	3.647	3.647
**D	AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	0	233.105	233.105
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	2.408.362	2.408.362
**D	AMUNDI MSCI EUROPE EX UK	0	5.492	5.492
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	73.497	73.497
**D	AMUNDI FUNDS EURO RISK PARITY	0	52.544	52.544
**D	QIC INTERNATIONAL EQUITIES FUND	0	600.787	600.787
**D	AMUNDI FUNDS MULTI ASSET CONSERVATIVE	0	89.098	89.098
**D	CPR INVEST-EUROPE SPECIAL SITUATIONS	0	88.032	88.032
**D	PZENA GLOBAL FOCUSED VALUE FUND	0	123.792	123.792
**D	ENERGY INVESTMENT FUND	0	76.224	76.224
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	0	22.769	22.769
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	0	18.733	18.733
**D	QIC LISTED EQUITIES FUND	0	44.737	44.737
**D	AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA	0	115.157	115.157
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	1.331	1.331
**D	AMUNDI FUNDS EUROPEAN EQUITY TARGET INCO	0	8.270	8.270
**D	CPR INVEST - FUTUR CITIES	0	2.662.847	2.662.847
**D	AMUNDI MSCI EUROPE ESG UNIVERSAL SELECT	0	196.104	196.104
**D	AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	0	6.587	6.587
**D	UNIVERSITY OF WASHINGTON	0	918	918
**D	AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	36.070	36.070
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY	0	68.592	68.592
**D	AMUNDI FUNDS DYNAMIC MULTI FACTORS GLOBAL EQUITY - EUROPE	0	201.009	201.009
**D	THE LAURIE M. TISCH FOUNDATION INC	0	17.889	17.889
**D	AMUNDI PRIME EUROZONE	0	35.101	35.101
**D		0	110.505	110.505

Azionisti in delega. 4.059

Pagina 41

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 42

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GGVIE PREFON RETRAITE A	0	632.260	632.260
**D	MMA IARD	0	977.396	977.396
**D	S. ROBSON WALTON 1999 CHILDRENS TRUST	0	22.740	22.740
**D	GMF ASSURANCES	0	661.388	661.388
**D	COVEA PROTECTION JURIDIQUE	0	87.820	87.820
**D	NORTHERN MULTI MANAGER GLOBAL LISTED INFRASTRUCTURE FUND	0	2.096.696	2.096.696
**D	BPCE IARD	0	64.684	64.684
**D	NTCC COLLECTIVE FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	1.515.180	1.515.180
**D	GMF VIE D	0	2.139.012	2.139.012
**D	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0	18.172.222	18.172.222
**D	MAAF SANTE	0	29.139	29.139
**D	LA SAUVEGARDE	0	36.792	36.792
**D	CRAMA LOIRE BRETAGNE ACTIONS	0	82.192	82.192
**D	PHILLIPS 66 RETIREMENT PLAN TRUST	0	258.610	258.610
**D	FIDELIA ASSISTANCE	0	11.992	11.992
**D	THE OENKE FUND	0	22.192	22.192
**D	LBP PREVIOVANCE GENERAL	0	160.000	160.000
**D	NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	0	390.212	390.212
**D	APSA-SRI ABSOL RETURN MULTI-ASSETS N1	0	6.997	6.997
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	40.020	40.020
**D	MANDAT ACTION HGAM	0	606.528	606.528
**D	GANNETT RETIREMENT PLAN	0	125.469	125.469
**D	APSA-SRI ABSOL RETURN MULTI-ASSETS N2	0	869	869
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	104.749	104.749
**D	EXELON FITZPATRICK QUALIFIED FUND	0	37.719	37.719
**D	DOMINION ENERGY INC. DEFINED BENEFIT MASTER TRUST	0	540.043	540.043
**D	EMERSON ELECTRIC CO. RETIREMENT MASTER TRUST	0	481.693	481.693
**D	ROBECO CAVAMAC ACTIONS INT. EU	0	46.770	46.770
**D	ACORN 1998 TRUST.	0	7.401	7.401
**D	DIVERSIFICATION FUND ICVC	0	3.823	3.823
**D	GPM2A	0	61.764	61.764
**D	DELPHI	0	3.600	3.600
**D	NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.	0	74.826	74.826
**D	CYSTIC FIBROSIS FOUNDATION	0	211.482	211.482
**D	FCP GROUPAMA GRAND EST	0	35.348	35.348
**D	CONCORDE 96 (ACTION EURO)	0	72.502	72.502
**D	COMBUSTION ENGINEERING 524(G) ASBESTOS PI TRUST	0	20.891	20.891
**D	CATERPILLAR INC. MASTER RETIREMENT TRUST	0	890.551	890.551
**D	ROMACO SICAV	0	7.165	7.165
**D	CAVEC GROUPAMA DIVERSIFIE	0	390.275	390.275
**D	GROUPAMA CR ACTIONS MONDE	0	17.430	17.430
**D	THE MOTOROLA PENSION SCHEME.	0	112.820	112.820
**D	HONEYWELL SAVINGS AND OWNERSHIP PLAN MASTER TRUST	0	106.550	106.550
**D	LA GRENOUILLE	0	28.007	28.007
**D	ECEPARGNE 2 DIVERSIFIE	0	86.933	86.933
**D	JCW 1987 ARTICLE II DESC TRUST FBO AAP	0	2.829	2.829
**D	CELISADEL	0	13.773	13.773
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	173.851	173.851
**D	ARIA	0	11.468	11.468
**D	DOUCE FAMILLE	0	5.457	5.457

Pagina 43

Azionisti in delega. 4.059

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

FAVOREVOLI

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

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 45

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 46

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 47

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 48

Assemblea Ordinaria del 19 maggio 2022

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Pagina 49

Azionisti in delega: 4.059

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 50

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	COLONIAL FIRST STATE INVESTMENTS LIMITED...	0	911.429	911.429
**D	BFT INDOUEZ CAPITAL PEA POCHE AMUNDI	0	28.862	28.862
**D	CFSIL AIF CMLA INTERNATIONAL SHARE FUND	0	48.506	48.506
**D	AMUNDI ACTIONS FRANCE ISR	0	1.235.038	1.235.038
**D	CPR EURO HIGH DIVIDEND	0	315.401	315.401
**D	STICHTING MN SERVICES AANDELENFO ND	0	714.967	714.967
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	27.476.292	27.476.292
**D	LEGAS SHF CLIENT DIR INV FUND(1649)	0	787.000	787.000
**D	EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	0	39.610	39.610
**D	EDR SICAV - EQUITY EURO SOLVE	0	351.679	351.679
**D	EDR SICAV - EURO SUSTAINABLE EQUITY	0	1.910.790	1.910.790
**D	EPOQUE	0	396.276	396.276
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	457.410	457.410
**D	VILLIERS CRESCENDO 2	0	12.348	12.348
**D	HELVETIA I EUROPA	0	750.000	750.000
**D	LO IS (CH) - TARGETNETZERO GLOBAL EX-CH EQUITY	0	9.029	9.029
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	0	1.526.090	1.526.090
**D	LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED	0	56.195	56.195
**D	SLIC - EUROPEAN EQUITY GROWTH FUND1	0	375.520	375.520
**D	STANDARD LIFE ASSURANCE LIMITED	0	261.720	261.720
**D	CITIBANK UK LIMITED AS TRUSTEE FOR ASI (STANDARD LIFE) EUROP	0	2.963.320	2.963.320
**D	CITIBANK UK LIMITED AS TRUSTEE FOR ASI (STANDARD LIFE) INTER	0	144.112	144.112
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	300.122	300.122
**D	ARGON CUSTODY B.V	0	134.240	134.240
**D	THE NOMURA TRUST AND BANKING CO LTD	0	323.649	323.649
**D	SLIC II - STANDARD LIFE INVESTMENTS	0	1.195.566	1.195.566
**D	PRINCIPAL TRUST COMPANY ASIA LIMITED	0	592.989	592.989
**D	ABERDEEN STANDARD ORIC II - ASI EUROPE EX UK INCOME EQUITY FUND	0	1.500.314	1.500.314
**D	STICHTING PGM DEPOSITORY	0	12.047.974	12.047.974
**D	JAPAN TRUSTEE SERVICES BANK LTD. AS TRUSTEE FOR STB GS GLOBAL (EX JAP AN) QUANT EQUITY MOTHER FUND	0	164.156	164.156
**D	PRINCIPAL MPF EUROPEAN EQUITY FUND	0	144.903	144.903
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	118.482	118.482
**D	LEGG MASON INC.	0	2.200	2.200
**D	VERDIPAPIRFONDET DNB GLOBAL (IV : INGVLID ANGVIK BJONNES DRONNING EUFEMIAS GT	0	5.669.922	5.669.922
**D	VERDIPAPIRFONDET DNB GLOBAL INDEX	0	922.935	922.935
**D	SDA INTL EQUITY INDEX FD-WORLD	0	207.307	207.307
**D	UNITED FOOD + COMMERCIAL WORKERS FOR EMPLOYEES	0	59.000	59.000
**D	THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	0	196.891	196.891
**D	THREADNEEDLE (LUX)	0	898.740	898.740
**D	OLD MUTUAL ARTEMIS UK SPECIAL SITUATIONS FUND (FIDELITY OLD MUTUAL GLOBAL INVESTORS (UK) LIMITED	0	138.061	138.061
**D	PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND	0	205.701	205.701
**D	CITIBANK UK LIMITED AS TRUSTEE OF ABERDEEN STANDARD CAPITAL	0	4.443.302	4.443.302
**D	BEA UNION INVESTMENT GLOBAL EQUITY FUND	0	45.185	45.185
**D	VICTORY TRIVALENT INTERNATIONAL FUND-CORE EQUITY	0	139.799	139.799
**D	TWO SIGMA WORLD CORE FUND LP	0	1.636.199	1.636.199
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	1.427.579	1.427.579
**D	VICTORY CAPITAL INTERNATIONAL COLLECTIVE INVESTMENT TRUST	0	34.513	34.513
**D	VICTORY MARKET NEUTRAL INCOMEFUND	0	1.083.596	1.083.596
**D	SAMSUNG GLOBAL CORE EQUITY FUND	0	9.606	9.606
**D	VERDIPAPIRFONDET DNB EUROPA	0	172.982	172.982

Azionisti in delega: 4.059

Pagina 51

Assemblea Ordinaria del 19 maggio 2022

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 52

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 53

1034

LISTA ESITO DELLE VOTAZIONI

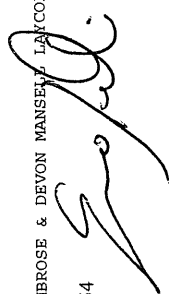
Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	POINT72 ASSOCIATES LLC	0	1.307.164	1.307.164
**D	AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP	0	64.683	64.683
**D	WELLINGTON MANAGEMENT COMPANY LLP 6923	0	419.970	419.970
**D	AGORA MASTER FUND LIMITED	0	993.505	993.505
**D	HIGH HALTH MASTER INVESTORS (CAYMAN) LP CO OGIER FIDUCIARY SERVICES (CAYMAN) LIMITED	0	517.591	517.591
**D	MACRO THEMES MASTER INVESTORS (CAYMAN) L.P.	0	5.195.466	5.195.466
**D	AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	0	8.371	8.371
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	0	163.978	163.978
**D	PANAGORA ASSET MANAGEMENT INC...	0	2.218	2.218
**D	OIL INVESTMENT CORPORATION LTD...	0	35.700	35.700
**D	AHL ALPHA MASTER LIMITED C/O CITCO TRUSTEES (CAYMAN) LIMITED	0	115.518	115.518
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.725.044	1.725.044
**D	STARLIGHT GLOBAL INFRASTRUCTURE LP	0	36.000	36.000
**D	JUPITER RESPONSIBLE INCOME FUND...	0	202.285	202.285
**D	LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	0	29.484	29.484
**D	LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I	0	98.728	98.728
**D	LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	0	142.557	142.557
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	4.190.815	4.190.815
**D	LEGAL & GENERAL MULTI-ASSET TARGET RETURN FUND	0	186.949	186.949
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	498.388	498.388
**D	LEGAL AND GENERAL INFRASTRUCTURE INCOME FUND	0	240.000	240.000
**D	PREMIER MITON GLOBAL INFRASTRUCTURE INCOME FUND	0	2.333.759	2.333.759
**D	POINT72 ASSOCIATES LLC C/O POINT72 ASSET MANAGEMENT L.P.	0	3.181	3.181
**D	DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI	0	5.715	5.715
**D	AB ARYA PARTNERS (MASTER) FUND SICAV-RAIF S.C. SP.	0	854.300	854.300
**D	POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	0	3.557.610	3.557.610
**D	ZURICH LIFE ASSURANCE PLC	0	1.641.660	1.641.660
**D	ECOFIN GLOBAL UTILITIES & INFRASTRUCTURE TRUST PLC	0	1.449.566	1.449.566
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND	0	5.696	5.696
**D	GLG EUROPEAN LONG/SHORT FUND	0	5.504.723	5.504.723
**D	VERDIPAPIFONDET DNB MILJOINVEST	0	462.174	462.174
**D	MONETARY AUTHORITY OF SINGAPORE	0	16.207.287	16.207.287
**D	GOVERNMENT OF SINGAPORE	0	219.111	219.111
**D	JAPAN TRUSTEE SERVICES BANK LTD. AS TRUSTEE FOR SMTB KOKUSAI QUAN TITATIVE EQUITY MOTHER FUND	0	645.200	645.200
**D	LSV INTERNATIONAL (AC) VALUE EQUITY FUND LP.	0	805.700	805.700
**D	LSV INTERNATIONAL VALUE EQUITY TRUST	0	36.900	36.900
**D	COVENANT HEALTH	0	106.700	106.700
**D	NORTH DAKOTA STATE INVESTMENT BOARD.	0	307.600	307.600
**D	MARSH & MCLENNAN MASTER RETIREMENT TRUST	0	83.971	83.971
**D	STANISLAUS COUNTY EMPLOYEES' RETIREMENT ASSOCIATION 832	0	7.904	7.904
**D	AQR EQUITY MARKETNEUTRAL GLOBAL VALUE FUND LP	0	4.066.200	4.066.200
**D	CPTIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD	0	145.656	145.656
**D	MAN NUMERIC ALTERNATIVE RISK PREMIA EQUITIES C/O NUMERIC INVESTORS LLC	0	3.855	3.855
**D	AQR ABSOLUTE RETURN MASTER ACCOUNT L.P. CO AQR CAPITAL MANAGEMENT LLC ACTING AS FUND MANAGER	0	1.600	1.600
**D	SPHINX PARTNERS LP	0	125.012	125.012
**D	CHRISTENSEN-PIERRET COMMUNITY PROPERTY TRUST UAD 05/10/19 C DIANE CHRISTENSEN TTEE	0	5.069	5.069
**D	SPRING 625	0	43.414	43.414
**D	THE CHERYL D DUFFIELD TRUST UAD 09/12/96 CHERYL D DUFFIELD TTEE	0		
**D	THE DAVID A DUFFIELD TRUST UAD 07/14/88	0		
**D	FRANK L MANSELL GST EX TR FBO JESSICA MANSELL AMB UAD 02/12/13 JESSICA MANSELL AMBROSE & DEVON MANSELL LAMCOX TTEES	0		
**D	1.136	0		

Azionisti in delega: 4.059

Pagina 54



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DUNCAN MACNAUGHTON REVOCABLE LIVING TRUST UAD 08/10/84 DUNCAN MACNAUGHTON TTEE	0	13.322	13.322
**D	VALUE QUEST PARTNERS LLC - EUROPEAN FOCUSED VALUE	0	31.115	31.115
**D	PZENA INVESTMENT MANAGEMENT LLC	0	4.655	4.655
**D	PZENA INVESTMENT MANAGEMENT LLC EUROPE EX-UK FOCUSED VALUE	0	6.008	6.008
**D	VALUEQUEST PARTNERS LLC -GLOBAL	0	75.794	75.794
**D	NPF TECHNOLOGIES APS C/O GRANT THORNTON PER LUNDAHL	0	9.883	9.883
**D	DAWN L. ARNALL TRUST	0	20.526	20.526
**D	ARTHUR P. BYRNE INVESTMENT MANAGEMENT TRUST UAD 08/11/00 ARTHUR P. BYRNE TTEE	0	3.173	3.173
**D	MUGUET VENTURES LLC	0	7.425	7.425
**D	STEPHEN DEFALCO PLEDGED COLLATERAL ACCOUNT FBO FIRST REPUBLIC BANK	0	5.100	5.100
**D	RODERICK VH LEES SUPERANNUATION FUND UAD 03/23/16 RODERICK VH LEES PTY LTD TTEE	0	210	210
**D	ROSENE LLC	0	12.236	12.236
**D	TUNG TAI FINANCE LIMITEDTUNG TAI FINANCE LIMITED	0	18.288	18.288
**D	MAY LOUISE COORS REVOCABLE TRUST DATED NOVEMBER 17 UAD 11/17/94 MAY L COORS TTEE	0	1.114	1.114
**D	AMERICAN FRIENDS OF THE HEBREW UNIVERSITY INC	0	20.759	20.759
**D	DEBBIE WHITT WALLACE 2008 TRUST UAD 08/20/08 DUNHAM TRUST COMPANY TTEE	0	93	93
**D	DIANE WHITT WALLACE 2012 SEP PROPERTY TRUST UAD 05/02/12 DIANE WHITT WALLACE TTEE	0	141	141
**D	THE OWEN FAMILY INVESTMENT TRUSTUAD 11/16/17 PLEDGED COLLATERAL ACCOUNT FBO FIRST REPUBLIC BANK	0	3.391	3.391
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	342.923	342.923
**D	DB RESIDUARY TRUST FOR MELANIE B. WERL U/I DATED SEPTEMBER 3.	0	3.317	3.317
**D	EMERSON GLAZER TRUST OF 1989	0	11.223	11.223
**D	FOLGER LEVIN LLP PROFIT SHARING PLAN AND TRUST FOLGER LEVIN LLP	0	9.367	9.367
**D	DB RESIDUARY TRUST FOR JOEL G. BROIDA U/I DTD 9/3/1981	0	3.317	3.317
**D	DB RESIDUARY TRUST FOR MARNA J. BROIDA U/I DATED SEPTEMBER 3.	0	3.318	3.318
**D	DB RESIDUARY TRUST FOR RICHARD A. BROIDA U/I DATED 9/3/1981.	0	3.318	3.318
**D	MATT J. WOLLMAN REV TRUST	0	3.757	3.757
**D	JOHN & TERRY LEVIN REVOCABLE TRUST	0	4.601	4.601
**D	JOHN GARDNER PERENCHIO IRREVOCABLE TRUST	0	23.364	23.364
**D	R. BLANE WALTER C/O TALISMAN CAPITAL	0	14.176	14.176
**D	KARSH LIVING TRUST	0	25.394	25.394
**D	ESMOND HARMSWORTH 1998 FAMILY SETTLEMENT CODAN TRUST COMPANY LIMITED	0	14.639	14.639
**D	ARTSFARE 2005 TRUST NO. 2	0	37.892	37.892
**D	SOLARI- LANE TRUST.	0	31.233	31.233
**D	BEL45 CAPITAL PARTNERS LLC	0	33.536	33.536
**D	THE JBUT MASTER INVESTMENT PARTNERSHIP LLP C/O JACOBUS WEALTH MANAGEMENT	0	139.991	139.991
**D	CYMI EQUITY L.P	0	35.096	35.096
**D	FLEURI HOLDINGS LLC	0	9.285	9.285
**D	THE GRAUSTEIN TRUSTS PARTNERSHIP	0	6.017	6.017
**D	THE HARRY L. BRADLEY JR. TRUSTS MASTER INVESTMENT PARTNERSHIP LLP C/O JACOBUS WEALTH MANAGEMENT	0	60.643	60.643
**D	ERIKA J. GLAZER 1995 TRUST	0	48.184	48.184
**D	CAMPBELL PENSION PLANS MASTER RETIREMENT TRUST	0	62.136	62.136
**D	PRESCIENT GLOBAL FUNDS ICAP.	0	114.327	114.327
**D	SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	0	314.611	314.611
**D	ANN C. GAIL 2022 IRREVOCABLE TR UAD 04/07/22 JUSTIN JASCHKE TTEE	0	5.017	5.017
**D	SANFORD REAL ESTATE GROUP LLC	0	1.723	1.723
**D	BLADEL FAMILY LIVING TRUST UAD 01/07/14 TODD R BLADEL & BRITNEY E BLADEL TTEES AMD 11/12/15	0	2.775	2.775
**D	ZENITH I LP	0	3.190	3.190
**D	LUIS A. GUZMAN REVOCABLE TRUST UAD 09/08/15 LUIS A GUZMAN & EDNA TRUJILLO TTEES AMD 11/11/21	0	6.256	6.256
**D	ADL CAPITAL INVESTORS LP	0	8.837	8.837
**D	RED FAMILY INVESTMENTS LLC	0	44.943	44.943

Azionisti in delega: 4.059

Pagina 55

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE SAUVAGE FAMILY TRUST UAD 12/19/03 LIONEL SAUVAGE & ARIANE SAUVAGE TTEES	0	36.592	36.592
**D	HUMAN ONE LLC	0	104.475	104.475
**D	CROMLEY/CHOU FAMILY 2013 TRUST UAD 08/08/13 BRENT CROMLEY & MILLIE CHOU TTEES	0	2.230	2.230
**D	MULLINS REVOCABLE TRUST UAD 10/28/09 ROGER D MULLINS & TEREI L MULLINS TTEES	0	4.691	4.691
**D	JAMES B PICK REVOCABLE TRUST UAD 09/22/00 JAMES B PICK TTEE	0	3.334	3.334
**D	JAMES P. PEKAR FAM ENDOWMENT TR UAD 01/01/15 LISA PEKAR TTEE	0	5.191	5.191
**D	LUNA TAJIR PARTNERSHIP	0	2.488	2.488
**D	WILLIAM R GRIMSLEY ADMINISTRATIVE TR UAD 05/26/96 DYLAN HERSHMAN TTEE	0	21.484	21.484
**D	2000 SOLON MARIANNA PATTERSON TR UAD 07/18/00 JOHN S PATTERSON & JOSEPH P PATTERSON TTEES	0	15.307	15.307
**D	KATHRYN MULLINS IRREV QSS TR UAD 12/21/12 JACK WISNIEWSKI TTEE	0	2.772	2.772
**D	JOSEPH MULLINS IRREV QSS TR UAD 12/21/12 JACK WISNIEWSKI TTEE	0	2.771	2.771
**D	JOSHUA MULLINS IRREV QSS TR UAD 12/21/12 JACK WISNIEWSKI TTEE	0	2.771	2.771
**D	PETER PEKAR IRREV QSS TR UAD 12/21/12 JOE SCHILZ TTEE	0	2.744	2.744
**D	ELIZABETH PEKAR IRREV QSS TR UAD 12/21/12 JOE SCHILZ TTEE	0	2.745	2.745
**D	ABIGAIL PEKAR IRREV QSS TR UAD 01/01/15 JOE SCHILZ TTEE	0	2.744	2.744
**D	SARAH PEKAR IRREV QSS TR UAD 01/01/15 JOE SCHILZ TTEE	0	2.744	2.744
**D	CU WARD F SCHUMANN FAM MRTL TR UAD 01/22/97 KRISTY FOSTER & SUSAN SCHUMANN TTEES	0	45.006	45.006
**D	JEFFREY F. LEHMAN 2021 RG TRUST UAD 08/24/21 SAGEWORTH TRUST COMPANY TTEE	0	2.791	2.791
**D	JAMES SPERTUS GST UAD 09/30/91 TALIA KOLIN TTEE	0	3.359	3.359
**D	JOHN SPERTUS GST UAD 09/30/91 JONATHAN DRACHMAN TTEE	0	3.351	3.351
**D	THOMAS FREDERICKS REV TRUST UAD 12/04/20 THOMAS FREDERICKS TTEE	0	2.437	2.437
**D	FRANKLIN N. LECRONE TRUST UAD 08/05/21 SAGEWORTH TRUST COMPANY TTEE	0	2.728	2.728
**D	SHARI CIMMARUSTI RALPH CIMMARUSTI JT TEN (BNY MELLON NA AS SECURED PARTY)	0	2.596	2.596
**D	ALBERT KEITH WHITAKER REV TR UAD 03/26/13 KEITH WHITAKER TTEE AMD 11/07/19	0	1.001	1.001
**D	THE STARKEY LIVING TRUST UAD 06/23/21 R STARKEY & B STARKEY TTEES.	0	5.295	5.295
**D	LANCASTER COUNTY COMMUNITY FOUNDATION	0	11.105	11.105
**D	2012 B FAMILY IRREV TRUST UAD 12/26/12 EMILE BAYLE TTEE	0	19.408	19.408
**D	GOULD FAMILY 2021 MULTITEN TRUST UAD 07/15/21 ELISHA P GOULD TTEE	0	5.701	5.701
**D	MILES G WELLESLEY (BNY MELLON NA AS SECURED PA	0	1.845	1.845
**D	DOWNER FAMILY TRUST UAD 06/08/18 MICHAEL J DOWNER & JESSICA B JOHNSON TTEES	0	3.501	3.501
**D	MICHAEL JOSEF DOWNER IRREV TRUST UAD 07/02/21 JESSICA B JOHNSON TTEE	0	4.933	4.933
**D	WILLIAM T AND CONSTANCE W RING TRUST UAD 12/23/98 W T RING & C W RING TTEES AMD 08/16/06	0	4.513	4.513
**D	DODER FAMILY TRUST UAD 11/18/97 SONJA R DODER TTEE AMD 08/15/19	0	2.375	2.375
**D	ESTATE OF WILLIAM E. BERNSTEIN PAULA P BERNSTEIN PER REP	0	2.288	2.288
**D	FAIR MANOR LLC	0	6.480	6.480
**D	KISSICK FAMILY FOUNDATION	0	8.492	8.492
**D	JOHN A BLANCHARD REVOCABLE TRUST UAD 05/01/12 JOHN A BLANCHARD TTEE	0	2.218	2.218
**D	THE NATHOO TRUST UAD 02/14/19 AMIR NATHOO & KIRSTY L NATHOO TTEES	0	2.142	2.142
**D	ELISHA P GOULD III 2021 GT UAD 05/02/21 SUSAN R GOULD TTEE	0	4.606	4.606
**D	1998 MOODY HINMAN REVOCABLE TR UAD 01/12/98 JENNIFER HINMAN & MICHAEL MOODY TTEES AMD 08/08/17	0	2.444	2.444
**D	M MEHDI AKHAEVIN REVOCABLE TR UAD 08/15/11 JALAL D AKHAEVIN TTEE	0	2.589	2.589
**D	LYNDA CARTER ALTMAN REV TR UAD 09/27/07 LYNDA CARTER ALTMAN TTEE AMD 04/20/21	0	21.229	21.229
**D	MARYANNE TRUMP BARRY 2021 GRAT UAD 04/20/21 MARYANNE TRUMP BARRY TTEE	0	16.634	16.634
**D	AMERICAN ENDOWMENT FOUNDATION FBO EDUS AND HARRIET WARREN CHARITABLE FUND.	0	2.818	2.818
**D	DIMITRI NIKOULINE LIVING TRUST UAD 01/28/19 DIMITRI NIKOULINE TTEE AMD 12/15/20	0	10.163	10.163
**D	PAULA AND WILLIAM BERNSTEIN FDN	0	4.433	4.433
**D	BERRIEN COMMUNITY FOUNDATION INC	0	11.460	11.460
**D	ALTMAN HOLDINGS LLC	0	36.219	36.219
**D	LUCKY ENOUGH LP	0	15.705	15.705
**D	MICHAEL J WOOD FAMILY TRUST UAD 11/19/20 MICHAEL J WOOD TTEE (BNY MELLON NA AS SECURED PARTY)	0	6.503	6.503

Azionisti in delega: 4.059

Pagina 56



1037

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 57

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STERITECH TRUST NUMBER TWO UAD 12/31/98 B JARVIS & J J CARPENTER TTEES	0	5.229	5.229
**D	BERT FISH FOUNDATION INC	0	10.079	10.079
**D	RMD 2020 TRUST UAD 04/16/20 LISA DESMOND TTEE	0	14.811	14.811
**D	ALLEN H RABINOW INSURANCE TRUST 2018 UAD 10/12/18 DAVID RABINOW TTEE	0	3.423	3.423
**D	FREDERICK S UPTON FOUNDATION	0	16.865	16.865
**D	KWL TRUST UAD 10/22/15 KEVIN LOVE TTEE	0	5.843	5.843
**D	DG TRUST UAD 10/07/16 DANILLO GALINARI TTEE	0	5.897	5.897
**D	RAFIK AND JACQUELINE WARD LIVINGTRUST UAD 10/01/16 RAFIK WARD & JACQUELINE WARD TTEES	0	1.571	1.571
**D	THE SEABURY FOUNDATION	0	4.832	4.832
**D	VALENTINE FAMILY DTV GST UAD 06/29/01 C VALENTINE & H VALENTINE & M VALENTINE TTEES	0	3.212	3.212
**D	JULIE ST JOHN TRUST UAD 05/31/11 JULIE ST JOHN TTEE (BNY MELLON NA AS SECURED PARTY)	0	3.314	3.314
**D	VALENTINE SURVIVOR'S TRUST UAD 04/29/67 H VALENTINE & C VALENTINE & M VALENTINE TTEES AMD 11/26/16	0	20.192	20.192
**D	AMERICAN ENDOWMENT FOUNDATION FEO JENNIFER FOSTER CHARITABLE FUND	0	3.459	3.459
**D	SCOTT R. WAGNER 2007 MULTIGEN TR UAD 06/25/07 SAGEWORTH TR CO TTEE THE HUNTINGTON NATIONAL BANK AS SECURED PARTY	0	9.005	9.005
**D	DAVID VOLKERT & ASSOCIATES INC	0	10.093	10.093
**D	SEAN T & BRANDI L MARS LIV TR UAD 05/24/18 BRANDI L MARS & SEAN T MARS TTEES	0	1.862	1.862
**D	RONALD WOOD SEP PROP TRUST UAD 06/12/19 RONALD D WOOD TTEE (BNY MELLON NA AS SECURED PARTY	0	6.957	6.957
**D	LLOYD G. EDWARDS JR. IRREV TRUST UAD 08/28/14 ALYCE C EDWARDS TTEE	0	4.442	4.442
**D	THE SAMUELS 2019 GST DESCENDANTS' TRUST UAD 06/06/19 LORI W SAMUELS & THEODORE R SAMUELS TTEES	0	15.250	15.250
**D	WBW FAMILY TRUST UAD 08/08/90 ELIZABETH BAMDEN TTEE.	0	8.785	8.785
**D	WDB DYNASTY LLC	0	4.610	4.610
**D	DAVID'S HARD WORK TRUST UAD 03/26/12 DAVID R ECKLES	0	6.901	6.901
**D	SAO 2015 FAMILY TRUST UAD 08/31/15 V F ORTHWEIN & A ORTHWEIN JR & P ORTHWEIN TTEES	0	10.271	10.271
**D	HARMAN 2019 IRREV CHILDREN'S TR UAD 01/14/19 F HARMAN & S HARMAN TTEES	0	7.467	7.467
**D	CONSTANTIN SAUVAGE IRREV GIFT TR UAD 04/20/15 MARK S TINGLOF TTEE	0	12.999	12.999
**D	GEORGE & CINDY RUSU FAM FND	0	3.883	3.883
**D	THE BELTZ FAMILY TRUST UAD 05/06/10 SCOTT T BELTZ & JENNIFER BELTZ TTEES	0	3.396	3.396
**D	MICHAEL A FELIX DEBORAH A FELIX JT TEN (BNY MELLON NA AS SECURED PARTY)	0	5.446	5.446
**D	BREYER FAMILY FOUNDATION C/O JIM BREYER	0	26.975	26.975
**D	JAMES W BREYER TRUST UAD 03/25/05 JAMES W BREYER TTEE BNY MELLON N.A. AS SECURED PARTY	0	125.757	125.757
**D	THEODORE S BREYER 2022 IRREV TRUST UAD 02/07/22 A7P TRUST COMPANY TTEE	0	6.484	6.484
**D	DANIEL W BREYER 2022 IRREV TRUST UAD 02/07/22 A7P TRUST COMPANY TTEE	0	6.672	6.672
**D	EMILY D. BREYER 2022 IRREV TRUST UAD 02/07/22 A7P TRUST COMPANY TTEE	0	8.732	8.732
**D	THE MORROW FAMILY TRUST UAD 08/07/02 RONALD B MORROW TTEE	0	4.695	4.695
**D	ELIZA C ROBERTS TRUST UAD 07/28/86 J R BOCKSTOCE & G A HAYES TTEES	0	8.102	8.102
**D	HICKORY FOUNDATION	0	11.026	11.026
**D	STEPHEN AUGUST ORTHWEIN MAR TR UAD 02/11/93 A B ORTHWEIN JR & V F ORTHWEIN & P B ORTHWEIN TTEES	0	8.577	8.577
**D	ELMON VERNIER JR REV TR OF 1996 UAD 09/09/96 ELMON L VERNIER JR TTEE AMD 04/19/10	0	10.340	10.340
**D	RED FAMILY INVESTMENTS LLC 13	0	25.632	25.632
**D	RED FAMILY INVESTMENTS LLC 12	0	9.401	9.401
**D	GOLD FAMILY INVESTMENTS LLC 53	0	23.354	23.354
**D	GOLD FAMILY INVESTMENTS LLC 52	0	6.043	6.043
**D	GOLD FAMILY INVESTMENTS LLC 51 (C)	0	5.379	5.379
**D	GOLD FAMILY INVESTMENTS LLC 51 (A)	0	3.296	3.296
**D	GOLD FAMILY INVESTMENTS LLC 51 (B)	0	3.284	3.284
**D	GOLD FAMILY INVESTMENTS LLC 50	0	852	852
**D	KOLIN FAMILY TRUST UAD 01/08/20 BENJAMIN KOLIN & MONIQUE KOLIN TTEES	0	6.316	6.316
**D	ALICANTE PARTNERS L P	0	12.435	12.435
**D	ASSET FACTORING LLC	0	4.777	4.777

Azionisti in delega: 4.059

Pagina 58

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NORTH CHARLES LLC	0	11.643	11.643
**D	NATIONAL CENTER ON EDUCATION & THE ECONOMY	0	11.511	11.511
**D	KUSEL CAPITAL MANAGEMENT LLC.	0	9.424	9.424
**D	HENRY KUSEL ASSOCIATES LLC.	0	4.665	4.665
**D	LIBRA FOUNDATION GLOBAL EQUITY	0	5.061	5.061
**D	BUCKLEY REVOCABLE TRUST UAD 10/03/94 MIMI M BUCKLEY & PETER BUCKLEY TTEES	0	14.712	14.712
**D	LISA & DOUGLAS GOLDMAN FUND JENNIFER	0	4.527	4.527
**D	LISA & DOUGLAS GOLDMAN FUND MATTHEW	0	4.527	4.527
**D	LISA & DOUGLAS GOLDMAN FUND	0	27.486	27.486
**D	ZEISLER/BAILEY FAMILY TRUST UAD 05/14/98 JOHN ZEISLER & JENNIFER BAILEY TTEES AMD 01/24/12	0	13.097	13.097
**D	LISA & DOUGLAS GOLDMAN FUND JASON	0	4.525	4.525
**D	GEORGE D KENNEDY CRUT UAD 12/03/07 GEORGE D KENNEDY TTEE	0	2.125	2.125
**D	GEORGE D KENNEDY CRUT UAD 12/15/94 VALERIE P KENNEDY & GEORGE D KENNEDY TTEES	0	3.719	3.719
**D	JOHN & MARCIA GOLDMAN FDN INTL	0	40.384	40.384
**D	JOHN & MARCIA GOLDMAN FDN JESSICA	0	4.546	4.546
**D	MARVAN FAMILY INVESTMENTS LLC	0	6.389	6.389
**D	GOLDMAN ENVIRONMENTAL FOUNDATION	0	16.970	16.970
**D	FOUNDATION FOR THE ARTS	0	10.110	10.110
**D	3RD MILLENNIUM TRUST UAD 03/17/99 MARK STEVENS & MARY STEVENS TTEES AMD 09/05/03	0	39.308	39.308
**D	OSITO HOLDINGS LLC	0	3.771	3.771
**D	DANE NICHOLS 1993 TRUST UAD 06/15/93 DANE NICHOLS TTEE AMD 09/16/96	0	350	350
**D	SUSAN JACKSON LEVINE REV TR UAD 12/23/76 S J-LEVINE TTEE AMD 01/01/99 1211	0	4.679	4.679
**D	D. MCLEAN 2012 DESCENDANTS TR UAD 03/15/12 D MCLEAN & J M KEARNEY & K L KEARNEY TTEES	0	8.943	8.943
**D	US BOARD OF TTEE ATHENS COLLEGE	0	9.738	9.738
**D	THE KEARNEY 2011 DESCENDANTS TR UAD 12/22/11 D MCLEAN & J M KEARNEY & J D MCLEAN & K L KEARNEY TTEES	0	9.880	9.880
**D	SHEPUTIS CAMPBELL FAMILY TRUST UAD 03/22/19 SUSAN L CAMPBELL & JOHN P SHEPUTIS TTEES	0	6.222	6.222
**D	LONDON IRR FAM TR FBO BENJAMIN UAD 12/14/99 VALERIE LONDON TTEE	0	10.943	10.943
**D	THE ALTMAN LEGACY TRUST UAD 07/05/07 SUSAN ALTMAN TTEE	0	27.153	27.153
**D	HARMAN FAMILY FOUNDATION DRESSLER & ASSOCIATES	0	16.467	16.467
**D	ROBIN B SMITH REVOCABLE TRUST UAD 12/23/10 ROBIN B SMITH TTEE	0	19.048	19.048
**D	LAMAR LELAND 2006 REV TRUST UAD 04/18/06 R A LELAND & H E LELAND & L LELAND TTEES AMD 06/19/13 371	0	1.881	1.881
**D	LAMOND 1997 CHARITABLE TRUST UAD 06/10/97 PIERRE R LAMOND TTEE	0	4.200	4.200
**D	JOHN S ROSEKRANS TRUST UAD 06/04/08 JOHN S ROSEKRANS TTEE AMD 06/06/08	0	3.409	3.409
**D	TIBURON PARTNERS LP (BNY MELLON NA AS SECURED PARTY)	0	10.956	10.956
**D	NANCY S MUELLER REVOCABLE TRUST UAD 12/10/81 NANCY S MUELLER TTEE AMD 11/06/12 (BNY MELLON NA AS SECURED PARTY)	0	7.067	7.067
**D	SCHIEF CAPITAL COMPANY LP	0	7.699	7.699
**D	THE STANTON FOUNDATION	0	40.319	40.319
**D	EDWARD C TOPHAM REV TRUST UAD 11/10/00 EDWARD C TOPHAM TTEE	0	9.234	9.234
**D	TREE TOPS PARTNERS L.P.	0	7.475	7.475
**D	O'SHAUGHNESSY LIVING TRUST UAD 07/29/13 R T O'SHAUGHNESSY & ET AL TTEES AMD 04/17/19 (BNY MELLON NA AS SECURED PARTY)	0	2.193	2.193
**D	THE JESSICA TRUST UAD 11/03/99 SUSAN ALTMAN TTEE	0	4.041	4.041
**D	THE WILLOW TRUST UAD 02/22/99 J CALLINAN & L CALLINAN TTEES AMD 05/03/07	0	4.934	4.934
**D	THE JAMES TRUST THE JAMES TRUST UAD 11/03/99 SUSAN ALTMAN TTEE	0	3.891	3.891
**D	GOODMAN RUBIN CHILDREN'S REM TR UAD 07/18/07 ANDREW GOODMAN & MYRA RUBIN TTEES	0	9.590	9.590
**D	GOODMAN/RUBIN FAMILY TRUST UAD 03/02/92 MYRA RUBIN & ANDREW GOODMAN TTEES AMD 07/11/07	0	6.677	6.677
**D	GALEN TAYLOR DESCENDANTS' TRUST UAD 11/16/16 NANCY BRYANT TTEE.	0	11.250	11.250
**D	JACKSON-GRUBE LIMITED PARTNERSHIP	0	4.779	4.779
**D	JENNIFER R GOLDMAN REV TRUST UAD 09/01/16 JENNIFER GOLDMAN TTEE	0	1.849	1.849
**D	THE JESSICA GOLDMAN FOUNG TRUST UAD 12/26/07 JESSICA L GOLDMAN-FOUNG TTEE	0	3.295	3.295

Azionisti in delega. 4.059

Pagina 59

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 60

Assemblea Ordinaria del 19 maggio 2022

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 61

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JOHN C HASKINS REV TR UAD 10/05/18 JOHN HASKINS TTEE AMD 02/11/19	0	21.618	21.618
**D	FAMWY CAPITAL PARTNERS LTD	0	20.613	20.613
**D	NYACK HOLDINGS LLC	0	5.089	5.089
**D	WILLIAM H HANNON FOUNDATION	0	6.012	6.012
**D	ADAM RICHARDS MD (BNY MELLON NA AS SECURED PARTY) .	0	10.021	10.021
**D	JULIE FLESSAS-TAKTON (BNY MELLON AS SECURED PARTY	0	5.788	5.788
**D	JULIE F TAKTON 2012 IRR TR UAD 12/11/12 JULIE GORENS-WINSTON TTEE	0	3.640	3.640
**D	METROPOLITAN INVESTMENTS LLC	0	15.028	15.028
**D	SKIRBALL CULTURAL CENTER	0	9.888	9.888
**D	CHRISTINE F DRIESSEN REV TR UAD 08/01/12 CHRISTINE DRIESSEN TTEE	0	2.829	2.829
**D	JUDY WEBB GRANDCHILDREN'S TRUST UAD 11/22/13 JUDY C WEBB & JOHN T LEWIS TTEES	0	6.921	6.921
**D	MARK DALZELL REV. LIVING TRUST UAD 06/16/95 MARK H DALZELL TTEE	0	9.104	9.104
**D	JAMES & AUNE NELSON FDN SUB ACCOUNT	0	4.915	4.915
**D	ROBERT N. BREWER FAMILY FOUNDATION	0	12.269	12.269
**D	RITA BERRO LIVING TRUST UAD 08/17/15 EDWARD BERRO & RITA BERRO TTEES AMD 05/02/19.	0	5.638	5.638
**D	UNIVERSITY HILL FOUNDATION	0	10.007	10.007
**D	SM ASSOCIATES	0	6.194	6.194
**D	TODD AND TATIANA JAMES FAMILY TRUST UAD 09/07/05 TODD S JAMES & TATIANA JAMES TTEES AMD 12/17/12	0	15.839	15.839
**D	MARYANNE T BARRY 2013 REVOCABLE TRUST UAD 11/21/13 MARYANNE TRUMP BARRY TTEE	0	12.485	12.485
**D	CHP 11--99 FOUNDATION	0	46.041	46.041
**D	2010 BARTH CHILDREN'S IRREV GST NON-EXEMPT TR UAD 10/29/10 ANDY F BARTH TTEE	0	14.919	14.919
**D	MARYANNE T BARRY GST DTD 10/6/00 UAD 10/06/00 DAVID W DESMOND & LISA DESMOND TTEES	0	13.898	13.898
**D	DAVID & LISA DESMOND 2005 REV TR UAD 06/09/05 DAVID W DESMOND & LISA DESMOND TTEES .	0	2.063	2.063
**D	D DESMOND TR U/A MTB 2010 GRAT UAD 09/23/10 DAVID J STOLL & DAVID W DESMOND TTEES	0	9.936	9.936
**D	DESMOND TR UNDER MTB 2002 GRAT UAD 08/01/02 DAVID W DESMOND & LISA DESMOND TTEES (BNY MELLON NA AS SECURED PARTY) .	0	24.885	24.885
**D	M T BARRY 2011 LONG TERM TRUST UAD 11/20/11 LISA DESMOND & DAVID W DESMOND TTEES	0	4.683	4.683
**D	THE LESLIE & ELAINE HOFFMAN FDN	0	16.558	16.558
**D	MCF PARTNERSHIP L.P.	0	6.948	6.948
**D	WEATHERSFIELD LLLP	0	4.975	4.975
**D	DRW CAPITAL LLC	0	9.933	9.933
**D	DRW HOLDINGS LLC	0	38.166	38.166
**D	WELLMAN ROBINSON REVOCABLE TRUST UAD 01/22/15 TOM ROBINSON & JOAN E WELLMAN TTEES	0	4.375	4.375
**D	EDWARD BERRO LIVING TRUST UAD 08/17/15 RITA BERRO & EDWARD BERRO TTEES AMD 05/02/19.	0	5.320	5.320
**D	THE HARPER FAMILY FOUNDATION	0	9.874	9.874
**D	THE RAUCH FAMILY FOUNDATION	0	12.630	12.630
**D	A L 2012 NONEXEMPT GRAT UAD 04/30/12 ALICIA MINANA & ROBERT LOVELACE TTEES	0	3.518	3.518
**D	I L 2012 NONEXEMPT GRAT REMAINDER TR UAD 04/30/12 ROBERT LOVELACE & ALICIA MINANA TTEES	0	3.507	3.507
**D	ELLEN CARR TRUST UAD 03/06/07 ELLEN CARR TTEE AMD 11/02/11	0	6.731	6.731
**D	JAMES & AUNE NELSON FDN	0	2.704	2.704
**D	THE M.M. GOOD REVOCABLE TRUST UAD 06/21/05 MARISSA A MAYER TTEE (BNY MELLON NA AS SECURED PARTY)	0	15.401	15.401
**D	ERIKA ARMITAGE KELTON REVOCABLE TRUST UAD 04/04/03 ERIKA A KELTON TTEE (BNY MELLON NA AS SECURED PARTY)	0	3.695	3.695
**D	PAULA B PRETIOW TR UAD 01/25/02 P PRETIOW TTEE AMD 01/29/16 BNY MELLON N.A. AS SECURED PARTY	0	3.942	3.942
**D	TIJAN BELCHER REVOCABLE TRUST UAD 07/11/01 ROBERT TIJAN & CLAUDIA BELCHER TTEES AMD 10/12/07	0	8.818	8.818
**D	TREVOR P BOND (BNY MELLON NA AS SECURED PA	0	6.393	6.393
**D	M.M. SUNSHINE IRREVOCABLE TRUST UAD 12/26/12 MARISSA A MAYER TTEE	0	10.693	10.693
**D	WHH FOUNDATION	0	9.547	9.547
**D	THE FRANK-LINN FAMILY TRUST UAD 06/08/09 CHERYL FRANK & MICHAEL LINN TTEES AMD 10/06/10	0	20.017	20.017
**D	CLEMMENSEN INVESTMENTS 2018 LLC	0	9.138	9.138
**D	HARRIET H WARREN REV TRUST UAD 05/31/96 H H WARREN TTEE AMD 06/13/06	0	6.766	6.766

Azionisti in delega. 4.059

Pagina 62

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	WARREN MARITAL TR FBO HH WARREN UAD 08/09/90 HARRIET H WARREN TTEE	0	13.701	13.701
**D	ABNER & ROSLYN GOLDSTONE LIV TR UAD 03/05/91 A GOLDSTONE & R GOLDSTONE TTEES AMD 12/10/04 GLOBAL	0	8.562	8.562
**D	MUDDY PAWS LP	0	10.849	10.849
**D	COX INVESTMENT COMPANY LP	0	10.799	10.799
**D	GRAY NON-EXEMPT MARITAL TRUST UAD 07/28/86 MARIE GRAY TTEE AMD 08/03/11 11817 ..	0	11.703	11.703
**D	LEONA DELIBERATO BNY MELLON N.A. AS SECURED P.	0	2.527	2.527
**D	FRED C ANTHONY'S CHILDREN'S TR UAD 04/01/03 FRANCES J ANTHONY & FRED ANTHONY TTEES	0	14.993	14.993
**D	FRED C ANTHONY 2012 FAMILY TRUST UAD 12/13/12 FRANCES J ANTHONY & TERRY C ANTHONY TTEE	0	3.762	3.762
**D	TERRY C ANTHONY 2012 FAMILY TR UAD 12/13/12 FRED ANTHONY & JEREMY PAVA TTEES	0	3.757	3.757
**D	JAMES MONTGOMERY 2012 FAMILY TRUST UAD 11/30/12 B L WALL & J MONTGOMERY TTEES WHITE & CASE LLP	0	4.109	4.109
**D	ANNABEL D MONTGOMERY 2012 TRUST UAD 11/30/12 J MONTGOMERY & B L WALL TTEES WHITE & CASE LLP	0	4.109	4.109
**D	CYNTHIA SEARS BUXTON TR UAD 05/11/89 CYNTHIA L SEARS TTEE AMD 09/29/17	0	14.071	14.071
**D	JEREMY PAVA CHILDREN'S TRUST UAD 04/01/03 JEREMY PAVA & ARLEN LICHTER TTEES AMD 01/01/11	0	11.488	11.488
**D	RAUCH FAMILY LIVING TRUST UAD 03/01/99 HEATHER WATKINS & SAMUEL SALEN TTEES	0	2.786	2.786
**D	SHALLMAN FAMILY TRUST UAD 05/17/17 JOHN D SHALLMAN & LANI M BARRAMEDA-SHALLMAN TTEES	0	4.816	4.816
**D	PATRICIA FINK SP TRUST UAD 05/16/16 KRIS POPOVICH & PATRICIA FINK TTEES (BNY MELLON NA AS SECURED PARTY)	0	1.198	1.198
**D	THE FRED C ANTHONY REVOCABLE TRUST UAD 12/08/03 TERRY C ANTHONY & FRED ANTHONY TTEES	0	3.791	3.791
**D	DAVID E.I. PYOTT TRUST UAD 04/18/14 DAVID PYOTT TTEE AMD 12/18/17	0	28.332	28.332
**D	GRAY SURVIVOR'S TR UAD 07/28/86 MARIE GRAY TTEE AMD 08/03/11 BNY MELLON N.A. AS SECURED PARTY ..	0	2.539	2.539
**D	KATE LEAR INC	0	2.794	2.794
**D	THE FRANCES LEAR FOUNDATION	0	3.425	3.425
**D	THE BAUMGARTNER FAMILY 2015 REVOCABLE TR UAD 05/14/15 GUNTHER BAUMGARTNER & MARY JANE BAUMGARTNER TTEES	0	7.931	7.931
**D	2012 GST EXEMPT IRREV DEED OF TR OF JAMES A NOLEN IV UAD 12/20/12 MARGARET A NOLEN & SAGEWORTH TRUST COMPANY TTEES	0	0	4.562
**D	STEVEN T WATSON REVOCABLE TRUST UAD 08/11/00 S WATSON & B WATSON TTEES AMD 12/28/02 BNY MELLON N.A. AS SECURED PARTY	0	0	6.587
**D	HAWK ROCK FOUNDATION	0	20.360	20.360
**D	GST EXMPT FAMILY TRUST U/A MICHAEL UAD 06/19/09 SAGEWORTH TRUST COMPANY TTEE C/O SAGEWORTH TRUST COMPANY	0	3.693	3.693
**D	LINDA LEE REECE TR UAD 01/01/03 LINDA LEE REECE TTEE C/O ANDREA BRANT	0	4.809	4.809
**D	IAN YOLLES FAMILY TR UAD 11/04/12 IAN YOLLES & IRENE PARIKHAL TTEES	0	3.413	3.413
**D	DIMARCO / HARLEEN 1990 REV TRUST UAD 09/20/90 S G DIMARCO & J B HARLEEN TTEES AMD 06/01/12	0	12.924	12.924
**D	HILGARD HOLDINGS LLC	0	5.083	5.083
**D	KAPLAN WRIGHT FAMILY TRUST UAD 01/22/01 ANDREW J KAPLAN & ALLISON WRIGHT TTEES AMD 09/03/10	0	4.629	4.629
**D	O FAMILY TRUST UAD 02/12/05 EUGENE M OHR & CATHERINE OHR TTEES	0	12.544	12.544
**D	THE ROCK HOLLOW 2013 TRUST UAD 10/20/13 ADAM FIRESTONE & KATHERINE C FIRESTONE TTEES	0	19.336	19.336
**D	ERIC & RACHEL STERN REV 1999 TR UAD 03/02/99 RACHEL STERN & ERIC STERN TTEES IE	0	5.602	5.602
**D	JOHN AND KATHY KISSICK TRUST UAD 07/18/96 JOHN KISSICK & KATHY KISSICK TTEES AMD 03/15/07	0	9.527	9.527
**D	BROWN FAMILY TRUST UAD 05/01/96 JAMES BROWN & JOYCE BROWN TTEES AMD 05/08/08	0	16.711	16.711
**D	THE ROWLAND FAMILY REV TR UAD 02/15/99 M MURPHY & T ROWLAND TTEES AMD 04/02/15 (BNY MELLON NA AS SECURED PARTY)	0	7.953	7.953
**D	R C 2004 REVOCABLE TRUST UAD 04/05/04 ROBERTA A CONROY TTEE	0	6.567	6.567
**D	SCOTT HASKINS REV TRUST UAD 08/11/10 SCOTT M HASKINS TTEE (BNY MELLON NA AS SECURED PARTY)	0	12.818	12.818
**D	ROBIN ZAKOOR LIV TR UAD 08/04/16 ROBIN L ZAKOOR TTEE	0	2.000	2.000
**D	OLIVIA SEARS REVOCABLE TRUST UAD 09/20/02 OLIVIA SEARS TTEE AMD 12/03/19	0	6.739	6.739
**D	MARITAL TRUST U/A F EUGENE DIXON JR UAD 06/30/06 E MILLER ET AL TTEES ESQ BALLARD SPAHR LLP	0	25.731	25.731
**D	KENNEDY LIVING TRUST UAD 03/24/99 R KENNEDY & E KENNEDY TTEES AMD 06/24/04	0	7.710	7.710
**D	MERIDIAN FIRST TRUST UAD 03/17/14 STANLEY E MARON TTEE	0	6.233	6.233
**D	GHEHY LIVING TRUST UAD 03/08/91 BERTA A GHEHY & FRANK O GHEHY TTEES AMD 11/18/08	0	26.565	26.565
**D	SCHNEIDER FAMILY TRUST UAD 04/23/07 DOUGLAS SCHNEIDER & PAULETTE SCHNEIDER TTEES	0	5.799	5.799
**D	ANN C BARTRAM REVOCABLE TRUST UAD 01/06/10 ANN C BARTRAM TTEE	0	8.203	8.203
**D	NAHMIAS FAMILY TRUST UAD 08/13/07 EDWARD B NAHMIAS & DEENA NAHMIAS TTEES	0	7.191	7.191

Azionisti in delega: 4.059

Pagina 63

1044

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 64

1045

Assemblea Ordinaria del 19 maggio 2022

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 65

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO09/2024	0	2.283	2.283
**D	EURIZON CAPITAL SGR - EURIZON PIR ITALIA 30	0	7.896	7.896
**D	EURIZON CAPITALSGR-EURIZONAMBIANCIATOEUROARISCHICONTROLLATO	0	30.612	30.612
**D	EURIZON CAPITAL SGR - EURIZON AM FLEXIBLE TRILOGY	0	43.331	43.331
**D	EURIZON CAPITAL SGR - EURIZON AM TOTAL RETURN MODERATO	0	80.800	80.800
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO05/2025	0	402	402
**D	EURIZON CAPITAL SGR - EURIZON PROGETTO ITALIA 70	0	2.680.234	2.680.234
**D	EURIZON CAPITAL SGR - EURIZON AM TOTAL RETURN DIFENSIVO	0	45.697	45.697
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND II	0	125.217	125.217
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND II	0	12.908	12.908
**D	EURIZONCAPITALSGR-EURIZONGLOBALMULTIASETSELECTION09/2022	0	5.651.789	5.651.789
**D	EURIZON CAPITAL SGR - EURIZON AZIONI ITALIA	0	1.348	1.348
**D	EURIZON CAPITAL SGR - EURIZON TOPSELECTION EQUILIBRIO03/2024	0	1.191	1.191
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO05/2024	0	2.852	2.852
**D	EURIZON CAPITAL SGR - EURIZON TOP SELECTION CRESCITA 06/2024	0	2.205	2.205
**D	EURIZON CAPITAL SGR - EURIZON TOP SELECTION CRESCITA 05/2024	0	1.985	1.985
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION EQUILIBRIO03/2025	0	14.698	14.698
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASET II	0	25.017	25.017
**D	EURIZON CAPITAL SGR - EURIZON AM OBIETTIVO STABILITA	0	134.589	134.589
**D	EURIZON CAPITAL SGR - EURIZON AZIONI INTERNAZIONALI	0	200.000	200.000
**D	EURIZON CAPITAL SGR - EURIZON AZIONI PMI ITALIA	0	821	821
**D	EURIZON CAPITAL SGR -EURIZON TOP SELECTION CRESCITA 12/2023	0	1.680	1.680
**D	EURIZON CAPITAL SGR -EURIZON TOP SELECTION CRESCITA 03/2024	0	2.253.932	2.253.932
**D	EURIZON CAPITAL SGR - EURIZON PROGETTO ITALIA 40	0	864.284	864.284
**D	EURIZON CAPITAL SGR - EURIZON AM MITO 50	0	8.426	8.426
**D	EURIZON CAPITAL SGR - EURIZON AM RITORNO ASSOLUTO	0	314.950	314.950
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND	0	234.169	234.169
**D	EURIZON CAPITAL SGR - EURIZON AZIONI EUROPA	0	316.328	316.328
**D	EURIZON CAPITAL SGR - EURIZON AZIONI AREA EURO	0	25.856	25.856
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASET 30	0	22.785	22.785
**D	EURIZON CAPITAL SGR - EURIZON AM OBIETTIVO CONTROLLO	0	421.189	421.189
**D	EURIZON CAPITAL SGR - EURIZON PIR ITALIA AZIONI	0	3.268	3.268
**D	EURIZON CAPITAL SGR-EURIZON TOP SELECTION CRESCITA 09/ 2024	0	3.019	3.019
**D	EURIZON CAPITAL SGR -EURIZON TOP SELECTION CRESCITA 03/2025	0	1.595	1.595
**D	EURIZON CAPITAL SGR -EURIZONTO SELECTIONEQUILIBRIO12/2024	0	3.414	3.414
**D	EURIZON CAPITAL SGR-EURIZONTOPSELECTIONCRESCITA12/2024	0	47.639	47.639
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	441.281	441.281
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	2.779.913	2.779.913
**D	INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	0	4.427.418	4.427.418
**D	ABN AMRO FUNDS	0	3.110.000	3.110.000
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	93.000	93.000
**D	ALLIANZ ITALIA 50 SPECIAL	0	2.490	2.490
**D	LABORFONDS - FONDO PENSIONE COMPLEMENTARE LAVORATORI DIPENDENTIOERANTI IN TRENTINO ALTO ADIGE	0	24.192	24.192
**D	ALMEGLIO - FONDO PENSIONE APERTO ALLEANZA A CONTRIBUZIONE DEFINITA	0	3.669.187	3.669.187
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	137.610	137.610
**D	BP PENSION FUND	0	364.727	364.727
**D	NEW AIRWAYS PENSION SCHEME	0	12.192	12.192
**D	RUSSELL INVESTMENTS INTERNATIONAL SHARES FUND	0	24.170	24.170
**D	RUSSELL INVESTMENTS GLOBAL OPPORTUNITIES FUND	0	157.165	157.165
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	2.609	2.609
**D	STATE STREET GLOBAL INDEX PLUS TRUST	0		

Azionisti in delega: 4.059

Pagina 66

1047

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

FAVOREVOLI

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

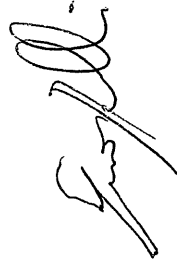
Azionisti in delega. 4.059

Pagina 67

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

FAVOREVOLI

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



LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 69

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 70

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 71



1052

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE BANK OF KOREA	0	76.208	76.208
**D	SELFFINANCING POSTSECONDARY EDUCATION FUND	0	4.541	4.541
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	44.831	44.831
**D	SERVICES GROUP OF AMERICA INC	0	60.767	60.767
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND	0	1.119.202	1.119.202
**D	KONSUMENTKOOPERATIONENS PENSIONSSSTIFTELSE	0	119.784	119.784
**D	SCOTIA PRIVATE INTERNATIONAL EQUITY POOL	0	1.381.439	1.381.439
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	13.695	13.695
**D	KPA TJANSTEPENSION AB (PUBL)	0	24.273	24.273
**D	KPA PENSIONSFORSAKRING AB (PUBL)	0	1.970.791	1.970.791
**D	FOLKSAM OMSESIDIG LIVFORSAKRING	0	861.545	861.545
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	0	256.519	256.519
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND	0	340.446	340.446
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC GLOBAL LISTED INFRA	0	283.940	283.940
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROWTH FUND	0	35.832	35.832
**D	RUSSELL GLOBAL INFRASTRUCTURE POOL	0	1.332.913	1.332.913
**D	RUSSELL OVERSEAS EQUITY POOL	0	134.744	134.744
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	11.604	11.604
**D	THRIVENT GLOBAL STOCK PORTFOLIO	0	241.623	241.623
**D	THRIVENT CORE INTERNATIONAL EQUITY FUND	0	321.441	321.441
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	79.955	79.955
**D	THRIVENT INTERNATIONAL ALLOCATION FUND	0	406.252	406.252
**D	DEAM-FONDS CPT	0	76.000	76.000
**D	DWS INVESTMENT GMBH FOR DWS NOTAEZTE	0	75.000	75.000
**D	THRIVENT INTERNATIONAL ALLOCATION PORTFOLIO	0	768.264	768.264
**D	THRIVENT GLOBAL STOCK FUND	0	340.303	340.303
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PES	0	70.000	70.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KLP 1	0	87.100	87.100
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PPC GEQ	0	9.189	9.189
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SVSW	0	29.830	29.830
**D	DWS INVESTMENT GMBH FOR DEAMFONDS LW1	0	9.000	9.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PAD	0	890.000	890.000
**D	DWS INVESTMENT GMBH FOR DEUTSCHE BERGBURG 15	0	80.000	80.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SC5M	0	4.225	4.225
**D	DWS INVESTMENT GMBH FOR DEAMFONDS STK	0	18.042	18.042
**D	DWS INVESTMENT GMBH FOR DEAMFONDS UVG 1	0	12.300	12.300
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PTF	0	42.300	42.300
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SF5WL	0	500.000	500.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS SLM 1	0	170.000	170.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS LHG 1	0	107.711	107.711
**D	DWS INVESTMENT GMBH FOR DEAMFONDS OKA	0	29.995	29.995
**D	DWS INVESTMENT GMBH FOR DEUTSCHE LNLIM	0	60.000	60.000
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS DVERG	0	28.685	28.685
**D	DWS INVESTMENT GMBH FOR DEAMFONDS EXEMPLUM	0	9.025	9.025
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KDE 1	0	16.000	16.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS WOP 2	0	112.630	112.630
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN	0	53.024	53.024
**D	DWS INVESTMENT GMBH FOR DEAMFONDS DKS 1	0	68.000	68.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS TOCO	0	88.400	88.400
**D	DWS INVESTMENT GMBH FOR DEAMFONDSBCA 1	0	39.454	39.454

Azionisti in delega: 4.059

Pagina 72

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 73

2054

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 74



4055

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 75

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 76

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CP INTERNATIONAL PARTNERS	0	46.196	46.196
**D	MERCER DIOCESE OF BROOKLYN GROWTH STRATEGY	0	89.900	89.900
**D	MERCER DIOCESE OF BROOKLYN LAY PENSION INVESTMENT TRUST	0	23.300	23.300
**D	BEAR CREEK INC	0	48.052	48.052
**D	THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	0	196.446	196.446
**D	BROOKFIELD REAL ASSETS HYBRID MASTER FUND L.P.	0	33.651	33.651
**D	AMERICAN BUREAU OF SHIPPING	0	7.941	7.941
**D	MTBJ PINEBRIDGE GLOBAL TECHNOLOGY INFRASTRUCTURE MOTHER FND	0	212.500	212.500
**D	UNITED TECHNOLOGIES CORPORATIONEMPLOYEE SAVINGS PLAN MASTER TRU	0	2.010.408	2.010.408
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGKB CARBON FOCUS	0	14.714	14.714
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	620.976	620.976
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	43.587	43.587
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	927.127	927.127
**D	ANIMA FUNDS PUBLIC LIMITED COMPANY	0	3.651.133	3.651.133
**D	MTBJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	0	174.216	174.216
**D	ABERDEEN GLOBAL INFRASTRUCTURE FUND	0	157.400	157.400
**D	ABERDEEN DYNAMIC DIVIDEND FUND	0	220.200	220.200
**D	REAVES UTILITY INCOME FUND	0	7.650.000	7.650.000
**D	THE NOMURA TRUST AND BANKING CO., LTD. AS THE TRUSTEE OF DEUTSCHE EUROSTAR OPEN	0	25.000	25.000
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	536.932	536.932
**D	ABERDEEN GLOBAL DYNAMIC DIVIDEND FUND	0	278.400	278.400
**D	ABERDEEN TOTAL DYNAMIC DIVIDENDFUND	0	1.990.200	1.990.200
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	21.039	21.039
**D	XEROX CANADA EMPLOYEES` RETIREMENT PLAN	0	24.900	24.900
**D	MATB MSCI KOKUSAI INDEX MOTHER FUND	0	140.642	140.642
**D	STB DEUTSC HE GLOBAL HIGH DIVIDEND EQUITY MOTHER FUND	0	30.324	30.324
**D	AMERICAN BAR ASSOCIATION MEMBERS/MTC COLLECTIVE TRUST	0	16.400	16.400
**D	AMCETF QUALITY DIVERSIFIED INTERNATIONAL ETF	0	44.947	44.947
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	228.014	228.014
**D	AMERICAN CENTURY INVESTMENT MANAGEMENT INC	0	3.674	3.674
**D	DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	0	71.901	71.901
**D	DWS INVESTMENT GMBH FOR DWS DYNAMIK	0	5.938	5.938
**D	DWS INVESTMENT GMBH FOR DWS STIFTUNGSFONDS	0	1.000.000	1.000.000
**D	DWS INVESTMENT GMBH FOR DWS TOPEUROPE	0	2.100.000	2.100.000
**D	DWS INVESTMENT GMBH FOR DWS Q1 EUROZONE EQUITY	0	61.273	61.273
**D	DWS INVESTMENT GMBH FOR BALOISE-AKTIONFONDS DWS	0	175.000	175.000
**D	DWS INVESTMENT GMBH FOR DWS DYNAMIC OPPORTUNITIES	0	10.050.000	10.050.000
**D	DWS INVESTMENT GMBH FOR DWS VORSORGE AS (FLEX)	0	59.271	59.271
**D	DWS INVESTMENT GMBH FOR LEA FONDS DWS	0	67.000	67.000
**D	DWS INVESTMENT GMBH FOR DWS ESGTOP WORLD	0	4.120.000	4.120.000
**D	DWS INVESTMENT GMBH FOR DWS TOPDIVIDENDE	0	21.000.000	21.000.000
**D	DWS INVESTMENT GMBH FOR E ON AKTIONFONDS DWS	0	75.000	75.000
**D	DWS INVESTMENT GMBH FOR DWS VORSORGE AS (DYNAMIK)	0	146.665	146.665
**D	DWS INVESTMENT GMBH FOR LOEWEN AKTIONFONDS	0	55.000	55.000
**D	DWS INVESTMENT GMBH FOR DWS SACHWERTE	0	231.144	231.144
**D	DWS INVESTMENT GMBH FOR DWS DEFENSIV	0	39.185	39.185
**D	DWS INVESTMENT GMBH FOR ALBATROS FONDS	0	16.394	16.394
**D	DWS INVESTMENT GMBH FOR DWS BALANCE	0	276.157	276.157
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	13.070.266	13.070.266
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	481.598	481.598

Azionisti in delega: 4.059

Pagina 77



1058

LISTA ESITO DELLE VOTAZIONE

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

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 78

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Azionisti in delega: 4.059

Pagina 79

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DWS INVESTMENT GMBH FOR DEAM NKS FONDS	0	70.000	70.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS RTU 1	0	7.260	7.260
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PSF 1	0	11.702	11.702
**D	SONOMA COUNTY EMPLOYEES RETIREMENT ASSOCIATION	0	74.658	74.658
**D	THE METHODIST HOSPITAL	0	450.785	450.785
**D	XEROX CORPORATION RETIREMENT SAVINGS PLAN	0	41.000	41.000
**D	CATHOLIC INVESTMENT TRUST OF ARLINGTON	0	18.576	18.576
**D	HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO	0	199.184	199.184
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS CLEAN ENERGY INCOME FUND	0	971.382	971.382
**D	THE GOLDMAN SACHS TRUST COMPANYNAS COLLECTIVE TRUST	0	139.701	139.701
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	0	5.906	5.906
**D	THORNBURG SUMMIT FUND	0	85.373	85.373
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST-AB GLOBAL RESEARCH INSIGHTS SERIES II	0	1.206.431	1.206.431
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST-AB GLOBAL DISRUPTORS SERIES	0	103.002	103.002
**D	AB INTERNATIONAL STRATEGIC EQUITIES HARVESTING SERIES T	0	68.750	68.750
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	85.630	85.630
**D	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	0	8.365	8.365
**D	STICHTING ING CDC PENSIOENFONDS	0	212.044	212.044
**D	VANECK FUNDS-ENVIRONMENTAL SUSTAINABILITY FUND	0	7.600	7.600
**D	COUNSEL DEFENSIVE GLOBAL EQUITY	0	22.117	22.117
**D	IPC MULTI-FACTOR INTERNATIONAL EQUITY	0	12.136	12.136
**D	INCO ELECTED MASTER TRUST	0	984.435	984.435
**D	BLACKROCK - IG INTERNATIONALEQUITY POOL	0	269.481	269.481
**D	THE CALGARY FOUNDATION	0	117.275	117.275
**D	FONDATION LUCIE ET ANDRE CHAGNON	0	46.100	46.100
**D	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSION P	0	886.422	886.422
**D	CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN	0	3.601	3.601
**D	CARLETON UNIVERSITY RETIREMENT PLAN	0	197.170	197.170
**D	CANADA LIFE GLOBAL INFRASTRUCT EQUITY FUND	0	29.484	29.484
**D	TD EUROPEAN INDEX FUND	0	50.502	50.502
**D	TD INTERNATIONAL STOCK FUND	0	9.876.982	9.876.982
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	368.339	368.339
**D	TD Q GLOBAL DIVIDEND ETF	0	1.838	1.838
**D	RENAISSANCE GLOBAL EQUITY PRIVATE POOL	0	5.855	5.855
**D	RENAISSANCE REAL ASSETS PRIVATEPOOL	0	82.388	82.388
**D	SASKATCHEWAN HEALTHCARE EMPLOYEES' PENSION PLAN	0	1.501.001	1.501.001
**D	TD EMERALD INTERNATIONAL EQUITYINDEX FUND	0	1.821.541	1.821.541
**D	INTERNATIONAL EQUITY FUND	0	904.227	904.227
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND	0	172.059	172.059
**D	BOSTON PARTNERS GLOBAL EQUITY POOLED FUND	0	127.729	127.729
**D	THE CANADA LIFE ASSURANCE COMPANY	0	742.981	742.981
**D	BLACKROCK - IG LOW VOLATILIT INTERNATIONAL EQUITY POOLY	0	25.316	25.316
**D	ROCKEFELLER - IG CLIMATE SOLUTIONS POOL	0	38.204	38.204
**D	IPROFILE INTERNATIONAL EQUITY PRIVATE POOL	0	984.380	984.380
**D	NOVA SCOTIA TEACHERS' PENSION FUND	0	227.849	227.849
**D	BMO CANADA PENSION PLAN	0	993.521	993.521
**D	CC&L Q GROUP GLOBAL EQUITY FUND	0	111	111
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	155.116	155.116
**D	MACKENZIE GLOBAL INFRASTRUCTUREIND EX ETF	0	19.111	19.111
**D	THE GLENCORE CANADIAN PENSION FUNDS TRUST-REAL ASSETS FUND	0	20.046	20.046

Azionisti in delega: 4.059

Pagina 81

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

FAVOREVOLI

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

Totale voti 6.671.515.853
Percentuale votanti % 97,44588
Percentuale Capitale % 65,621382

Azionisti in delega: 4.059

Pagina 82



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA IN PERSONA DI ENRICO MONICELLI RAPPR. DESIGNATO IN QUALITÀ DI SUBDELEGATO 135-NOVIES ST.TREVISAN	0	0	0
**D	UNION INVESTMENT INSTITUTIONAL GMBH	0	521.588	521.588
**D	UNION INVESTMENT PRIVATFONDS GMBH	0	2.986.375	2.986.375
**D	BAYERNINVEST KVG MBH	0	30.843	30.843
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH	0	3.426	3.426
**D	BAYERNINVEST KVG MBH	0	4.093.945	4.093.945
**D	STOLL DANIEL	0	6.000	6.000
**D	BAYERNINVEST LIBI-FONDS	0	86.483	86.483
**D	BAYERNINVEST VECCO-FONDS	0	69.972	69.972
**D	HC RENTE	0	59.616	59.616
**D	SIEMENS-FONDS SIEMENS-RENTE	0	1.226.342	1.226.342
**D	VGV FOOLFONDS PA1	0	189.650	189.650
**D	SIEMENS DC BALANCED	0	12.907	12.907
**D	MI-FONDS G55	0	21.213	21.213
**D	MI-FONDS 391	0	140.682	140.682
**D	MI-FONDS F55	0	39.154	39.154
**D	MI-FONDS 178	0	42.442	42.442
**D	MI-FONDS 392	0	292.780	292.780
**D	OFI INVEST	0	299.381	299.381
**D	STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN	0	903.428	903.428
**D	LBPAM ISR AVENIR EURO	0	47.880	47.880
**D	LBPAM DIVERSIFIE FOCUS OBLIG 3 5	0	34.591	34.591
**D	FCP FEDERIS PRO ACTIONS ISR EURO	0	941.466	941.466
**D	LBPAM ISR ACTIONS EURO LARGE CAP	0	573.051	573.051
**D	FEDERIS ISR EURO	0	2.174.429	2.174.429
**D	CAISSE DES DEPOTS ET CONSIGNATIONS	0	47.436	47.436
**D	UI-E	0	125.061	125.061
**D	ERAPP ACTIONS EURO 1	0	1.105.580	1.105.580
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS	0	833.100	833.100
**D	FCP KLESIA K ACTIONS EURO	0	50.949	50.949
**D	FCP KLESIA K RETRAITE EURO	0	2.763.277	2.763.277
**D	ERGO VERMOGENSMANAGEMENT AUSGEWOGEN	0	32.043	32.043
**D	MEAG VERMOGENSANLAGE KOMFORT	0	29.695	29.695
**D	ERGO VERMOGENSMANAGEMENT ROBUST	0	15.714	15.714
**D	MEAG PREMIUM	0	10.000.000	10.000.000
**D	MEAG VENUS	0	152.753	152.753
**D	MEAG EUROINVEST	0	632.878	632.878
**D	BAYERNINVEST WEBI-FONDS	0	39.235	39.235
**D	CREDIT SUISSE INDEX FUND (LUX)	0	8.714.731	8.714.731
**D	CREDIT SUISSE INDEX FUND (IE) ETF ICAP	0	239.736	239.736
**D	LBPAM ACTIONS ISR EUROMONDE	0	316.610	316.610
**D	DEKA-MASTER HAEC I	0	226.627	226.627
**D	UNIVERSAL-INVESTMENT- GESELLSCHAFT MBH ON BEHALF OF BAYVK G2-FONDS	0	830.212	830.212
**D	ERAPP ACTIONS EURO VIII	0	565.694	565.694
**D	LBPAM IRC ACTIONS EURO MIN VAR	0	452.291	452.291
**D	MEAG EUROKAPITAL	0	203.652	203.652
**D	MEAG MM-FONDS 100	0	19.605	19.605
**D	MEAG DIVIDENDE	0	45.000	45.000
**D	ERGO VERMOGENSMANAGEMENT FLEXIBEL	0	9.043	9.043

Azionisti in delega: 240

Pagina 83

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEPAM ISR ACTIONS VALUE EURO	0	5.137.119	5.137.119
**D	LEPAM IRC ACTIONS ISR	0	964.511	964.511
**D	MEAG FAIRRETURN	0	64.598	64.598
**D	MEAG EUROBALANCE	0	403.548	403.548
**D	MEAG VERMOEGENSANLAGE RETURN	0	36.678	36.678
**D	MEAG TOCQUEVILLE VALUE EUROPE ISR	0	660.359	660.359
**D	MEAG EUROERTRAG	0	310.879	310.879
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK A4-FONDS	0	148.201	148.201
**D	MEAG BENEDICT	0	10.080	10.080
**D	UNIMARKTFUEHRER	0	391.000	391.000
**D	UNIDIVIDENDENASS	0	973.644	973.644
**D	UNIVALUEFONDS: EUROPA	0	385.500	385.500
**D	UNINSTITUTIONAL EUROPEAN BONDS & EQUITIES	0	178.616	178.616
**D	UNIGLOBAL DIVIDENDE	0	1.835.981	1.835.981
**D	BBANK KONZEPT DIVIDENDENWERTE UNION	0	34.000	34.000
**D	NM5 GIEP BRI ACCOUNT	0	102.970	102.970
**D	NM5-WIEQ-CNS ACCOUNT	0	7.036	7.036
**D	SARASIN & PARTNERS LLP	0	453.793	453.793
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH	0	1.762.592	1.762.592
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	1.120.058	1.120.058
**D	CS INVESTMENT FUNDS 2 CS LUX INFRASTRUCTURE EQUITY FUND	0	752.000	752.000
**D	CSIF 2 CREDIT SUISSE LUX EUROPEAN DIVIDEND PLUS EQUITY FD	0	642.472	642.472
**D	FINREON WORLD EQUITY MULTI PREMIA CREDIT SUISSE FUNDS AG	0	529	529
**D	CSIF 2 CREDIT SUISSE LUX SMALL MID CAP ALPHA LONG SHORT FUND	0	404.747	404.747
**D	CSIF 2 CREDIT SUISSE LUX COPERNICUS ITALY EQUITY FUND	0	988.423	988.423
**D	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	0	514.332	514.332
**D	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS CREDIT SUISSE FUNDS AG	0	584.754	584.754
**D	PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	0	201.732	201.732
**D	CSIF 2 CREDIT SUISSE LUX GLOBAL DIVIDEND PLUS EQUITY FUND	0	742.358	742.358
**D	CSIF4 CREDIT SUISSE LUX GLOBAL HIGH INCOME FUND USD	0	40.000	40.000
**D	CS FUNDS AG LB INTERNATIONAL PORTFOLIO	0	4.000	4.000
**D	CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	0	716.240	716.240
**D	FINREON WORLD EQUITY ISOPRO PENSION CREDIT SUISSE FUNDS AG	0	21.878	21.878
**D	CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	0	4.330	4.330
**D	AXA VORSORGE FONDS EQUITIES GLOBAL MARKETS III CREDIT SUISSE FUNDS AG	0	24.177	24.177
**D	BALOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ PASSIV CREDIT SUISSE FUNDS AG	0	40.340	40.340
**D	BALOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ CREDIT SUISSE FUNDS AG	0	12.241	12.241
**D	LEMPEREUR JEAN-PIERRE	0	2.200	2.200
**D	THE PLAIN ANDREWS UNIT TRUST	0	8.549	8.549
**D	THE WHITE OAK FUND	0	11.225	11.225
**D	SARASIN AND PARTNERS LLP	0	243.903	243.903
**D	TOWER PENSION TRUSTEES LTD	0	739	739
**D	JESSICA ELIZABETH LOWRY	0	619	619
**D	DAVID WILLIAM MEDEIROS	0	1.135	1.135
**D	HESTIA HEBE LTD	0	8.575	8.575
**D	EDWARD PENLEY ABRAHAM RESEARCH FUND	0	78.026	78.026
**D	INTERNATIONAL BAR ASSN	0	6.329	6.329
**D	MR JOHN AND MRS ANNE FIORE	0	2.721	2.721
**D	THE STELLAR FUND	0	256.171	256.171
**D	MC TRUSTEES PRIVATE PENSION RE C GAGE	0	230	230

Azionisti in delega: 240

Pagina 84

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

CONTRARI

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

Azionisti in delega: 240

Pagina 85

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SCARP FUND	0	56.764	56.764
**D	CP BALANCED FUND	0	43.243	43.243
**D	STATES OF GUERNSEY ACTING BY AND THROUGH THE POLICY AND RESO	0	204.462	204.462
**D	GEORGE SWITHIN RODDIS BRADBURY	0	12.627	12.627
**D	DAVID HAROLD PRINDLE BRADBURY	0	12.629	12.629
**D	AMPERSAND INVESTMENTS LIMITED	0	38.531	38.531
**D	ASSET RISK CONSULTANTS LIMITED-RE AMSONIA LIMITED	0	20.543	20.543
**D	SARASIN RESPONSIBLE GLOBAL EQUITY	0	1.283.377	1.283.377
**D	SARASIN GLOBAL HIGHER DIVIDEND.	0	2.761.842	2.761.842
**D	050...ONDEO	0	8.563	8.563
**D	PV4...CAPIPOSTE PROROGEE	0	146.000	146.000
**D	EVA...PERP ECUR. EN EUROS	0	43.776	43.776
**D	PV3 PEP	0	473.000	473.000
**D	SARASIN GLOBAL DIVIDEND	0	960.504	960.504
**D	270...POSTE Avenir	0	10.750.000	10.750.000
**D	AEMA OBJECTIF NEUTRE CARBONE 2050	0	66.123	66.123
**D	DIVERSIFICATION FUND ICVC	0	8.920	8.920
**D	OFI AF DYNAMIQUE	0	48.425	48.425
**D	THE MAZENER FUND	0	141.483	141.483
**D	THE JUNIPER FUND	0	653.692	653.692
**D	SARASIN MULTI ASSET - STRATEGIC	0	255.853	255.853
**D	SARASIN THEMATIC GLOBAL EQUITY	0	2.033.733	2.033.733
**D	KENT COUNTY COUNCIL SUPERANNUATION FUND	0	1.320.292	1.320.292
**D	THE REPRESENTATIVE CHURCH BODY	0	200.569	200.569
**D	LBPAM ISR STRATEGIE PEA 2	0	98.737	98.737
**D	VIVACCIO ISR ACTIONS	0	2.388.574	2.388.574
**D	LBPAM VOIE LACTEE	0	59.235	59.235
**D	FGV - ACTIONS EUROPE LM B	0	321.870	321.870
**D	LBPAM ISR ACTIONS 80	0	514.739	514.739
**D	SARASIN IE MULTI ASSET TARGET RETURN	0	87.061	87.061
**D	LBPAM ACTIONS DIVIDENDES EUROP	0	1.245.671	1.245.671
**D	SARASIN IE GLOBAL EQUITY OPPORTUNITIES (GBP	0	667.566	667.566
**D	LBPAM ISR ACTIONS EUROPE MONDE	0	418.682	418.682
**D	SARASIN IE GLOBALSAR - INCOME (GBP	0	98.804	98.804
**D	SARASIN IE GLOBALSAR - DYNAMIC (USD	0	285.961	285.961
**D	TOMI ACTIONS ISR 100	0	490.107	490.107
**D	LBPAM ISR ACTIONS FOCUS EURO	0	1.768.493	1.768.493
**D	LBPAM ISR ACTIONS EUROPE 50	0	621.463	621.463
**D	SARASIN MULTI ASSET - STRATEGIC (USD)	0	79.056	79.056
**D	CNP TOQUEVILLE VALUE EUROPE I	0	902.951	902.951
**D	SARASIN IE DIVERSIFIED ENDOWMENTS FUND	0	141.785	141.785
**D	LBPAM RESPONSABLE ACTIONS EURO	0	515.846	515.846
**D	LBPAM ISR STRATEGIE PEA 1	0	72.093	72.093
**D	SARASIN IE GLOBALSAR - STRATEGIC (EUR	0	56.833	56.833
**D	A.A. - GROUPAMA - ISR	0	861.579	861.579
**D	SARASIN MULTI ASSET- DYNAMIC (GBP)	0	1.002.868	1.002.868
**D	SARASIN IE GLOBAL EQUITY OPPORTUNITIES (USD)	0	335.697	335.697
**D	REGARD ACTIONS DEVELOPPEMENT D	0	380.000	380.000
**D	FRUCTI CHOIX SOLIDAIRE	0	27.492	27.492
**D	STICHTING PENSIOENFONDS FGB	0	4.376.690	4.376.690

Azionisti in delega: 240

Pagina 86

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

CONTRARI

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

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

Azionisti in delega: 240

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

CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
-------	-----------------	---------	--------	--------

1069



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

ASTENUTI

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

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

0409



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di Remunerazione - seconda sezione

NON VOTANTI

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

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



14071