

Assemblea Ordinaria del 10 maggio 2023App. O e
nec. 35427ESITO VOTAZIONE

Oggetto : **Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)**

Hanno partecipato alla votazione:

-n° 3.530 azionisti,

portatori di n° 6.579.353.556 azioni ordinarie, tutte ammesse al voto, pari al 64,714868% del capitale sociale.

Hanno votato:

		% su Azioni Ordinarie
		Ammesse al voto
Favorevoli	6.122.024.757	93,049031
Contrari	292.404.994	4,444282
SubTotale	6.414.429.751	97,493313
Astenuti	164.923.805	2,506687
Totale	6.579.353.556	100,000000
Non votanti	38.403.542	

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 **16.700** azioni.

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
6101	FEDERICO FABIO	290	0	290
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO EX ART 135 UNDECIES TUF NELLA PERSONA DI CARUSO ENRICO	0	0	0
D**	CAMOZZI ETTORE	0	1.000	1.000
D**	CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	0	52.417.000	52.417.000
D**	FONDO SCUOLA ESPERO - CRESCITA AZIONARIO	0	16.838	16.838
D**	MARCELLO DEL MAJNO LORENZO	0	50	50
D**	PASQUALUCCI GIOVANNI MARIA	0	1.000	1.000
D**	RATOLA EMANUELE	0	1.300	1.300
D**	SORBONE ALESSANDRO	0	1.600	1.600
6210	CATONI GIANCARLO	400	0	400
6275	RENDINE ERMINIO	9.400	0	9.400
6290	BELLAROTO FRANCESCO PAOLO	9.430	0	9.430
6293	BONFITTO VALENTINA	480	0	480
6328	SOMASCHINI VITTORIO	3.880	0	3.880
6351	GENTILUCCI LIVIO	0	0	0
DE*	GENERALI AKTIV MIX ERTRAG	0	2.461	2.461
DE*	GENERALI INVESTMENTS LUXEMBOURG SA	0	76.802	76.802
DE*	GENERALI INVESTMENTS SICAV	0	645.054	645.054
DE*	GENERALI SMART FUNDS	0	30.000	30.000
DE*	GIAM GENERALI INSURANCE ASSET MANAGEMENT	0	210.994	210.994
DE*	GIE ALLEANZA OBBLIGAZIONARIO	0	551.860	551.860
DE*	GIE FONDO ALTO AMERICA AZIONARIO	0	438.402	438.402
DE*	GIP GENERALI INVESTMENTS PARTNERS	0	143.628	143.628
6421	TREVISAN DARIO	0	0	0
**D	MORGEN AKTIEN GLOBAL UI	0	20.000	20.000
**D	HANNOVERSCHERMAXINVEST	0	80.030	80.030
**D	UNIVERSAL IMW	0	51.072	51.072
**D	SENTIX TOTAL RETURN OFFENSIV	0	88.000	88.000
**D	MASTERINVEST KAPITALANLAGE GMBH	0	138.299	138.299
**D	SENTIX RISK RETURN -A-	0	10.400	10.400
**D	HMT EURO SEASONAL LONGSHORT	0	44.712	44.712
**D	WOMI VERMOEGEN	0	10.000	10.000
**D	TIMM INVEST EUROPA PLUS	0	8.571	8.571
**D	VCH-UNIVERSAL-FONDS I	0	20.000	20.000
**D	HMT GLOBAL OPTIMAL DYNAMICS	0	27.880	27.880
**D	SELECTION RENDITE PLUS	0	70.000	70.000
**D	UNIVERSAL KMSF FONDS	0	20.000	20.000
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON	0	150.000	150.000
**D	AG OSTALB GLOBAL FONDS	0	130.000	130.000
**D	JRS-INTERNATIONAL-UNIVERSAL-FONDS	0	24.000	24.000
**D	WAVE TOTAL RETURN FONDS	0	80.883	80.883
**D	UNIVERSAL INVESTMENT GMBH	0	483.837	483.837
**D	HANNOVERSCHERMAXINVEST	0	62.334	62.334
**D	UNION INVESTMENT PRIVATFONDS GMBH	0	119.484	119.484
**D	UNION INVESTMENT INSTITUTIONAL GMBH	0	511.920	511.920
**D	DEKA INVESTMENT GMBH GLOBALE AKTIEN	0	324.047	324.047
**D	HELABA INV KAPITALANL GES MBH HI KAPPA 1	0	205.600	205.600
**D	DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	0	255.072	255.072
**D	DEKA INVESTMENT GMBH A FU 1 FONDS AKTIEN	0	80.000	80.000
**D	DWS INVESTMENT GMBH DEAWM FONDS	0	46.000	46.000

Donatella

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEKA INVESTMENT GMBH RE NECKAR-FUNDMASTER	0	712.059	712.059
**D	DEKA INVESTMENT GMBH KVR FONDS AKTIEN E	0	113.202	113.202
**D	HELABA INV KAPITALANL GES MBH HI SZVA 23	0	223.815	223.815
**D	H H STIFTUNGSFONDS	0	20.000	20.000
**D	DEKA INVESTMENT GMBH A FU 2 FONDS	0	131.549	131.549
**D	DEKA INVESTMENT GMBH A SFUE AKT DIVIDEND	0	103.800	103.800
**D	DEKA INVESTMENT GMBH KHN AKTIEN EX EMER	0	40.170	40.170
**D	DEKA INVESTMENT GMBH BVP FONDS	0	23.000	23.000
**D	HELABA INV KAPITALANL GES MBH HI KAP	0	12.387	12.387
**D	DEKA INVESTMENT GMBH RE KSKBB-FUNDMASTER	0	70.000	70.000
**D	DEKA INVESTMENT GMBH SHC AKTIEN	0	16.000	16.000
**D	DEKA INVESTMENT GMBH RE A-SMZ-FONDS	0	54.200	54.200
**D	DELEN PRIVATE BANK	0	2.935.580	2.935.580
**D	UNIVERSAL INVEST SICAV	0	5.579.399	5.579.399
**D	C+P GLOBAL LINE	0	27.500	27.500
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	1.268.081	1.268.081
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT	0	110.000	110.000
**D	DEKA INVESTMENT GMBH BV PAR FONDS	0	38.870	38.870
**D	HELABA INV KAPITALANL GES MBH HI SZVA 17	0	152.800	152.800
**D	HELABA INV KAPITALANL GES MBH HI KAPPA 2	0	116.500	116.500
**D	DEKA INVESTMENT GMBH KSKBB FM 1 U03	0	167.000	167.000
**D	KAIROS INTERNATIONAL SICAV - ITALIA	0	1.925.000	1.925.000
**D	KAIROS INTERNATIONAL SICAV - MADE IN ITALY	0	401.000	401.000
**D	PREVINDAI BIL AXA	0	302.383	302.383
**D	PREVINDAI SVI AXA	0	333.967	333.967
**D	PREVINDAI BIL EURIZON	0	34.376	34.376
**D	ARGIMON VITAS	0	750	750
**D	NIEVERGELT PETER RUDOLF	0	7.560	7.560
**D	STOLL DANIEL	0	6.000	6.000
**D	PREVINDAI SVI EURIZON	0	45.138	45.138
**D	KIMURA YO	0	3.000	3.000
**D	KAIROS INTERNATIONAL SICAV - KEY	0	472.000	472.000
**D	CHEKALIN YURY	0	4.000	4.000
**D	SEINNA GABOR	0	5.400	5.400
**D	MAXIMCHUK ALEXEY	0	23.200	23.200
**D	AOR LUX FUNDS- AOR DIVERSIFIED-RISK PREMIA FUND/INTL TRADING	0	240.772	240.772
**D	DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN CF(A)	0	600.000	600.000
**D	BANQUE PICTET AND CIE SA	0	50.572	50.572
**D	PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	0	256.512	256.512
**D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	0	201.264	201.264
**D	DZPB II - FLEX 2	0	3.275.050	3.275.050
**D	PICTET CH INSTITUTIONAL-WORLD EX SWISS EQUITIES TRACKER US TE EX SL	0	86.164	86.164
**D	DEKA INVESTMENT GMBH W/A-HECKER-FONDS I	0	215.000	215.000
**D	PICTET - EUROPE INDEX	0	812.110	812.110
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH W/INKA IMB	0	74.000	74.000
**D	PKG FONDS - AKTIEN GLOBAL	0	381.378	381.378
**D	DZPB II - FLEX 1	0	212.190	212.190
**D	DZPB II - FLEX 3	0	988.015	988.015
**D	PICTET GLOBAL SELECTION FUND - GLOBAL HIGH YIELD UTILITIES EQUITY FUND	0	76.949	76.949
**D	DEKA INVESTMENT GMBH W/DONRU-MULTI-ASSET-FUNDMASTER U01 AKTIEN	0	319.344	319.344

Pagina 2

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10 Azionisti in delega:

2.971

J. L. L. L. L.

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	PICTET-EUROLAND INDEX	0	460.294	460.294
**D	EXKLUSIV PORTFOLIO SICAV - CHANCE	0	73.750	73.750
**D	PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	0	216.342	216.342
**D	EXKLUSIV PORTFOLIO SICAV-AKTIE	0	130.245	130.245
**D	PICTET GLOBAL SELECTION FUND - GLOBAL UTILITIES EQUITY CURRENCY HEDGED FUND	0	601.897	601.897
**D	EXKLUSIV PORTFOLIO SICAV-ENTRAG	0	71.400	71.400
**D	PICTET - CLEAN ENERGY TRANSITION	0	11.937.089	11.937.089
**D	DNB FUND - RENEWABLE ENERGY	0	3.311.159	3.311.159
**D	EXKLUSIV PORTFOLIO SICAV-WACHSTUM	0	137.400	137.400
**D	PICTET GLOBAL SELECTION FUND - GLOBAL INCOME STOCK FUND	0	109.347	109.347
**D	PICTET GLOBAL SELECTION FUND - GLOBAL UTILITIES EQUITY FUND	0	27.572.013	27.572.013
**D	DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	0	236.000	236.000
**D	DEKA INVESTMENT GMBH W/CUYO COBA	0	14.218	14.218
**D	IF IST - GLOBE INDEX	0	264.749	264.749
**D	DEKA INVESTMENT GMBH W/NEO-FONDS AKTIEN	0	207.622	207.622
**D	DEKA INVESTMENT GMBH W/A-ALPSPITZ 2-FONDS	0	90.500	90.500
**D	PICTET - GLOBAL MEGATREND SELECTION	0	2.537.931	2.537.931
**D	DEKA INVESTMENT GMBH W/DEKA-SOL-FONDS W/SOL-BANTLEON-ICR	0	11.740	11.740
**D	DEKA VERMOEGENSMANAGEMENT GMBH W/KEPPLER-GLOBAL VALUE-INVEST	0	50.350	50.350
**D	DEKA INVESTMENT GMBH W/A-FELD-AKTIE-FONDS	0	68.050	68.050
**D	DEKA INVESTMENT GMBH W/DEKA-EUROPA AKTIEN STRATEGIE	0	130.000	130.000
**D	DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	0	2.256.400	2.256.400
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IFM-INVEST AKTIEN EUROPA	0	310.000	310.000
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/KSK IIV CHANCE	0	253.600	253.600
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/SFK MOENSTERLAND OST AKTIEN PLUS	0	794.500	794.500
**D	PICTET CH - GLOBAL EQUITIES	0	78.561	78.561
**D	WORLD TRADE ORGANIZATION PENSION PLAN	0	77.391	77.391
**D	DEKA VERMOEGENSMANAGEMENT GMBH W/EG-DIVIDENDENSTRATEGIE	0	375.689	375.689
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/INVEST EVOLUTION	0	48.000	48.000
**D	SPARINVEST POOL-GLOBAL EQUITY POOL	0	67.161	67.161
**D	DEKA INVESTMENT GMBH W/SVN II-FONDS	0	10.874	10.874
**D	DEKA INTERNATIONAL S.A. W/DEKA-EUROPAVALDE	0	28.000	28.000
**D	QUARO CAPITAL FUNDS (LUX) - ACCESSIBLE CLEAN ENERGY	0	168.714	168.714
**D	PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	0	539.047	539.047
**D	DEKA INVESTMENT GMBH W/DEKA-EURO-IST. EX FIN DI.+UC ETF	0	92.549	92.549
**D	PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	0	1.417.745	1.417.745
**D	DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT DIVIDENDENSTRATEGIE	0	130.727	130.727
**D	DWS INVESTMENT GMBH W/DEAM-FONDS BBR 1 A	0	1.500.000	1.500.000
**D	RAIFFEISEN INDEX FUNDS -EURO STOXX 50	0	150.400	150.400
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH W/INKA F100 W/S200	0	151.648	151.648
**D	DEKA INVESTMENT GMBH W/FULDA-FONDS	0	120.000	120.000
**D	DEKA INVESTMENT GMBH W/DEKA STOXX EUROPE 50 UCITS ETF	0	6.900	6.900
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IFM-INVEST VERMOEGENSMANAG.AKTIE	0	86.370	86.370
**D	SE XUE FUND	0	1.000.000	1.000.000
**D	DEKA INVESTMENT GMBH W/BEROLINA RENT DEKA W/U2	0	350.000	350.000
**D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	0	4.120	4.120
**D	DEKA INVESTMENT GMBH W/DEKA-BR 35	0	39.568	39.568
**D	DEKA INVESTMENT GMBH W/DEKA-BAV-FONDS	0	125.537	125.537
**D	DEKA INVESTMENT GMBH W/DEKA-MEGATRENDS	0	171.932	171.932
**D		0	920.000	920.000

Azionisti:
Azionisti in proprio:

2.981 Teste:
10 Azionisti in delega:

Pagina 3

20
2.971

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEKA INVESTMENT GMBH W/BF MASTERFONDS 03	0	110.000	110.000
**D	DEKA INVESTMENT GMBH W/PALATIA FONDS W/U3 DEKA AKTIEN	0	157.300	157.300
**D	DEKA INVESTMENT GMBH W/ARGO NAVIS U2	0	18.000	18.000
**D	DEKA INVESTMENT GMBH W/HEIDELBERG NACHHALTIGKEIT GLOBALE AKTIEN OFFENSIV	0	9.453	9.453
**D	DEKA INVESTMENT GMBH W/A-AMISIA-FONDS	0	76.000	76.000
**D	DEKA INVESTMENT GMBH W/DEKA - BREMEN 1 W/CAMPUS	0	26.348	26.348
**D	DEKA INVESTMENT GMBH W/MAGUST-FONDS	0	30.500	30.500
**D	DEKA INVESTMENT GMBH W/ARIDEKA	0	4.500.000	4.500.000
**D	DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	0	257.408	257.408
**D	DEKA INVESTMENT GMBH W/DEKA-DIVIDENDENSTRATEGIE-EUROPA	0	640.000	640.000
**D	DEKA INVESTMENT GMBH W/MASTER 172 W/AKTIE	0	263.000	263.000
**D	DEKA INVESTMENT GMBH W/BIA-STRATEGIEFONDS NR. 5	0	131.556	131.556
**D	DEKA INVESTMENT GMBH W/NUILL-FONDS W/U01 AKTIEN	0	49.500	49.500
**D	DEKA INVESTMENT GMBH W/S BROKER 1 FONDS	0	10.000	10.000
**D	DEKA INVESTMENT GMBH W/HD-PHILOSOPHENWEG	0	48.032	48.032
**D	DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U23	0	170.850	170.850
**D	DEKA INVESTMENT GMBH W/DEKA-BASISSTRATEGIE FLEXIBEL	0	50.000	50.000
**D	DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT DYNAMISCH	0	270.000	270.000
**D	DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON	0	141.218	141.218
**D	DEKA INVESTMENT GMBH W/KAL-FONDS	0	4.000	4.000
**D	DEKA INVESTMENT GMBH W/A-WOLFACH-FONDS	0	6.000	6.000
**D	DEKA INVESTMENT GMBH W/A-KSK FULDA-FONDS	0	46.000	46.000
**D	DEKA INVESTMENT GMBH W/EKO-FONDS	0	20.000	20.000
**D	DEKA INVESTMENT GMBH W/MULDENTAL-FONDS	0	13.370	13.370
**D	DEKA INVESTMENT GMBH W/OBERES-SCHLOSS-U2	0	92.000	92.000
**D	DEKA INVESTMENT GMBH W/INTER-ESSEN-FONDS W/SEGMENT 2	0	42.867	42.867
**D	DEKA INVESTMENT GMBH W/DEKA-BR 75	0	51.171	51.171
**D	DEKA INVESTMENT GMBH W/A-DIM-WETZLAR-BALANCED-FONDS	0	25.200	25.200
**D	DEKA INVESTMENT GMBH W/A-NORDHAUSEN 2-FONDS W/U05	0	12.698	12.698
**D	DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	0	256.848	256.848
**D	DEKA INVESTMENT GMBH W/DEM ALPHA W/U02 BANTLEON	0	43.673	43.673
**D	DEKA INVESTMENT GMBH W/KOMMUNAL-TUT-BALANCED-FONDS	0	24.050	24.050
**D	AVADIS FUND-AKTIE WELT AST 2	0	154.693	154.693
**D	DEKA INVESTMENT GMBH W/DEKA-BR 20	0	1.725	1.725
**D	DEKA INVESTMENT GMBH W/MV-FONDS	0	89.000	89.000
**D	DEKA INVESTMENT GMBH W/DEKA-BR 85	0	265.978	265.978
**D	DEKA INVESTMENT GMBH W/DEKA-DIVIDENDENSTRATEGIE	0	18.500.000	18.500.000
**D	DEKA INVESTMENT GMBH W/DEKA-BR 100	0	1.040.500	1.040.500
**D	DEKA INVESTMENT GMBH W/DEKA-BR 55	0	20.169	20.169
**D	DEKA INVESTMENT GMBH W/DEKA EURO STOXX 50 UCITS ETF	0	2.054.539	2.054.539
**D	DEKA INVESTMENT GMBH W/A-BAD HERSFELD-FONDS W/U01	0	39.050	39.050
**D	DEKA INVESTMENT GMBH W/MAULBRONN-STROMBERG-FONDS	0	44.650	44.650
**D	DEKA INVESTMENT GMBH W/A-ASD-FONDS	0	31.000	31.000
**D	DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN	0	84.582	84.582
**D	DEKA INVESTMENT GMBH W/DEKA-UMWELTINVEST	0	9.000.000	9.000.000
**D	DEKA INVESTMENT GMBH W/A-DIM-WETZLAR-FONDS	0	26.096	26.096
**D	DEKA INVESTMENT GMBH W/A-VSA-FONDS W/BALANCE	0	69.400	69.400
**D	AVADIS FUND-AKTIE WELT ESG AST 2	0	36.605	36.605
**D	DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE LC UCITS ETF	0	16.859	16.859
**D	DEKA VERMOEGENSMANAGEMENT GMBH W/PRIVATE BANKING STRUKTUR	0	50.000	50.000

Pagina 4

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEKA INVESTMENT GMBH W/A-LANDGRAF PHILIPP FONDS W/U01 WESTPAPIERE	0	18.000	18.000
**D	F.M. KIRBY TRUST DATED 1/3/1975 F/B/O FR	0	11.349	11.349
**D	SANTANDER SICAV	0	2.541.449	2.541.449
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	662.223	662.223
**D	FULCRUM DIVERSIFIED ABSOLUTE RETURN FUND	0	28.538	28.538
**D	BUREAU OF LABOR FUNDS-LABOR INSURANCE FUND	0	388.606	388.606
**D	MORGAN STANLEY INVESTMENT FUNDS	0	64.094	64.094
**D	FLEXSHARES STOXX GLOBAL BROAD INFRASTRUCTURE INDEX FUND	0	6.509.258	6.509.258
**D	FOVERUKA PENSION UNIVERSAL	0	200.375	200.375
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	2.676.780	2.676.780
**D	SPA INKA	0	77.987	77.987
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	448.511	448.511
**D	VERMONT PENSION INVESTMENT COMMISSION	0	103.273	103.273
**D	COMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	4.159.177	4.159.177
**D	NATIONAL PENSION INSURANCE FUND	0	87.539	87.539
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	177.908	177.908
**D	PUERTO RICO TELEPHONE COMPANY MASTER TRUST	0	33.397	33.397
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	93.456	93.456
**D	MISSOURI EDUCATION PENSION TRUST	0	349.191	349.191
**D	TFL PENSION FUND	0	1.802.788	1.802.788
**D	T. ROWE PRICE GLOBAL ALLOCATION FUND, INC.	0	126.295	126.295
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	469.886	469.886
**D	UNIVERSITIES SUPERANNUATION SCHEME	0	3.484.080	3.484.080
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	1.889.795	1.889.795
**D	SAMPENSION LIVSFORSIKRING A/S	0	747.826	747.826
**D	JEFFREY LLC	0	71.813	71.813
**D	INVESTERINGSFORENINGEN PFA INVEST	0	59.223	59.223
**D	MAIN I - UNIVERSAL - FONDS	0	192.258	192.258
**D	MAIN VI-UNIVERSAL-FONDS	0	17.165	17.165
**D	LUTU EQUITY WORLD EX EUROPE	0	40.000	40.000
**D	HANDELSBANKEN HALLEBA ENERG1	0	18.318.525	18.318.525
**D	GVV POOLFONDS PAL	0	193.857	193.857
**D	JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	0	18.740	18.740
**D	KATHERINE C MOORE CHARITABLE LEAD ANNUIT	0	1.856	1.856
**D	JPMORGAN INVESTMENT FUNDS	0	2.165.457	2.165.457
**D	TM FULCRUM DIVERSIFIED CORE ABSOLUTE RETURN FUND	0	25.550	25.550
**D	VERDIPAPIRFONDET EQUINOR AKSJER EUROPA	0	284.000	284.000
**D	FORD PENSION UNIVERSAL	0	28.246	28.246
**D	DEKA VALUE PLUS	0	2.157.824	2.157.824
**D	TM FULCRUM DIVERSIFIED ABSOLUTE RETURN FUND	0	35.477	35.477
**D	VANTAGE TRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	481.509	481.509
**D	FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	20.125	20.125
**D	T. ROWE PRICE FUNDS SICAV	0	364.189	364.189
**D	MAINSTAY VP FIDELITY INSTITUTIONAL AM UTILITIES PORTFOLIO	0	403.200	403.200
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID	0	356.645	356.645
**D	LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G.	0	114.581	114.581
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMITED-UNIT LINKED PENSION	0	153.846	153.846
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LTD	0	409.184	409.184
**D	AGFIQ GLOBAL INFRASTRUCTURE ETF	0	4.230	4.230
**D	MINE SUPERANNUATION FUND	0	347.443	347.443

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10

Azionisti in delega:

2.971

Pagina 5



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	TRINITY COLLEGE CAMBRIDGE	0	168.067	168.067
**D	TCORP DEVELOPED MARKETS EQUITIES (HEDGED) FUND	0	319.926	319.926
**D	QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	0	1.946	1.946
**D	ROBECO CAPITAL GROWTH FUNDS	0	6.303.826	6.303.826
**D	JPMORGAN ACTIVEBUILDERS INTERNATIONAL EQUITY ETF	0	5.031	5.031
**D	STATE OF CALIFORNIA SAVINGS PLUS PROGRAM MASTER TRUST	0	29.577	29.577
**D	HANDELSBANKEN GLOBAL INDEX CRITERIA	0	937.110	937.110
**D	LVUI EQUITY EUROPE	0	270.000	270.000
**D	HESTA	0	616.611	616.611
**D	SURELIA-FONDS	0	248.918	248.918
**D	MAINSTAY WMC INTERNATIONAL RESEARCH EQUITY FUND	0	72.522	72.522
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	46.850.158	46.850.158
**D	SCHRODER GLOBAL DIVERSIFIED INCOME FUND	0	14.689	14.689
**D	FULCRUM UCITS SICAV	0	95.856	95.856
**D	TCORP DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	1.128.250	1.128.250
**D	JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	0	66.772	66.772
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE FUND	0	8.572.739	8.572.739
**D	THE SAUDI SECOND INVESTMENT COMPANY	0	225.585	225.585
**D	BOMBARDIER TRANSPORTATION RETIREMENT PLAN TRUST	0	69.300	69.300
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	1.684.334	1.684.334
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	6.927.478	6.927.478
**D	FORSTA AP - FONDEN	0	2.341.639	2.341.639
**D	JNL INTERNATIONAL INDEX FUND	0	1.065.234	1.065.234
**D	VALENCIA INKA	0	191.529	191.529
**D	PENSIONSKASSE SBB	0	425.164	425.164
**D	MORNINGSTAR GLOBAL LISTED INFRASTRUCTURE (HEDGED) FUND	0	106.511	106.511
**D	SCHRODER GLOBAL ACTIVE ALLOCATION FUND	0	21.344	21.344
**D	VOLTAIRE HOLDINGS LLC	0	123.045	123.045
**D	TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	0	993.869	993.869
**D	PF2	0	146.518	146.518
**D	SHELL PENSIONS TRUST LIMITED AS TRUSTEE OF SHELL CONTRIBUTORY PENSION FUND	0	133.350	133.350
**D	AUSTRALIANSUPER	0	256.664	256.664
**D	DELTA MASTER TRUST	0	47.382	47.382
**D	T. ROWE PRICE CONCENTRATED GLOBAL EQUITY FUND	0	6.903	6.903
**D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	3.180.074	3.180.074
**D	PTV2	0	464.493	464.493
**D	PT-VISION	0	914.944	914.944
**D	JPMCBNA	0	6.299	6.299
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	9.279.891	9.279.891
**D	F. M. KIRBY FOUNDATION INC	0	37.595	37.595
**D	TF-EQUITY	0	1.481.356	1.481.356
**D	DT EQUITY	0	1.009.024	1.009.024
**D	T. ROWE PRICE FUNDS OEIC - GLOBAL SELECT EQUITY FUND	0	7.851	7.851
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	169.986	169.986
**D	MACQUARIE MULTI-FACTOR FUND	0	117.352	117.352
**D	INVESTINGSFÖRENINGEN SYDINVEST	0	98.953	98.953
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	119.047	119.047
**D	INVESTINGSFÖRENINGEN BANKINVEST , GLOBALE AKTIERINDEXS KL	0	126.940	126.940
**D	JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	0	11.789	11.789
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	60.305	60.305

Pagina 6

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SUEWAG G55	0	21.213	21.213
**D	PFA PENSION FORSIKRINGSAKTIESELSKAB	0	1.743.520	1.743.520
**D	LEW F55	0	32.249	32.249
**D	KYBURG INSTITUTIONAL FUND - AKTIEN WELT	0	1.529.416	1.529.416
**D	EQUINOR PENSION	0	300.000	300.000
**D	STICHTING JURIDISCH EIGENAR ASR DUURZAAM WERELDWIJD AANDELEN FONDS	0	142.241	142.241
**D	FULCRUM FUNDS SPC - FULCRUM ENERGY-INFRASTRUCTURE-RENEWABLES FUND SP	0	9.248	9.248
**D	HANDELSBANKEN EUROPA INDEX CRITERIA	0	1.862.027	1.862.027
**D	NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMITED RETIREMENT BENEFITS SCHEME	0	29.094	29.094
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	423.548	423.548
**D	WHOLESALE SRI INTERNATIONAL CORE EQUITIES	0	8.126	8.126
**D	JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND	0	31.567	31.567
**D	ENVIA 178	0	33.807	33.807
**D	MAINSTAY CRE GLOBAL INFRASTRUCTURE MEGATRENDS FUND	0	12.884.084	12.884.084
**D	JPMORGAN INCOME BUILDER FUND	0	989.031	989.031
**D	BUMA-UNIVERSAL-FONDS I	0	49.113	49.113
**D	UI-FONDS BAV RBI AKTIEN	0	866.061	866.061
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	169.125	169.125
**D	RAGS-FUNDMASTER	0	70.365	70.365
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	102.833.884	102.833.884
**D	COMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	0	726.986	726.986
**D	EPS	0	115.437	115.437
**D	EMBO-FONDS	0	209.028	209.028
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	907.233	907.233
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DYNAMIC INDEX FUND	0	53.259	53.259
**D	UI-E	0	60.726	60.726
**D	STICHTING SHELL PENSIOENFONDS	0	401.377	401.377
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DEFENSIVE INDEX FUND	0	26.205	26.205
**D	VELLIV, PENSION & LIVSFORSIKRING A/S	0	17.120	17.120
**D	EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	189.597	189.597
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR DAIDO LIFE FOREIGN EQUITY MOTHER FUND	0	4.103	4.103
**D	GLOBAL ASSET ALLOCATIONTV4 MOTHER FUND	0	3.289	3.289
**D	JPMORGAN FUNDS	0	138.387	138.387
**D	DAIWA PAN EUROPEAN HIGH DIVIDEND YIELD STOCK MOTHER FUND	0	19.990	19.990
**D	STATE OF WYOMING	0	494.856	494.856
**D	KAPITALFORENINGEN SAMPENSTON INVEST, GLOBALT AKTIEINDEXS	0	815.590	815.590
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	422.895	422.895
**D	GLOBAL MULTI ASSET PLUS MOTHER FUND	0	1.618	1.618
**D	SCHRODER QEP GLOBAL ACTIVE VALUE FUND	0	129.532	129.532
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	206.446	206.446
**D	DL INTERNATIONAL RESEARCH OPEN MOTHER FUND	0	482.958	482.958
**D	SHINKO GLOBAL EQUITY INDEX MOTHER FUND	0	1.798	1.798
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	52.568	52.568
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	560.961	560.961
**D	NEW YORK LIFE INSURANCE & ANNUITY CORPORATION	0	22.567	22.567
**D	GERANA SICAV-SIF, S.A.	0	137.209	137.209
**D	F M KIRBY TRUST DATED 1/3/75 FBO JEFFERS	0	11.833	11.833
**D	MANAGEMENT BOARD PUBLIC SERVICE PENSION FUND	0	17.082	17.082
**D	TM FULCRUM INCOME FUND	0	6.803	6.803
**D	DALLAS POLICE AND FIRE PENSION SYSTEM	0	136.670	136.670

Azionisti:
Azionisti in proprio:

2.981 Teste:
10 Azionisti in delega:

Pagina 7

2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	49.009	49.009
**D	T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND	0	13.200	13.200
**D	NATIONWIDE BAILARD INTERNATIONAL EQUITIES FUND	0	200.000	200.000
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O S. D	0	29.179	29.179
**D	CHINA LIFE INSURANCE COMPANY LIMITED	0	160.900	160.900
**D	BBP INKA	0	54.418	54.418
**D	T. ROWE PRICE FUNDS OEIC - CONTINENTAL EUROPEAN EQUITY FUND	0	14.484	14.484
**D	UI-PAVO-100	0	362.800	362.800
**D	JPMORGAN GLOBAL CORE REAL ASSETS LIMITED	0	22.608	22.608
**D	JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	0	88.535	88.535
**D	EQ ADVISORS TRUST - EQ/WELLINGTON ENERGY PORTFOLIO	0	102.498	102.498
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	6.277.123	6.277.123
**D	MAINSTAY VP CBRE GLOBAL INFRASTRUCTURE PORTFOLIO	0	126.001	126.001
**D	PGIM STRATEGIC INVESTMENTS, INC.	0	9.521	9.521
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	816.792	816.792
**D	TM FULCRUM DIVERSIFIED LIQUID ALTERNATIVES FUND	0	7.502	7.502
**D	BT EUROPEAN SHARE FUND	0	199.042	199.042
**D	JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY FUND	0	2.620.153	2.620.153
**D	JPMORGAN SUSTAINABLE INFRASTRUCTURE FUND	0	18.993	18.993
**D	ROBIN 1-FONDS	0	266.581	266.581
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.288.665	1.288.665
**D	MACQUARIE INTERNATIONAL INFRASTRUCTURE SECURITIES FUND (UNHEDGED)	0	726.108	726.108
**D	TRPH CORPORATION	0	4.598	4.598
**D	AQR FUNDS - AQR INTERNATIONAL DEFENSIVE STYLE FUND	0	30.046	30.046
**D	INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC	0	7.491	7.491
**D	JPMORGAN SUSTAINABLE INFRASTRUCTURE ETF	0	28.681	28.681
**D	KAPITALFORENINGEN PENSUM INVEST, PSI 3 GLOBALE AKTIER 3	0	461.618	461.618
**D	JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	0	115.669	115.669
**D	T. ROWE PRICE AUSTRALIA LIMITED	0	19.073	19.073
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC	0	18.618	18.618
**D	T. ROWE PRICE INTERNATIONAL VALUE EQUITY FUND	0	18.278.130	18.278.130
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	0	18.465	18.465
**D	OB 2	0	250.879	250.879
**D	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	48.062	48.062
**D	HOBART FAMILY INVESTMENTS LLC	0	62.172	62.172
**D	T. ROWE PRICE EUROPEAN STOCK FUND	0	2.748.563	2.748.563
**D	NVIT INTERNATIONAL INDEX FUND	0	744.440	744.440
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	0	0	1.105.481
1.105.481				
**D	T. ROWE PRICE RETIREMENT HYBRID TRUST	0	1.437.192	1.437.192
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL EQUITY INDEX PORTFOLIO	0	1.445.200	1.445.200
**D	PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	0	3.936	3.936
**D	T. ROWE PRICE INTERNATIONAL VALUE EQUITY TRUST	0	17.835.457	17.835.457
**D	SCHRODER GLOBAL MULTI-CAP VALUE PORTFOLIO, L.P.	0	28.535	28.535
**D	SCHRODER DIVERSIFIED GROWTH FUND	0	54.223	54.223
**D	FOREIGN STOCK INDEX MOTHER FUND	0	357.891	357.891
**D	GLOBAL ASSET ALLOCATION TV3 (RISK CONSTRAINED TYPE) MOTHER FUND	0	8.140	8.140
**D	THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS MASTER TRUST	0	315.468	315.468
**D	GAMLA LIVFORSÄKRINGSÄKTIEBOLAGET SEB TRYGG LIV	0	69.432	69.432
**D	WORLD MULTI ASSET MOTHER FUND	0	6.142	6.142

Azionisti:

2.981

Teste:

20

Azionisti in proprio:

10

Azionisti in delega:

2.971

Pagina 8

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	1.094.926	1.094.926
**D	T. ROWE PRICE FOREIGN INVESTMENT, INC.	0	3.060	3.060
**D	AMF AKTIEFOND EUROPA	0	2.850.456	2.850.456
**D	ACTIAM SUSTAINABLE INDEX FUND EQUITY EUROPE	0	239.108	239.108
**D	ACTIAM DUURZAAM INDEX AANDELENFONDS EUROPA	0	789.644	789.644
**D	ANIMA PICPAC VALORE GLOBALE 2026	0	11.400	11.400
**D	FCP Avenir Croissance PA	0	14.970	14.970
**D	ZWITSERLEVEN INSTITUTIONELE BELEGGENGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX AANDELENFONDS EUROPA	0	151.595	151.595
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A.	0	711.000	711.000
**D	ANIMA VALORE GLOBALE	0	582.501	582.501
**D	BANCOPOSTA MIX 1	0	48.830	48.830
**D	DEAM FONDS AT2M	0	48.000	48.000
**D	KAYNE ANDERSON RENEWABLE INFRASTRUCTURE FUND	0	443.747	443.747
**D	ZWITSERLEVEN BELEGGENGSFONDSEN - ZWITSERLEVEN EUROPEES AANDELENFONDS	0	2.325.610	2.325.610
**D	SYCOMORE SELECTION RESPONSABLE	0	879.410	879.410
**D	ACTIAM BF ASIFEW	0	31.629	31.629
**D	LE SECULAIRE	0	2.150	2.150
**D	LA FRANCAISE GREEN TECH EUROPE	0	209.242	209.242
**D	SAEV MASTERFONDS INKA	0	402.243	402.243
**D	LORENTZ POCKET CROISSANC	0	31.824	31.824
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF MS-B HAUPFONDS	0	224.782	224.782
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-OCO	0	45.522	45.522
**D	SYCOMORE INCLUSIVE JOBS	0	217.940	217.940
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT GLOBAL AKTIEN INFRASTRUKTUR	0	90.000	90.000
**D	BANCOPOSTA AZIONARIO INTERNAZIONALE	0	500.515	500.515
**D	ACTIAM DUURZAAM EUROPEES AANDELENFONDS	0	15.616	15.616
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 90	0	134.050	134.050
**D	ANIMA VISCONTEO	0	2.798.324	2.798.324
**D	PRAXIS INTERNATIONAL INDEX FUND	0	63.194	63.194
**D	JANUS HENDERSON GLOBAL EQUITY INCOME FUND	0	1.495.672	1.495.672
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	0	344.049	344.049
**D	AZ FUND 1 AZ ALLOCATION DYNAMIC FOF	0	26.150	26.150
**D	ANIMA SFORZESCO	0	1.260.776	1.260.776
**D	HI PNWL DIVIDENDE PLUS FONDS	0	612.041	612.041
**D	FONDS OBJECTIF CLIMAT ACTIONS 2	0	614.514	614.514
**D	FONC ACTIONS EUROPE	0	43.342	43.342
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF ARSD-UNIVERSAL-FONDS	0	157.541	157.541
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COMMERZBANK FLEXIBLE ALLOCATION EUROLAND	0	498.122	498.122
**D	ACTIAM DUURZAAM INDEX AANDELENFONDS VERELD	0	186.857	186.857
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS	0	280.408	280.408
**D	AZ FUND 1 AZ EQUITY EUROPE	0	520.000	520.000
**D	LBPM IRC ACTIONS ISR	0	970.565	970.565
**D	MANDARINE EQUITY INCOME	0	65.915	65.915
**D	SYCOMORE PARTNERS	0	185.000	185.000
**D	ANIMA PICPAC ESLOGO BILANCIATO 2025 III	0	15.830	15.830
**D	ANIMA INIZIATIVA ITALIA	0	2.693.900	2.693.900
**D	BANCOPOSTA AZIONARIO EURO	0	1.763.615	1.763.615
**D	DEKA-MASTER-HAEC I	0	217.118	217.118
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN VOLCONTROL	0	113.244	113.244
**D	CAIXABANK GLOBAL ALBUS FUND	0	181.000	181.000

Azionisti:

2.981 Teste:

20

Azionisti in proprio: 10 Azionisti in delega:

2.971

Pagina 9



LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS	0	5.045	5.045
**D	PHILADELPHIA GAS WORKS PENSION PLAN	0	8.354	8.354
**D	SYCOMORE L/S OPPORTUNITIES	0	239.500	239.500
**D	BANCOPOSTA EQUITY ALL COUNTRY	0	30.405	30.405
**D	LA FRANCAISE ACTIONS EURO CAPITAL HUMAIN	0	276.740	276.740
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	11.401	11.401
**D	HENDERSON HORIZON EUROLAND FUND	0	2.218.175	2.218.175
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF FEHO-UNIVERSAL-FONDS	0	120.000	120.000
**D	JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	0	40.878	40.878
**D	ANIMA EUROPA	0	409.495	409.495
**D	AZ FUND 1 AZ ALTERNATIVE LONG SHORT EUROPE	0	82.000	82.000
**D	AMERICAN HEART ASSOCIATION, INC.	0	28.976	28.976
**D	KAYNE ANDERSON RENEWABLE ENERGY TRANSITION FUND, L.P.	0	40.500	40.500
**D	ANIMA TARGET VISCONTEO 2024	0	42.673	42.673
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTRH-UNIVERSAL-FONDS	0	28.818	28.818
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	118.661	118.661
**D	AZ FUND 1 AZ ALLOCATION GLOBAL INCOME	0	50.000	50.000
**D	AZ FUND 1 CGM OPPORTUNISTIC GLOBAL	0	130.000	130.000
**D	CARILLON CLARIVEST INTERNATIONAL STOCK FUND	0	211.662	211.662
**D	LEMANIA GLOBAL EQUITY	0	57.744	57.744
**D	AZ FUND 1 AZ ALLOCATION GLOBAL CONSERVATIVE	0	100.000	100.000
**D	MASTERFONDS BANTHUS	0	70.942	70.942
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VE-UNIVERSAL-FONDS	0	808.780	808.780
**D	ANIMA ITALIA	0	5.615.034	5.615.034
**D	BANCOPOSTA MIX 2	0	148.980	148.980
**D	VNLAKH MASTER	0	26.000	26.000
**D	KAYNE ANDERSON RENEWABLE INFRASTRUCTURE PARTNERS. LP	0	1.475.062	1.475.062
**D	TRUESHARES EAGLE GLOBAL RENEWABLE ENERGY INCOME ETF	0	19.079	19.079
**D	AZ FUND 1 CGM OPPORTUNISTIC EUROPEAN	0	75.000	75.000
**D	HUBER CAPITAL INVESTMENTS, LLC	0	2.597	2.597
**D	V-SHARES MSCI WORLD ESG MATERIALITY AND CARBON TRANSITION ETF	0	1.684	1.684
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	0	214.000	214.000
**D	BOSTON PARTNERS GLOBAL EQUITY FUND	0	365.262	365.262
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF PSVAG MASTERFONDS	0	379.721	379.721
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 95	0	53.955	53.955
**D	GENERALI INVESTMENTS SICAV - SRI EUROPEAN EQUITY	0	546.289	546.289
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	7.726	7.726
**D	FRIENDS FIDUCIARY CORPORATION	0	16.614	16.614
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF SPM 2006-UNIVERSAL-FONDS	0	33.845	33.845
**D	ABERDEEN STANDARD SICAV 1	0	2.442	2.442
**D	EXANE FUNDS 2	0	4.404.041	4.404.041
**D	LA FRANCAISE LUX - GTS REACTIF	0	22.565	22.565
**D	ANIMA PICPAC MAGELLANO 2023	0	3.444	3.444
**D	POSTE INVESTO SOSTENIBILE	0	277.820	277.820
**D	ARTI & MESTIERI - FONDO PENSIONE APERTO	0	15.246	15.246
**D	ANIMA SELEZIONE EUROPA	0	1.349.911	1.349.911
**D	ANIMA ALTO POTENZIALE ITALIA	0	1.904.499	1.904.499
**D	ANIMA PICPAC ESALOGO BILANCIATO 2025 II	0	19.585	19.585
**D	ANIMA ESAGONO AZIONARIO GLOBALE	0	459.267	459.267
**D	ANIMA MAGELLANO	0	295.232	295.232

Pagina 10

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ANIMA CRESCITA ITALIA	0	1.759.828	1.759.828
**D	ANIMA AZIONARIO INTERNAZIONALE	0	77.242	77.242
**D	ANIMA OBIETTIVO ITALIA	0	183.326	183.326
**D	ANIMA ESALOGO PRUDENTE	0	54.005	54.005
**D	ANIMA PICPAC ESALOGO BILANCIATO 2026	0	47.320	47.320
**D	ANIMA AZIONARIO PAESI SVILUPPATI LTE	0	59.676	59.676
**D	BANCOPOSTA MIX 3	0	281.690	281.690
**D	ANIMA PICPAC ESALOGO BIL 2023	0	3.700	3.700
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT WERTSICHERUNG 94 ESG	0	17.190	17.190
**D	ANIMA SELEZIONE GLOBALE	0	239.930	239.930
**D	SGD RS 2015 2	0	300.795	300.795
**D	HI-172915-FONDS	0	39.325	39.325
**D	BPI GLOBAL INVESTMENT FUND- MAVERICK GLOBAL FUND	0	16.548	16.548
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	165.838	165.838
**D	ABERDEEN STANDARD CAPITAL INTERNATIONAL LIMITED	0	696.917	696.917
**D	ATCP-UI-FONDS	0	27.278	27.278
**D	UNISUPER	0	1.172.244	1.172.244
**D	SPM 2006-UNIVERSAL-FONDS	0	21.740	21.740
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF PSVAG AKTIENFONDS	0	293.000	293.000
**D	AZ FUND 1 AZ ALLOCATION GLOBAL	0	24.440	24.440
**D	AZ FUND 1 AZ ALLOCATION INTERNATIONAL	0	150.000	150.000
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	710.351	710.351
**D	ABERDEEN STANDARD CAPITAL OFFSHORE STRATEGY FUND LTD	0	531.797	531.797
**D	INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	0	22.511	22.511
**D	LA FRANCAISE SYSTEMATIC GLOBAL LISTED INFRASTRUCTURE	0	69.896	69.896
**D	USAM - EUROPE MARKET NEUTRAL	0	28.132	28.132
**D	FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	0	61.442	61.442
**D	LA FRANCAISE LUX - INFLECTION POINT CARBON IMPACT EURO	0	145.457	145.457
**D	RHFS GROWTH AND INCOME FUNDS LIMITED	0	11.147	11.147
**D	WINTERTHUR EPSV EQUILIBRADO	0	12.805	12.805
**D	AZ FUND 1 AZ EQUITY GLOBAL INFRASTRUCTURE	0	1.500.000	1.500.000
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	454.175	454.175
**D	WINTERTHUR XI FP	0	53.116	53.116
**D	LAGUN ARO EPSV DE EMPLEO	0	625.000	625.000
**D	AZ FUND 1-AZ ALLOCATION-LONG TERM EQUITY OPPORTUNITIES	0	580.000	580.000
**D	ANIMA PICPAC ESALOGO BILANCIATO 2025	0	51.240	51.240
**D	GESTIELLE PRO ITALIA	0	214.000	214.000
**D	WHOLESALE GLOBAL EQUITY - VALUE FUND	0	202.060	202.060
**D	ANIMA OBIETTIVO INTERNAZIONALE	0	150.000	150.000
**D	PEGASUS-UI-FONDS	0	736.890	736.890
**D	AZ MULTI ASSET WORLD TRADING	0	160.000	160.000
**D	WINTERTHUR EPSV PRUDENTE	0	21.730	21.730
**D	AZ FUND 1 AZ ALLOCATION TREND	0	3.725.000	3.725.000
**D	MERCER PROPERTY AND INFRASTRUCTURE TRUST	0	998.383	998.383
**D	KIWI INVESTMENT MANAGEMENT WHOLESALE CORE GLOBAL FUND	0	75.395	75.395
**D	ANIMA PICPAC VALORE GLOBALE 2027	0	40.000	40.000
**D	BLV-SF-AKTIEEN 571V02	0	750.941	750.941
**D	AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	0	51.100	51.100
**D	ANIMA VISCONTEO PLUS	0	542.635	542.635
**D	ANIMA ELTIF ITALIA 2026	0	41.000	41.000

Pagina 11

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DEE STREET GLOBAL EQUITY FUND	0	68.403	68.403
**D	SYCOMORE FUND SICAV - SYCOMORE GLOBAL EDUCATION	0	343.161	343.161
**D	BANCOPOSTA RINASCIMENTO	0	534.546	534.546
**D	BIDEPENSION EPSV	0	5.328	5.328
**D	BANCOPOSTA GLOBAL EQUITY HEDGED LTE	0	3.471	3.471
**D	WINTERTHUR II FP	0	57.101	57.101
**D	IPAC SPECIALIST INVESTMENT STRATEGIES - INTERNATIO	0	12.119	12.119
**D	AMP CAPITAL GLOBAL QUALITY FUND	0	20.645	20.645
**D	AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	0	127.500	127.500
**D	ANIMA ALTO POTENZIALE EUROPA	0	2.825.000	2.825.000
**D	AUROFONDO EQUILIBRATO	0	110.802	110.802
**D	AZ MULTI ASSET AZ MULTI ASSET AZ ALLOCATION FLEXIBLE EQUITY	0	45.000	45.000
**D	ANIMA ESAGONO BILANCIATO	0	618.613	618.613
**D	RUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST	0	12.872	12.872
**D	PINEBRIDGE SELECT FUNDS VCC	0	64.010	64.010
**D	AZ FUND 1 - AZ EQUITY WATER AND RENEWABLE RESOURCES	0	310.000	310.000
**D	WINTERTHUR EPSV	0	16.361	16.361
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	41.421	41.421
**D	KIWI INVESTMENT MANAGEMENT SCREENED GLOBAL EQUITY INDEX FUND	0	25.448	25.448
**D	RUSSELL INVESTMENTS GLOBAL LISTED INFRASTRUCTURE FUND	0	122.245	122.245
**D	ANIMA CRESCITA ITALIA NEW	0	141.321	141.321
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	0	568.000	568.000
**D	ANIMA ABSOLUTE RETURN	0	200.000	200.000
**D	DIVERSIFIED PORTFOLIOS FUND LTD	0	8.750	8.750
**D	FIRST SENTIER RESPONSIBLE LISTED IN INFRASTRUCTURE FUND	0	879.059	879.059
**D	ANIMA SPORZESCO PLUS	0	218.783	218.783
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	0	25.000	25.000
**D	BANCOPOSTA EQUITY DEVELOPED COUNTRIES	0	70.072	70.072
**D	AZIMUT TRADING	0	3.205	3.205
**D	AZIMUT TREND	0	1.130.000	1.130.000
**D	TURICOM - AKTIEN - UND IMMOBILIENWERTSCHRIFTEN	0	448.947	448.947
**D	AZIMUT STRATEGIC TREND	0	2.695	2.695
**D	ACM ACTIONS	0	16.926	16.926
**D	GOLDMAN SACHS FUNDS III	0	5.607.607	5.607.607
**D	ACM VIE S A CM CIC RETRAITE	0	96.925	96.925
**D	COMPARTIMENT MC LEADERS DURABLES	0	106.075	106.075
**D	CM-AM ALIZES DYNAMIQUE	0	266.549	266.549
**D	ACM IARD SA	0	1.163.891	1.163.891
**D	CM-AM EUROPE DIVIDENDES	0	699.693	699.693
**D	SCHMIDT GROUPE FUND	0	25.000	25.000
**D	PIPELINE SUD-EUROPEEN	0	4.362	4.362
**D	CAPSUGEL	0	17.630	17.630
**D	CM-AM SUSTAINABLE PLANET	0	1.636.390	1.636.390
**D	LEXMARK DYNAMIQUE	0	6.549	6.549
**D	S ACTIVE ACTIONS ISR	0	720.000	720.000
**D	CM-AM ALIZES TEMPERE	0	187.566	187.566
**D	ACM VIE SA PACTE RETRAITE EURO	0	871.268	871.268
**D	GERARD FERRIER INDUSTRIE	0	11.335	11.335
**D	STAUBLI 50 50 CREDIT MUTUEL	0	18.628	18.628
**D	ACM MUT FONDS GENERAL	0	2.088.195	2.088.195

Pagina 12

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CM-AM ADVANCED	0	20.000	20.000
**D	CM-AM PARTAGE	0	1.411	1.411
**D	ACM VIE SA FONDS GENERAL	0	8.896.395	8.896.395
**D	ACM VIE SA SEIR EURO	0	1.075.210	1.075.210
**D	CM-AM CONVICTIONS EURO	0	939.976	939.976
**D	ORANO ACTIONS ZONE EURO	0	94.049	94.049
**D	HENKEL DIVERSIFIE N 1	0	8.751	8.751
**D	EPSON FRANCE EURO ACTIONS	0	3.003	3.003
**D	CH RIVER LABORAT FRANCE	0	4.325	4.325
**D	GROUPE ROCHE	0	98.032	98.032
**D	FONCIL	0	25.362	25.362
**D	CMI MEDIA	0	1.042	1.042
**D	S ACTIVE DIVERSIFIE ISR	0	52.298	52.298
**D	CARGILL ACTIONS	0	8.682	8.682
**D	FERTILISODEBO	0	9.879	9.879
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY FOREIGN EQUITY PASSIVE MOTHER FUND (ONLY FOR PENSION)	0	59.954	59.954
**D	FEDEX	0	9.024	9.024
**D	CUSTODY BANK OF JAPAN, LTD. RE: MATB NEW RESOURCE TECHNOLOGY MOTHER FUND	0	41.276	41.276
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	751.556	751.556
**D	OTIS MOYEN TERME SOLIDAIRE	0	40.704	40.704
**D	EUROP ASSISTANCE DIVERSIFIE	0	2.360	2.360
**D	AMORA MAILLE DIVERSIFIE	0	5.226	5.226
**D	PYRENEES GLOBAL	0	10.421	10.421
**D	CUSTODY BANK OF JAPAN, LTD. RE: MATB NEW RESOURCES MOTHER FUND	0	261.551	261.551
**D	COFACE N 1	0	16.796	16.796
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB DAIWA OUSHU KOU-HAITOU KABU MOTHER FUND	0	50.801	50.801
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY STABILIZED INCOME MOTHER FUND	0	37.769	37.769
**D	EUROPEAN EQUITY FUND, SERIES OF KOKUSAI TRUST	0	19.849	19.849
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)	0	95.439	95.439
**D	C ET A	0	2.771	2.771
**D	CONVERGENCE EQUI SOCI RESP	0	590.118	590.118
**D	GLOBAL X S&P CATHOLIC VALUES DEVELOPED EX-U.S. ETF	0	8.644	8.644
**D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	8.393.285	8.393.285
**D	FIAM GROUP TRUST FOR EMPLOYEE BENEFIT PLANS	0	929.400	929.400
**D	FIDELITY ADVISOR SERIES VII: FIDELITY ADVISOR UTILITIES FUND	0	338.700	338.700
**D	JPMORGAN ETFs (IRELAND) ICAPV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	0	201.262	201.262
**D	CUSTODY BANK OF JAPAN, LTD. RE: RTB SEKAI KOUHAITOU MOTHER FUND	0	53.300	53.300
**D	CARGILL MIXTE	0	3.085	3.085
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 19420-7105	0	585.801	585.801
**D	FIDELITY UCITS II ICAPV/FIDELITY MSCI EUROPE INDEX FUND	0	26.873	26.873
**D	COHEN & STERS REAL ASSETS MULTI-STRATEGY FUND	0	34.833	34.833
**D	SEI INSTITUTIONAL INVESTMENTS TRUST-WORLD EQUITY EX-US FUND	0	3.622.727	3.622.727
**D	JPMORGAN ETFs (IRELAND) ICAPV - EUROZONE RESEARCH ENHAN INDEX EQ (ESG) UCITS ETF	0	151.567	151.567
**D	THORNBURG INTERNATIONAL EQUITY FUND II	0	28.527	28.527
**D	SEI INSTITUTIONAL INTERNATIONAL TRUST INTERNATIONAL EQUITY FUND	0	8.132.468	8.132.468
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: GIM INTERNATIONAL EQUITY MOTHER FUND	0	41.250	41.250
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	0	16.380	16.380
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	8.156.670	8.156.670
**D	CM-AM SOLIDAIRE TEMPERE ISR	0	178.500	178.500
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	0	136.330	136.330

Handwritten signature

FP3

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX 50 EX BANKS (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	0	69.988
69.988				
**D	SEI INSTITUTIONAL INTERNATIONAL TRUST INTERNATIONAL EQUITY F	0	283.559	283.559
**D	FIDELITY UCITS II ICVAV/FIDELITY MSCI WORLD INDEX FUND	0	61.454	61.454
**D	MACQUARIE GLOBAL LISTED INFRASTRUCTURE CIT	0	29.509	29.509
**D	SEI INSTITUTIONAL MANAGED TRUST - TAX- MANAGED INTL MANAGED VOLATILITY FUND	0	61.229	61.229
**D	FIRST TRUST EUROPE ALPHADEX FUND	0	151.248	151.248
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND	0	3.800	3.800
**D	CONTINENTAL	0	9.644	9.644
**D	VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	0	295.120	295.120
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7106	0	585.787	585.787
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: THAM GLOBAL RENEWABLE ENERGY INCOME EQUITY MF	0	81.260	81.260
**D	JPMORGAN ETFs (IRELAND) ICVAV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	0	336.821	336.821
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY RISK CONTROLLED BALANCE MOTHER FUND	0	231.823	231.823
**D	LEGAL & GENERAL GLOBAL DEVELOPED EQUITY INDEX FUND	0	3.525	3.525
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	0	139.519	139.519
**D	DWS GLOBAL MACRO FUND	0	166.384	166.384
**D	SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND	0	15.641	15.641
**D	SANLAM UNIVERSAL FUNDS PLC	0	107.624	107.624
**D	LACM WORLD EQUITY - WEALTH BUILDER CIT	0	370	370
**D	MASTER TRUST BANK OF JAPAN LTD. RE: TNA GLOBAL EQUITY MOTHER FUND	0	100.000	100.000
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTRJ400021913	0	99.260	99.260
**D	MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LDN)	0	37.032	37.032
**D	DEMOCRACY INTERNATIONAL FUND	0	4.683	4.683
**D	FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	0	171.105	171.105
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II	0	27.283	27.283
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPLD WRLD EX UK CMN CNT FD	0	153.692	153.692
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	830.807	830.807
**D	NEUBERGER BERMAN INVESTMENT FUNDS PLC	0	307	307
**D	STAUBLI 60 20 CREDIT MUTUEL	0	16.293	16.293
**D	PINEBRIDGE DYNAMIC ASSET ALLOCATION FUND	0	109.156	109.156
**D	VANGUARD INVESTMENTS COMMON CONTRA FD- VANGUARD FTSE DEV EUR EX UK CCF	0	258.920	258.920
**D	SCHUCCO	0	5.458	5.458
**D	FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	0	978.691	978.691
**D	DEVELOPED INTERNATIONAL EQUITY SELECT ETF	0	3.016	3.016
**D	CATHOLIC RESPONSIBLE INVESTMENTS INTERNATIONAL EQUITY FUND	0	2.491.824	2.491.824
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMN CONT FD	0	168.992	168.992
**D	ADVISED MANAGED TRUST - DIVERSIFIED EQUITY FUND	0	20.739	20.739
**D	FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	0	3.054.203	3.054.203
**D	SCHRODER INTERNATIONAL MULTI-CAP EQUITY TRUST	0	965.596	965.596
**D	NUVEEN GLOBAL INFRASTRUCTURE FUND	0	1.653.005	1.653.005
**D	FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	2.774.886	2.774.886
**D	FIRST TRUST DEVELOPED MARKETS EX-US ALPHADEX FUND	0	176.285	176.285
**D	FIRST TRUST DYNAMIC EUROPE EQUITY INCOME FUND	0	343.678	343.678
**D	FIDELITY FUNDS - EURO STOXX 50 POOL	0	660.131	660.131
**D	THORNBURG INTERNATIONAL EQUITY FUND (Q.P.), LLC	0	94.292	94.292
**D	VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	0	253.119	253.119
**D	FIRST TRUST EUROZONE ALPHADEX ETF	0	12.641	12.641
**D	ELIOR EPARGNE DIVERSIFIE	0	5.745	5.745
**D	ORANO ISR SOLIDAIRE	0	37.587	37.587

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10 Azionisti in delega:

2.971

Pagina 14

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THALES AVS FRANCE	0	5.380	5.380
**D	DUFF & PHELPS GLOBAL LISTED INFRASTRUCTURE CIT	0	112.300	112.300
**D	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	124.111	124.111
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400021914	0	28.202	28.202
**D	LOS ANGELES CAPITAL GLOBAL FUNDS PLC - LACM GLOBAL SUSTAINABLE EQUITY FUND	0	16.618	16.618
**D	BALL PACKAGING EUROPE	0	4.013	4.013
**D	MILLEIS BANQUE 30-70	0	9.855	9.855
**D	OCF	0	27.394	27.394
**D	CONVERGENCE ACTIONS EUROPE	0	400.935	400.935
**D	KBI GLOBAL RESOURCES SOLUTIONS CIT	0	148.102	148.102
**D	CGI DYNAMIQUE	0	87.539	87.539
**D	AMP LIFE INTERNATIONAL EQUITIES FUND	0	85.161	85.161
**D	AOR TAX ADVANTGD ABS NON FLIP	0	837.939	837.939
**D	KOLMBAN BALANCED CREDIT SUISSE FUNDS AG UBS ASSET MANAGEMENT SCHWEIZ AG	0	1.189.727	1.189.727
**D	WIF-EUROPE DISCOVERY FUND	0	120.934	120.934
**D	NM5-WIEQ-CNS-ACCOUNT	0	9.293	9.293
**D	SCHRODER GLOBAL VALUE FUND	0	148.025	148.025
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEXES GLOBALE AKTIER	0	117.025	117.025
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129	0	4.192	4.192
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION EURO - ACCUMULATING KL	0	10.375	10.375
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION NORGE - ACCUMULATING KL	0	4.987	4.987
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER	0	2.574.195	2.574.195
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION - DANMARK AKKUMULERENDE KL	0	82.337	82.337
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES KL	0	338.338	338.338
**D	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL	0	752.997	752.997
**D	FONDO PENSIONE COMETA	0	330.765	330.765
**D	DANSKE INVEST EUROPE HIGH DIVIDEND FUND	0	139.482	139.482
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA HOJT UDBYTT - AKKUMULERENDE KL	0	409.034	409.034
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEXES - AKKUMULERENDE KL	0	101.574	101.574
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES KL	0	173.108	173.108
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEXES BNP KL	0	97.697	97.697
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA HOJT UDBYTT KL	0	641.805	641.805
**D	MINISTRY OF ECONOMY AND FINANCE	0	4.774.306	4.774.306
**D	MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	0	4.270.847	4.270.847
**D	UNIVERSAL-INVESTMENT- GESELLSCHAFT MBH ON BEHALF OF BAYVK G2-FONDS	0	830.212	830.212
**D	VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL VALUE FUND	0	2.505.038	2.505.038
**D	MI-FONDS 392	0	301.711	301.711
**D	CHARLES TAYLOR INTERNATIONAL FUND MANAGERS IOM LIMITED	0	100.657	100.657
**D	MI-FONDS 391	0	82.570	82.570
**D	TELSTRA SUPERANNUATION SCHEME	0	1.102.020	1.102.020
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH W/LIBI- FONDS	0	69.317	69.317
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH W/WEBI- FONDS	0	22.105	22.105
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH W/VECO (AKTIEN)	0	67.964	67.964
**D	AP PENSION LIVSFORSIKRINGSKTESLSKAB	0	556.958	556.958
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	521.977	521.977
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	48.023	48.023
**D	BEST INVESTMENT CORPORATION	0	6.005	6.005
**D	DANICA PENSION. LIVSFORSIKRINGSKTESLSKAB	0	2.724.549	2.724.549
**D	TWA UMBRELLA FD-TWA ACWI EX-JAPAN PORTF.	0	50.000	50.000
**D	BEST INVESTMENT CORPORATION	0	102.615	102.615

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10

Azionisti in delega:

2.971

Pagina 15

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	TMA UMBRELLA FUND - GLOBAL EQUITY PORTFOLIO	0	28.000	28.000
**D	VERDIPAPIRFONDET FONDSFINANS FORNYBAR ENERGI	0	85.000	85.000
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	359.424	359.424
**D	JPM MULTI INCOME FUND	0	544.557	544.557
**D	JPMORGAN GLOBAL PROPERTY INCOME FUND	0	190.070	190.070
**D	ALLIANZ CHOICE BEST STYLES EUROPE	0	60.732	60.732
**D	SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND	0	118.476	118.476
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	26.907	26.907
**D	JPMORGAN MULTI BALANCED FUND	0	19.295	19.295
**D	CIVIL SERVICE EMPLOYEES PENSION FUND	0	102.379	102.379
**D	HANWHA KBIZ MULTI ASSET 2	0	79.906	79.906
**D	PERTUBAHAN KESELAMATAN SOSIAL	0	190.446	190.446
**D	TAIPEI FUBON COMMERCIAL BANK LTD	0	350.000	350.000
**D	ALLIANZ SELECTION EUROPEAN EQUITY DIVIDEND	0	48.201	48.201
**D	NIKKO AM GLOBAL CONSERVATIVE FUND	0	1.502	1.502
**D	REASSURE LIMITED	0	2.349.139	2.349.139
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	0	1.034.703	1.034.703
**D	FIRST STATE GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY	0	135.018	135.018
**D	PHOENIX UNIT TRUST MANAGERS LIMITED	0	14.456.027	14.456.027
**D	EPWORTH INVESTMENT FUNDS FOR CHARITIES	0	37.700	37.700
**D	M&G (LUX) INVESTMENT FUNDS 2 FCP - M&G (LUX) EUROPE EX UK INDEX FUND	0	3.885.069	3.885.069
**D	TRUE POTENTIAL INVESTMENTS LLP	0	591.812	591.812
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	0	3.245.426	3.245.426
**D	AMUNDI ETF ICAY	0	19.537	19.537
**D	AMUNDI ETF ICAY - AMUNDI S&P GLOBAL UTILITIES ESG UCITS ETF	0	313.450	313.450
**D	AXA INVESTMENT MANAGERS UK LIMITED	0	525.142	525.142
**D	HENDERSON GLOBAL INVESTORS LIMITED	0	801.045	801.045
**D	SOCIETY OF JESUS TRUST OF 1929 FOR ROMAN CATHOLIC PURPOSES	0	84.404	84.404
**D	SWISSCANTO FONDSLEITUNG AG	0	4.698.770	4.698.770
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	3.952.051	3.952.051
**D	ALLIANZ GLOBAL INVESTORS GMBH	0	5.864.294	5.864.294
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	357.610	357.610
**D	ALLIANZ VKA FONDS AGI INSURANCE DEDICATED LARGE CAPS	0	547.392	547.392
**D	ALLIANZ CGI SUBFONDS EQUITIES	0	108.514	108.514
**D	ALLIANZ FV-WIS RCM SYSPRO VALUE EUROPE	0	249.362	249.362
**D	UNIMARKTFUEHRER	0	118.843	118.843
**D	UNIMARKTFUEHRER	0	391.000	391.000
**D	UNIGLOBAL DIVIDENDE	0	3.024.709	3.024.709
**D	QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES	0	98.109	98.109
**D	UNIDIVIDENDENASS	0	2.963.057	2.963.057
**D	QUONIAM FUNDS SELECTION SICAV - EQUITIES CLIMATE TRANSFORMATION	0	10.327	10.327
**D	NEW WORLD FUND, INC.	0	6.747.557	6.747.557
**D	EUROPACIFIC GROWTH FUND	0	4.024.466	4.024.466
**D	CAPITAL GROUP GLOBAL EQUITY COMMON TRUST (US)	0	111.259	111.259
**D	CAPITAL GROUP GLOBAL EQUITY FUND (AU)	0	64.637	64.637
**D	INTERNATIONAL GROWTH AND INCOME FUND	0	13.175.645	13.175.645
**D	JPMCBNA	0	13.291	13.291
**D	CAPITAL INTERNATIONAL FUND	0	59.006	59.006
**D	CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	0	338.028	338.028
**D	CGMPV, LLC	0	4.540	4.540

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

KP6

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

OGGETTO: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Total
**D	BANGADELL 2000 FP	0	1.658	1.658
**D	BANGADELL 18 FP	0	6.611	6.611
**D	SABADELL PLANIFICACION 25, FI	0	83.905	83.905
**D	INVERSABADELL 50, FI	0	201.965	201.965
**D	CASTELLANA PENSIONES FP	0	2.609	2.609
**D	FCPE SAFRAN ETHIQUE SOLIDAIRE	0	19.431	19.431
**D	FCPE HUMANIS RETRAITE ACTIONS	0	630.009	630.009
**D	EPSENS OFFENSIF ISR	0	235.997	235.997
**D	INVERSABADELL 25, FI	0	316.957	316.957
**D	FCP HGA ACTIONS ISR	0	715.882	715.882
**D	FERROATLANTICA 92 FP	0	2.662	2.662
**D	BS PREVISION EMPRESAS EPSV DE EMPLEO	0	6.242	6.242
**D	FCP SODIUM I	0	375.889	375.889
**D	BANGADELL 36, F.P.	0	9.597	9.597
**D	FONECONOMISTES, FONS DE PENSIONS	0	3.272	3.272
**D	COMPANIA DE SERVICIOS DE BEBIDAS REFRESCANTES PENSIONES, F.P	0	3.425	3.425
**D	FONSOLBANK FP	0	20.938	20.938
**D	BS PENTAPENSION EMPRESA	0	4.527	4.527
**D	INVERSABADELL 70, FI	0	54.419	54.419
**D	FCPE EPARGNE SOLIDAIRE DYNAMIQ THALES	0	194.291	194.291
**D	FCP HUMANIS RETRAITE ACTIONS BAS CARBONE	0	565.243	565.243
**D	CALCIUM QUANT	0	298.435	298.435
**D	FCP HGA ACTIONS SOLIDAIRE EMPLOI SANTE	0	346.840	346.840
**D	HUMANIS RETRAITE ACTIONS EMPLOI SANTE	0	912.630	912.630
**D	KOOKMIN BANK ACTING AS TRUSTEE OF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TR	0	44.457	44.457
44.457				
**D	AFIR HOLDING AND MANAGEMENT COMPANY	0	485.319	485.319
**D	DPAM GLOBAL STRATEGY L	0	6.135.830	6.135.830
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDPOR EMPLOYEE BENEFIT TRUSTS	0	317.168	317.168
**D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWIGO-AKTIE	0	99.135	99.135
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	64.570.140	64.570.140
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	641.989	641.989
**D	BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS	0	5.427	5.427
**D	BLACKROCK SUSTAINABLE BALANCED PORTFOLIO OF BLACKROCK SERIES FUND, INC.	0	85.144	85.144
**D	BLACKROCK STRATEGIC INCOME OPPORTUNITIES PORTFOLIO OF BLACKROCK FUNDS V	0	1.056.039	1.056.039
**D	BRUNEL SHELL RETIREMENT BENEFIT FUND	0	6.410	6.410
**D	BLACKROCK FUNDS I ICAV	0	64.509	64.509
**D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	409.839	409.839
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	19.774	19.774
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	1.442.643	1.442.643
**D	MSCI ACWI EX-FOSSIL FUELS ESG FOCUS INDEX FUND B (MSKFFESGB)	0	166.170	166.170
**D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	3.180.729	3.180.729
**D	ALLIANZ GLOBAL INVESTORS GMBH W/VBOK	0	13.358	13.358
**D	ALLIANZ GLOBAL INVESTORS GMBH W/LIPOC III	0	22.428	22.428
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	143.673	143.673
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	103.984	103.984
**D	ESG INSIGHTS WORLD EX USA FUND B	0	135.368	135.368
**D	ALLIANZGI-FONDS PFD	0	5.931	5.931
**D	ALLIANZGI-FONDS WERT	0	7.200	7.200
**D	TWU SUPERANNUATION FUND	0	62.663	62.663

Wendell

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INVESTORS WHOLESAL GLOBAL EQUITY (INDEX) TRUST	0	545.315	545.315
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	0	32.559	32.559
**D	NMF5-GIEP BRI A/C	0	25.771	25.771
**D	LHCO-FONDS	0	100.000	100.000
**D	AMP WHOLESAL GLOBAL EQUITIES FUND	0	836.514	836.514
**D	STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN	0	65.261	65.261
**D	ALLIANZGI-FONDS APNIESA SEGMENT APNIESA-NAPO	0	25.530	25.530
**D	ALLIANZGI-FONDS AVP	0	4.019	4.019
**D	ALLIANZGI-FONDS WAF1	0	15.278	15.278
**D	ALLIANZGI-FONDS TOSCA	0	71.137	71.137
**D	ALLIANZGI FOND AFE	0	121.634	121.634
**D	ALLIANZGI FOND OS PENSION	0	43.291	43.291
**D	ISHARES WHOLESAL INTERNATIONAL EQUITY INDEX FUND	0	693.224	693.224
**D	BLACKROCK INDEX SELECTION FUND	0	5.041.602	5.041.602
**D	ALLIANZGI-FONDS GANO 2	0	32.975	32.975
**D	ALLIANZGI-FONDS GANO	0	5.710	5.710
**D	ALLIANZGI-SUBFONDS TOB -NEU-	0	21.932	21.932
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL VALUE MANAGED VOLATILITY PORTFOLIO	0	587.292	587.292
**D	ALLIANZGI-FONDS SIV	0	8.025	8.025
**D	DBI-STIFTUNGSFONDS WISSENSCHAFT	0	8.931	8.931
**D	AGI FOND EADS INVEST FOR LIFE AKTIENFONDS	0	47.700	47.700
**D	ALLIANZGI-FONDS VSBW	0	106.164	106.164
**D	ALLIANZGI-FONDS SHL	0	7.000	7.000
**D	ALLIANZGI-FONDS DFF DILLINGER PENSIONSFONDS MF	0	84.748	84.748
**D	ALLIANZGI-FONDS DUNHILL	0	8.700	8.700
**D	SUWE-COFONDS	0	100.000	100.000
**D	ALLIANZGI-FONDS REINVEST	0	4.420	4.420
**D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	24.184	24.184
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	325.699	325.699
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	971.497	971.497
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	7.049.843	7.049.843
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	2.753.749	2.753.749
**D	FIDELITY COMMON CONTRACTUAL FUND II - FIDELITY EUROPE EX-UK EQUITY FUND (INVESCO)	0	470.178	470.178
**D	ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E-EUA	0	479.068	479.068
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	233.729	233.729
**D	JNL/BLACKROCK GLOBAL ALLOCATION FUND	0	65.702	65.702
**D	ALLIANZGI-FONDS DIN	0	15.000	15.000
**D	ALLIANZGI-FONDS SVKK	0	1.942	1.942
**D	KREBSHILFE-2-FONDS	0	30.000	30.000
**D	ALLIANZGI-FONDS DSFT	0	63.206	63.206
**D	BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	0	1.914.764	1.914.764
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	0	1.077.075	1.077.075
**D	EUROPE EQUITY INDEX ESG SCREENED FUND B (EURXCB)	0	199.233	199.233
**D	CDN ACWI ALPHA TILTS FUND	0	39.904	39.904
**D	CDN MSCI EAFE EXTENDED ESG FOCUS INDEX FUND A	0	626.345	626.345
**D	ISHARES WHOLESAL SCREENED INTERNATIONAL EQUITY INDEX FUND	0	55.195	55.195
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	320.717	320.717
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	0	0
20.673	MSCI EMU IMI INDEX FUND B (EMOIMIB)	0	5.171	5.171
**D				

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10 Azionisti in delega.

2.971

Pagina 18

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	151.039	151.039
**D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	252.916	252.916
**D	MSCI EQUITY INDEX FUND B - ITALY (MSITB)	0	3.327.902	3.327.902
**D	BLACKROCK CDN WORLD INDEX FUND	0	555.134	555.134
**D	GLOBAL ALPHA TILTS ESG NON-LENDABLE FUND B	0	2.310	2.310
**D	WORLD ALPHA TILTS - ENHANCED FUND B	0	33.790	33.790
**D	GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)	0	30.289	30.289
**D	RUSSELL DEVELOPED LARGE CAP EM GEOEXPOSURE INDEX FUND B (REMGEOB)	0	32.574	32.574
**D	THRIFT SAVINGS PLAN	0	27.417.314	27.417.314
**D	STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	0	1.093.754	1.093.754
**D	CRYOSTAR SAS	0	1.265	1.265
**D	CK-AM ALIZES EQUILIBRE	0	185.142	185.142
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA MEDICI (E.N.P.A.M)	0	952.500	952.500
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI	0	32.021.003	32.021.003
**D	INVESTMENT FUND SERVICES LIMITED	0	340.463	340.463
**D	LARAFOND BALANSERAD	0	222.357	222.357
**D	OHMAN MARKNAD GLOBAL	0	226.000	226.000
**D	OHMAN MARKNAD EUROPA	0	244.000	244.000
**D	LARAFOND OFFENSIV	0	639.233	639.233
**D	APEX FUND SERVICES PTY LTD	0	60.570	60.570
**D	LARAFOND FORSIKTIG	0	23.579	23.579
**D	OHMAN GLOBAL	0	2.891.672	2.891.672
**D	SWISS NATIONAL BANK	0	26.598.137	26.598.137
**D	FULCRUM LIQUID REAL ASSETS FUND	0	14.744	14.744
**D	ARGENTA DP	0	608.200	608.200
**D	DEGROOF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	0	53.330	53.330
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTA PENSIOENSPARFONDS DEFENSIVE	0	124.550	124.550
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTA PENSIOENSPARFONDS	0	1.696.700	1.696.700
***	ADAMI SERGIO	0	1.262	1.262
***	GIORGIANI FRANCESCO	0	1.367	1.367
***	VENTURINI FRANCESCO	0	9.467	9.467
**D	CENTRE GLOBAL INFRASTRUCTURE FUND	0	141.146	141.146
**D	SANLAM UNIVERSAL FUNDS PLC	0	50.210	50.210
**D	MMCCF WORLD TOPS 130 30 FUND AC	0	1.247	1.247
**D	MMCCF WORLD TOPS 150 50 FUND AC	0	2.449	2.449
**D	SIJOITUSRAHASTO AKTIA SECURA	0	100.000	100.000
**D	SIJOITUSRAHASTO AKTIA EUROPA	0	450.000	450.000
**D	PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY	0	417.654	417.654
**D	MUANG THAI LIFE ASSURANCE PUBLIC COMPANY LIMITED	0	190.795	190.795
**D	NEI CLEAN INFRASTRUCTURE FUND	0	968.872	968.872
**D	DVAM DIVERSIFIEDLIQUID ALTERNATIVESPCF	0	4.948	4.948
**D	DWS INVESTMENTGMH ON BEHALF OF DEAM FONDS ZATI	0	6.013	6.013
**D	D E SHAW ALICOUNTRY GLOBAL ALPHA EXTENSIONCUSTOM FUND L	0	12.447	12.447
**D	AQR STOCKSELECTION II MASTER ACCOUNT LP	0	3.040	3.040
**D	FIDELITY SELECT PORTFOLIOS UTILITIES PORTFOLIO	0	550.200	550.200
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	7.794.054	7.794.054
**D	VIDACRIXA, S.A.	0	1.570.044	1.570.044
**D	KUTXABANK GESTION SGIIC, S.A.	0	4.854.866	4.854.866
**D	KUTXABANK PENSIONES, S.A., SGFP	0	607.207	607.207
**D	AQR TAX AWARETOTAL RETURN FUND LLC	0	28.014	28.014

Handwritten signature

Handwritten "FDP"

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CMAP SRPA FUNDLIMITED	0	9.797	9.797
**D	AQR TAX ADVANTAGEGLOBAL EQUITY MARKET NEUTRAL FUND LP	0	65.036	65.036
**D	CIN BELGIUMLIMITED	0	730	730
**D	BANCO BILBAO VIZCAYA ARGENTARIA SA	0	2.622.336	2.622.336
**D	EATON VANCE TRUST COMPANY COLLECTIVE INVESTMENT	0	15.742	15.742
**D	STICHTING DE NATIONALE ALGEMEEN PENSIOENFONDS	0	61.314	61.314
**D	ECCLESIASTICAL INSURANCE OFFICE PLC STAFF RETIREMENT BENEFIT	0	255.000	255.000
**D	THE NFO MUTUAL OEIC	0	77.762	77.762
**D	EDENTREE ASSET MANAGEMENT LTD	0	16.500	16.500
**D	EDENTREE INVESTMENT FUND SERIES 1 EDENTREE GREEN FUTURE FUND	0	122.000	122.000
**D	SANTANDER MAX 30 SHARES PORTFOLIO	0	92.791	92.791
**D	SANTANDER MAX 50 PERCENT SHARES PORTFOLIO	0	525.051	525.051
**D	SANTANDER MAX 70 PERCENT SHARES PORTFOLIO	0	850.761	850.761
**D	IUOE LOCAL 793 MEMBERS PENSION BENEFIT TRUST OF	0	133.103	133.103
**D	AUTORIDADE MONETARIA DE MACAU	0	450.112	450.112
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS BLOOMBERG	0	42.038	42.038
**D	ALASKA PERMANENT FUND CORPORATION	0	1.410.154	1.410.154
**D	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	64.389	64.389
**D	INTL BESS LP	0	1.998	1.998
**D	INVESTINGFORENIGEN NYKREDIT INVEST ENGRS GLOBALE AKTI	0	212.265	212.265
**D	KAPITALFORENIGEN INVESTIN PRO ACADIAN GLOBAL VALUE	0	2.418.144	2.418.144
**D	MURRAY INTERNATIONAL TRUST PLC	0	5.830.000	5.830.000
**D	TACS NON US EQUITY CORE MARKET CONTINUOUS LLC	0	567.334	567.334
**D	STANDARD BANK OF SOUTH AFRICA LTD	0	32.602	32.602
**D	BNY MELLON SUSTAINABLE GLOBAL EQUITY INCOME FUND	0	661.569	661.569
**D	BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	0	373.618	373.618
**D	INVESTINGFORENIGEN INVESTIN SAMPENSION GLOBALE AKTIER	0	3.058	3.058
**D	QUILTER CHEVIOT LTD	0	324.099	324.099
**D	VIRGINIA TECH FOUNDATION INC	0	45.188	45.188
**D	ADVANCED SERIES TRUST AST T ROWE PRICE GROWTH OPPORTUNIT	0	432.353	432.353
**D	BNYM MELLON PE NSL INTERNATIONAL EQUITY FUND	0	273.991	273.991
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS INTERNATIONAL EQUITY IN GOLDMAN SACHS AND CO	0	2.609.661	2.609.661
**D	CI CORPORATE CLASS LIMITED	0	584.909	584.909
**D	CI SELECT GLOBAL EQUITY FUND	0	285.436	285.436
**D	CI GLOBAL CONCENTRATED EQUITY PRIVATE POOL	0	13.049	13.049
**D	CI GLOBAL INCOME AND GROWTH FUND	0	3.163.723	3.163.723
**D	CI GLOBAL EQUITY POOLED FUND	0	832	832
**D	BNY MELLON GLOBAL INFRASTRUCTURE INCOME ETF	0	166.235	166.235
**D	GOLDMAN SACHS PROFIT SHARING MASTER TRUST	0	120.744	120.744
**D	LEGAL AND GENERAL UCITS ETF PLC	0	444.399	444.399
**D	THE ZEDRA FIDUCIARY INVESTMENT FUND LIMITED	0	106.136	106.136
**D	MACQUARIE MANAGEMENT HOLDINGS INC	0	7.776	7.776
**D	BNY MELLON FUTURELEGACY 3 FUND	0	15.891	15.891
**D	BNY MELLON FUTURELEGACY 4 FUND	0	23.836	23.836
**D	BNY MELLON FUTURELEGACY 5 FUND	0	31.339	31.339
**D	BNY MELLON FUTURELEGACY 6 FUND	0	38.406	38.406
**D	BNY MELLON FUTURELEGACY 7 FUND	0	45.496	45.496
**D	DIVERSIFIED TRUST COMPANY INTERNATIONAL EQUITY COMMON FUND	0	238.365	238.365
**D	NATIONAL BANK FINANCIAL INC	0	111.792	111.792
**D	GOVERNMENT OF BERMUDA	0	240.734	240.734

Azionisti:
Azionisti in proprio:

2.981 Teste:
10 Azionisti in delega:

20
2.971

Pagina 20



LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	KAPITALEINVESTING EMD INVEST VERDENSINDEXS	0	262.572	262.572
**D	VANGUARD FTSE ALL WORLD EX US INDEX FUND	0	15.694.362	15.694.362
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	16.562.024	16.562.024
**D	KUMPUHAN WANG PERSARAAN DIPERBADANKAN	0	18.481	18.481
**D	XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	0	39.870	39.870
**D	UOF INVESTMENTS LP	0	17.713	17.713
**D	MULTI ADVISOR FUNDS GLOBAL SUSTAINABLE INFRASTRUCTURE FUND	0	405.686	405.686
**D	WESPATH FUNDS TRUST	0	1.520.854	1.520.854
**D	RED DIAMOND INTERNATIONAL EQUITY LIMITED PARTNERSHIP	0	7.455	7.455
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	0	2.226.087	2.226.087
**D	MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDORMENT TRUST	0	79.939	79.939
**D	VOYA VACS INDEX SERIES I PORTFOLIO	0	605.634	605.634
**D	DANMARKS GRUNDFORSKINGFOND	0	38.562	38.562
**D	FORDHAM UNIVERSITY	0	32.085	32.085
**D	CONSOLIDATED EDISON RETIREMENT PLAN	0	178.646	178.646
**D	THE MANUFACTURERS LIFE INSURANCE COMPANY	0	144.682	144.682
**D	THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	0	800.393	800.393
**D	IQ 500 INTERNATIONAL ETF	0	172.294	172.294
**D	LEXINGTON INTERNATIONAL LLC	0	26.793	26.793
**D	CERVURITE INTERNATIONAL LLC	0	264.317	264.317
**D	MARANIC II LLC	0	8.406	8.406
**D	TERREBONNE INVESTMENTS LP	0	12.605	12.605
**D	WINDFALL INVESTMENTS LP	0	7.155	7.155
**D	PHILANTHROPAR INVESTMENTS LP	0	4.323	4.323
**D	OAK HILL INVESTMENT MANAGEMENT	0	42.245	42.245
**D	CHSU FOUNDATION ENDORMENT FUND LP	0	20.986	20.986
**D	MASTERS I LLC	0	27.829	27.829
**D	BRIDGEWATER IMPLEMENTATION FUND IV LLC	0	63.824	63.824
**D	STICHTING PENSIOENFONDS NOTARIAAT	0	24.616	24.616
**D	DEUTSCHE DCG EQ	0	27.845	27.845
**D	BNY MELLON INVESTMENT FUNDS VI BNY MELLON BALANCED OPPORTUNITY FUND	0	78.782	78.782
**D	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	146.059	146.059
**D	CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	0	263.347	263.347
**D	WELLS FARGO BANK N.A.	0	4.231	4.231
**D	MAN GLG EUROPEAN ALPHA INCOME FUND	0	893	893
**D	CITM FUND LP	0	15.320	15.320
**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	1.120.000	1.120.000
**D	AMITY EUROPEAN FUND	0	700.000	700.000
**D	GEORGETOWN UNIVERSITY THE	0	248.710	248.710
**D	MOTHER CABRINI HEALTH FOUNDATION INC	0	105.000	105.000
**D	INVESCO MARKETS II PLC	0	208.212	208.212
**D	MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	0	207.720	207.720
**D	GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO	0	33.303	33.303
**D	ROTHSCHILD MARTIN MAUREL	0	783.490	783.490
**D	TEXAS UTILITIES QUAL NDT PARTNERSHIP	0	37.267	37.267
**D	SHELL CANADA 2007 PENSION PLAN	0	12.180	12.180
**D	ENDORMENT PORTFOLIO L P	0	4.085	4.085

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	0	0	8.388
8.388				
**D	SHARON D LUND RESIDUAL TRUST	0	4.379	4.379
**D	MICHELLE LUND REV TRUST	0	5.831	5.831
**D	BLACKROCK FUND MANAGERS LTD	0	4.469.985	4.469.985
**D	CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WOR	0	14.389	14.389
**D	MARSHFIELD CLINIC SALARY REDUCTION PLAN	0	80.368	80.368
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	0	1.262.749	1.262.749
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	5.461.187	5.461.187
**D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	603.578	603.578
**D	1895 FONDS FGR	0	1.060.977	1.060.977
**D	1895 FONDS STICHTING 1	0	36.958	36.958
**D	FIRST SENTIER INVESTORS ICVC FIRST SENTIER RESPONSIBLE LISTED INFRASTRUCTURE FUND	0	186.256	186.256
**D	KAPITALFORENINGEN INVESTIN PRO VELLIV WORLD EQUITY INDEX CO NYKREDIT PORTEFOLJE ADMINISTRATION AS	0	1.077.119	1.077.119
**D	VIRTUS NFJ INTERNATIONAL VALUE FUND	0	315.596	315.596
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS FUTURE PLANET EQUITY ETF	0	1.033.418	1.033.418
**D	THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW	0	93.333	93.333
**D	BANK CONSORTIUM TRUST CO LTD	0	266.994	266.994
**D	BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	0	47.216	47.216
**D	ALCOA FOUNDATION	0	35.740	35.740
**D	SHELL NEDERLAND PENSIOENFONDS STICHTING	0	7.598	7.598
**D	ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO	0	319.055	319.055
**D	ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO	0	1.603.832	1.603.832
**D	ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO	0	2.051.239	2.051.239
**D	ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO	0	123.335	123.335
**D	QUILTER CHEVIOT EUROPE LTD	0	11.461	11.461
**D	MACOMB COUNTY EMPLOYEES RETIREMENT SYSTEM	0	54.053	54.053
**D	MACOMB COUNTY INTERMEDIATE RETIREES MEDICAL BENEFITS TRUST	0	9.009	9.009
**D	BNY MELLON GLOBAL INFRASTRUCTURE INCOME FUND	0	342.214	342.214
**D	ARIZONA STATE RETIREMENT SYSTEM	0	411.049	411.049
**D	ARIZONA STATE RETIREMENT SYSTEM	0	1.778.970	1.778.970
**D	FOREST FOUNDATION	0	1.052	1.052
**D	SEQUOIA FUND PARA GLEB	0	279	279
**D	STEWARDSHIP PARA GLEB	0	4.804	4.804
**D	WBW TRUST NUMBER ONE	0	6.696	6.696
**D	1975 IRREV TRUST OF C D WEYERHAEUSER	0	5.223	5.223
**D	1973 IRREVOCABLE TRUST OF CD WEYERHAEUSER	0	4.761	4.761
**D	SANTA BARBARA COUNTY EMPLOYEES RETIREMENT SYSTEM	0	91.039	91.039
**D	DNP SELECT INCOME FUND INC	0	5.332.200	5.332.200
**D	3M EMPLOYEE RETIREMENT INCOME PLAN TRUST	0	274.845	274.845
**D	COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	0	60.677	60.677
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	207.434	207.434
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	85.958	85.958
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH	0	50.903	50.903
**D	MARION BRADLEY PARTITION TRUST	0	20.395	20.395
**D	IQ CANDRIAM ESG INTERNATIONAL EQUITY ETF	0	123.639	123.639
**D	INVESTINGSFÖRENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	147.203	147.203
**D	INVESTINGSFÖRENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL	0	325.315	325.315
**D	THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	0	390.097	390.097
**D	THE ESB PENSION FUND	0	251.613	251.613

Azionisti:

2.981

Teste:

20

Azionisti in proprio:

10

Azionisti in delega:

2.971

Pagina 22

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	VIRTUS TOTAL RETURN FUND INC	0	986.959	986.959
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	42.963	42.963
**D	CBIS GLOBAL FUNDS PUBLIC LTD CO	0	250.000	250.000
**D	STATE OF WISCONSIN INVESTMENT BOARD	0	2.526.265	2.526.265
**D	AIB GROUP IRISH PENSION SCHEME	0	219.592	219.592
**D	BANK OF KOREA	0	12.334	12.334
**D	KOOKMIN BANK ACTING AS TRUSTEE OF HANA ALTERNATIVE ASSET CB RASTRUCTURE QUALIFIED INVESTORS PRIVATE PLACEMENT SPECIAL A	0	0	84.848
84.848	NN PARAPLUFONDS 1 NV	0	1.039.112	1.039.112
**D	EATON VANCE MANAGEMENT	0	1.915	1.915
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	4.611	4.611
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF DECTA MASTERFONDS	0	12.050	12.050
**D	FLORIDA RETIREMENT SYSTEM TRUST FUND	0	4.181.236	4.181.236
**D	VEBA PARTNERSHIP N LP	0	19.916	19.916
**D	BNY MELLON GLOBAL FUNDS PLC	0	1.026.617	1.026.617
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0	3.975	3.975
**D	KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III	0	27.929	27.929
**D	WILMINGTON INTERNATIONAL FUND	0	63.047	63.047
**D	INVECO EUROPEAN EQUITY FUND UK	0	7.524.364	7.524.364
**D	INVECO GLOBAL EX UK ENHANCED INDEX FUND UK	0	9.953	9.953
**D	INVECO EUROPEAN EQUITY INCOME FUND UK	0	1.325.713	1.325.713
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	62.040	62.040
**D	INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING	0	66.898	66.898
**D	INVECO GLOBAL TARGETED RETURNS FUND UK	0	26.103	26.103
**D	EMPLOYEES RETIREMENT SYSTEM OF TEXAS	0	5.705.251	5.705.251
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	389.000	389.000
**D	KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I	0	331.094	331.094
**D	ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO	0	844.190	844.190
**D	INVECO MARKETS III PLC	0	13.598	13.598
**D	INVECO FTSE RAFI EMERGING MARKETS UCITS ETF	0	116.960	116.960
**D	INVECO FTSE RAFI DEVELOPED MARKETS EX U S ETF	0	1.570.368	1.570.368
**D	GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	0	72.215	72.215
**D	BLACKROCK LIFE LIMITED	0	151.967	151.967
**D	BLACKROCK GLOBAL FUNDS	0	56.284.863	56.284.863
**D	FIRST TRUST GLOBAL WIND ENERGY ETF	0	964.463	964.463
**D	FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE IND	0	486.200	486.200
**D	VIRGINIA RETIREMENT SYSTEM	0	1.370.386	1.370.386
**D	INVECO FUNDS	0	9.609.216	9.609.216
**D	PGIM JENNISON UTILITY FUND	0	5.024.914	5.024.914
**D	THE PRUDENTIAL SERIES FUND PSF PCIM 50 BALANCED PORTFOLIO	0	6.077	6.077
**D	THE PRUDENTIAL SERIES FUND PSF PCIM FLEXIBLE MANAGED PORT	0	11.186	11.186
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	0	232.085	232.085
**D	GREAT WEST INTERNATIONAL INDEX FUND	0	843.435	843.435
**D	BNY MELLON GLOBAL FUNDS PLC BNY MELLON GLOBAL EQUITY INC	0	1.416.669	1.416.669
**D	MACQUARIE FIRST TRUST GLOBAL INFRASTRUCTURE UTILITIES DIVID	0	353.208	353.208
**D	BANK OF KOREA	0	8.984	8.984
**D	FIREFIGHTERS RETIREMENT SYSTEM	0	146.125	146.125
**D	VAERDIPAPIRFONDEN SPARINVEST INDEX	0	27.435	27.435
**D	PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	0	527.160	527.160
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	0	10.314.691	10.314.691

Pagina 23

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Ragione Sociale	Proprio	Delega	Totale
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO	0	716.618	716.618
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	33.951	33.951
LF MACQUARIE GLOBAL INFRASTRUCTURE SECURITIES FUND	0	295.857	295.857
PRINCIPAL FUNDS INC OVERSEAS FUND	0	247.563	247.563
STANLIB FUNDS LIMITED	0	36.048	36.048
LINK FUND SOLUTIONS LTD	0	48.027	48.027
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	0	205.716	205.716
ABB PENSION FUND	0	12.107	12.107
INVESSCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	3.685	3.685
IA CLARINGTON GLOBAL VALUE FUND	0	58.176	58.176
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0	505.892	505.892
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	0	1.019.034	1.019.034
BNY MELLON GLOBAL INCOME FUND	0	11.895.142	11.895.142
IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	147.865	147.865
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	0	392.304	392.304
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	0	5.209	5.209
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	39.019	39.019
VOYA INTERNATIONAL INDEX PORTFOLIO	0	575.911	575.911
THE CLAUDE MARIE DOUBIS RELIGIOUS AND CHARITABLE TRUST	0	263.265	263.265
INCARNATE WORD CHARITABLE TRUST	0	316.247	316.247
CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	0	59.757	59.757
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT	0	1.470.000	1.470.000
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS PKN 2	0	1.683.630	1.683.630
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS AVD 2	0	20.121	20.121
TEACHERS RETIREMENT SYSTEM OF LOUISIANA	0	42.200	42.200
DELAWARE GLOBAL LISTED REAL ASSETS FUND	0	182.310	182.310
INVESTINGFORENIGEN LAEGERNES INVEST LI AKTIER GLOBALE	0	68.139	68.139
KAPITALFORENIGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS	0	337.441	337.441
BLACKROCK LIFE LTD	0	1.199.252	1.199.252
PRINCIPAL FUNDS INC DIVERSIFIED REAL ASSET FUND	0	2.125.234	2.125.234
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	362.217	362.217
INVESSCO PUREBETA FTSE DEVELOPED EX NORTH AMERICA ETF	0	5.167	5.167
MI FONDS K10	0	219.386	219.386
MI FONDS K12	0	21.690	21.690
STANDARD BANK OF SOUTH AFRICA LTD	0	687.809	687.809
XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	2.034.778	2.034.778
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	0	22.349	22.349
SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	188.961	188.961
TEXTRON INC MASTER TRUST	0	418.787	418.787
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	0	20.945.486	20.945.486
BNY MELLON INVESTMENT FUNDS III BNY MELLON GLOBAL EQUITY INCOME FUND	0	899.253	899.253
BNY MELLON STOCK FUNDS BNY MELLON INTERNATIONAL CORE EQUI	0	1.085.252	1.085.252
BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	196.053	196.053
BNY MELLON INTERNATIONAL EQUITY INCOME FUND	0	12.945	12.945
NEW HAMPSHIRE RETIREMENT SYSTEM	0	1.927.145	1.927.145
SHELL PENSION TRUST	0	104.662	104.662
UPSTREAMCO PENSION TRUST	0	93.576	93.576
EASTSPRING INVESTMENTS	0	9.488	9.488
NATIONAL TREASURY MANAGEMENT AGCY	0	298.142	298.142
POLICE AND FIRE RETIREMENT SYSTEM OF THE CITY OF DETROIT	0	40.530	40.530

Pagina 24

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	ALTE LEIPZIGER TRUST INVESTMENT	0	377.150	377.150
**D	ALTE LEIPZIGER TRUST INVESTMENT GMBH	0	238.167	238.167
**D	EUROPEAN CENTRAL BANK	0	401.757	401.757
**D	MAN FUNDS PLC MAN NUMERIC RI EUROPEAN EQUITY	0	56.300	56.300
**D	VIRTUS DOFF AND PHELPS GLOBAL INFRASTRUCTURE FUND	0	142.579	142.579
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	32.961	32.961
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	103.750	103.750
**D	FLORIDA GLOBAL EQUITY FUND LLC	0	153.245	153.245
**D	DIOCESE OF VENICE PENSION PLAN AND TRUST	0	7.888	7.888
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	2.412.984	2.412.984
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	1.059.485	1.059.485
**D	PUBLIC SCHOOL TEACHERS PENSION AND RETIREMENT FUND OF CHICAGO	0	24.250	24.250
**D	INVERSCO FUNDS	0	13.618	13.618
**D	NSP MONTICELLO MINNESOTA RETAIL	0	80.431	80.431
**D	NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	43.715	43.715
**D	NSP MINNESOTA RETAIL PRAIRIE II	0	50.071	50.071
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF BPT	0	8.883	8.883
**D	VANGUARD INTL HIGH DIV YLD INDEX FD	0	4.433.838	4.433.838
**D	HIGHLAND INVESTMENT FUND LLC	0	22.882	22.882
**D	PGE CORPORATION RETIREMENT MASTER TRUST	0	261.158	261.158
**D	STICHTING CZ FUND DEPOSITARY	0	121.970	121.970
**D	MAN FUNDS PLC MAN NUMERIC RI GLOBAL EQUITY	0	10.400	10.400
**D	DEAM FUNDS ZDV	0	99.097	99.097
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	1.866.349	1.866.349
**D	COLUMBIA SUSTAINABLE INTERNATIONAL EQUITY INCOME ETF	0	22.907	22.907
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FUNDS PAL 1	0	66.829	66.829
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FUNDS RPK 1	0	70.366	70.366
**D	AURION GLOBAL EQUITY FUND	0	29.077	29.077
**D	BLACKROCK BALANCED CAPITAL FUND INC	0	329.238	329.238
**D	AZL INTERNATIONAL INDEX FUND	0	657.558	657.558
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	75.038	75.038
**D	MUNICIPAL POLICE EMPLOYEES RETIREMENT SYSTEM	0	162.760	162.760
**D	XTRACKERS MSCI ALL WORLD EX US HIGH DIVIDEND YIELD EQUITY E	0	21.300	21.300
**D	XTRACKERS MSCI EAFE HIGH DIVIDEND YIELD EQUITY ETF	0	4.357.209	4.357.209
**D	BNY MELLON INTERNATIONAL FUND	0	1.696.686	1.696.686
**D	FIRST TRUST EUROZONE ALPHADEX UCITS ETF	0	76.725	76.725
**D	NTUC INCOME INSURANCE CO OPERATIVE LIMITED	0	8.278	8.278
**D	MAPPRE MSV LIFE PLC	0	167.959	167.959
**D	BOC PRUDENTIAL EUROPEAN EQUITY FUND	0	85.227	85.227
**D	BOC PRUDENTIAL GLOBAL EQUITY FUND	0	91.717	91.717
**D	BOC PRUDENTIAL EUROPEAN INDEX FUND	0	490.450	490.450
**D	LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST	0	187.231	187.231
**D	ALABAMA TRUST FUND	0	270.779	270.779
**D	HAWAIIAN ELECTRIC INDUSTRIES INC MASTER PENSION TRUST	0	288.252	288.252
**D	HAWAIIAN ELECTRIC INDUSTRIES INC MASTER VEGA TRUST	0	29.559	29.559
**D	SISTERS OF CHARITY OF LEAVENWORTH HEALTH SYSTEM MASTER TRUST	0	124.307	124.307
**D	ILMARINEN MUTUAL PENSION INSURANCE CO	0	4.890.000	4.890.000
**D	KOOKMIN BANK ACTING AS TRUSTEE OF SAMSUNG EUROPEAN ESG SECURITIES MASTER INVESTMENT TRUST EQUITY	0	62.700	62.700
**D	PMPT INKA FUNDS	0	420.917	420.917
**D	KOOKMIN BANK ACTING AS TRUSTEE OF MIRAE ASSET TRIUMPH MULTI FACTO PRIVATELY PLACED MASTER	0	118.654	118.654

Azionisti:

2.981

20

Azionisti in proprio:

10

Azionisti in delega:

2.971

Pagina 25

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INKA PBEAKK	0	1.058.974	1.058.974
**D	COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	0	1.284.530	1.284.530
**D	IVY APOLLO MULTI ASSET INCOME FUND	0	79.400	79.400
**D	LOUISIANA STATE EMPLOYEES RETIREMENT SYSTEM	0	1.960.393	1.960.393
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	2.338.801	2.338.801
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	79.716	79.716
**D	POOL REINSURANCE CO LTD	0	166.701	166.701
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	571.013	571.013
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	10.426.203	10.426.203
**D	STATE OF SOUTH DAKOTA	0	23.364	23.364
**D	SOUTH DAKOTA RETIREMENT SYSTEM	0	306.399	306.399
**D	EMPLOYEES RETIREMENT SYSTEM OF THE STATE OF HAWAII	0	142.061	142.061
**D	SMITHFIELD FOODS MASTER TRUST	0	845	845
**D	THE HKSAR GOVERNMENT SCHOLARSHIP FUND	0	4.000	4.000
**D	SAN DIEGO GAS AND ELEC CO NUCLEAR FACILITIES QUAL DEC TRUST	0	89.011	89.011
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE	0	225.393	225.393
**D	VOYA MULTI MANAGER INTERNATIONAL FACTORS FUND	0	167.909	167.909
**D	QUALITY EDUCATION FUND	0	14.540	14.540
**D	INVECO INTERNATIONAL DEVELOPED DYNAMIC MULTIFACTOR ETF	0	24.262	24.262
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	994.799	994.799
**D	ADVANCE PLANNING LIMITED	0	27.655	27.655
**D	DIGNITY PRE ARRANGEMENT LIMITED	0	40.375	40.375
**D	INDIANA PUBLIC RETIREMENT SYSTEM	0	106.497	106.497
**D	ROBECO PORTFOLIO TRUST ROBECO BOSTON PARTNERS GLOBAL EQUITY	0	81.251	81.251
**D	UNIVERSAL INVESTMENT GESELLSCHAFTMBH ON BEHALF OF AEKSAAR MASTERFONDS	0	65.000	65.000
**D	BRIDGEWATER ALL WEATHER SUSTAINABILITY LP	0	39.630	39.630
**D	UPS GROUP TRUST	0	22.135	22.135
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR	0	84.321	84.321
**D	DWS INVESTMENT GMBH	0	70.272	70.272
**D	FIRST PRIVATE INVESTMENT MANAGEMENT KAG MSH FIRST PRIVATE WEALTH	0	57.358	57.358
**D	ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	0	407.119	407.119
**D	FLORIDA RETIREMENT SYSTEM	0	3.964.751	3.964.751
**D	PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	0	28.753	28.753
**D	MIDTLETOWN WORKS HOURLY AND SALARIED UNION	0	22.159	22.159
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	352.768	352.768
**D	IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	223.357	223.357
**D	BW ALLWEATHER SUSTAINABILITY 11 LP 992341	0	45.906	45.906
**D	SHERIFFS PENSION AND RELIEF FUND	0	4.700	4.700
**D	FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE UCITS ETF	0	16.228	16.228
**D	FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION	0	46.245	46.245
**D	ASR AANVULLENDE ZIEKTEKOSTENVERZEKERINGEN NV	0	7.232	7.232
**D	ASR LEVENSVZERKERING NV	0	790.771	790.771
**D	ASR SCHADEVERZEKERING NV	0	135.663	135.663
**D	STICHTING ASR BEWAARDER	0	401.921	401.921
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	1.485.686	1.485.686
**D	AMUNDI SGR SPA / AMUNDI SVILUPPO ITALIA	0	6.195.000	6.195.000
**D	AMUNDI SGR SPA	0	3.742.234	3.742.234
**D	ETOILE ROTATION SECTORIELLE	0	51.253	51.253
**D	ETOILE ACTIONS INTERNATIONALES	0	22.358	22.358

Pagina 26

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	947.728	947.728
***	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	601.625	601.625
***	ETOILE ACTIONS US POCHÉ ACTION	0	141.654	141.654
***	AMUNDI SGR SPA / OBBLIGAZIONARIO PIU' A DIS TRIBUZIONE	0	483.596	483.596
***	AB SICAV I - LOW VOLATILITY EQ	0	3.124.407	3.124.407
***	ANDROS	0	18.990	18.990
***	STAUBLI 80 20 - SGAM	0	6.091	6.091
***	BRIDGE BUILDER INT EQUITY FUND	0	424.751	424.751
***	ASTRAZENECA FONDS N2	0	7.573	7.573
***	AB CAP FUND, INC. - AB INTERNAT	0	1.031.993	1.031.993
***	GSK ACTIONS	0	9.888	9.888
***	METZLER INTERNATIONAL INVESTME	0	560.450	560.450
***	VOLKSWAGEN	0	6.708	6.708
***	SEI GLOBAL MASTER FUND PLC THE	0	62.509	62.509
***	SG DIVERSIFIE ISR PART 405	0	61.306	61.306
***	AB SICAV III - DYNAMIC ALL MAR	0	21.806	21.806
***	SG ACTIONS INTERNATIONALES ISR	0	121.127	121.127
***	KOKUSAI EQUITY INDEX FUND	0	256.960	256.960
***	HALEVY A2	0	218.456	218.456
***	MORGAN STANLEY PATHWAY FUNDS	0	146.024	146.024
***	PASTEUR ISR	0	129.912	129.912
***	AFFINITY WORLD LEADERS EQUITY	0	14.484	14.484
***	AB SICAV I - ALL MARKET INCOME	0	60.100	60.100
***	CUS BK JP-RE GL SUP DVD EQ MOT	0	7.100	7.100
***	HALEVY A1	0	199.495	199.495
***	INVESTISSEMENT 101 AUTRES	0	34.409	34.409
***	BLK MAGI A SR TR-BLKK GL INV	0	2.359	2.359
***	UF 6 A	0	12.893	12.893
***	AB SICAV I - EUROZONE EQUITY	0	2.123.323	2.123.323
***	IRCEC CASSETTE DIVERSIFIE	0	178.847	178.847
***	AB SICAV I - EUROPEAN EQUITY	0	1.431.335	1.431.335
***	DESTINATIONS EQUITY INCOME FUN	0	527.968	527.968
***	AB SICAV I-SUSTAIN ALL MK PORT	0	25.730	25.730
***	MAAF ASSURANCES SA	0	927.636	927.636
***	FCP FONDATION MEDERIC ALZHEIME	0	27.573	27.573
***	PROTEC BTP	0	12.760	12.760
***	SILVER INVESCO EURO EQUITY	0	315.708	315.708
***	LE FINISTERE ASSURANCE	0	923	923
***	AIM EQUITY EUROPE CANTONS	0	854.808	854.808
***	ALLIANZ IARD MULTI-ASSETS	0	426.904	426.904
***	ALLIANZ HOFIT VAL DURABLES MA	0	750.000	750.000
***	AB SICAV I - LOW VOLATILITY	0	105.147	105.147
***	SEGALL BRYANT HAMILL INT FD	0	461	461
***	SEB GENERATION PLUS THEODOR-HE	0	23.020	23.020
***	LYXINDEX - LYXOR GLOBAL GENDER	0	91.551	91.551
***	FASSON	0	407	407
***	LYXOR-MSCI EMU ESG BROD CTB ID	0	588.939	588.939
***	LYX IND FD-LYXOR CORE EURO STO	0	892.093	892.093
***	LYX IND FD-LYXOR CORE STOXX	0	4.395.408	4.395.408
***	EUROPAC INTERNAT DVD INCOME FD	0	400.000	400.000

Pagina 27

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LYXINDEX FUND - LYXOR MSCI	0	776.106	776.106
**D	MULTI UNITS LOX-LYXOR CORE MSC	0	580.345	580.345
**D	NUVEEN GL NET ZERO TRANS ETF	0	9.580	9.580
**D	LYXOR CORE MSCI WORLD (DR) UCI	0	447.663	447.663
**D	DIVERSIFIE ACTIONS 50-65	0	6.997	6.997
**D	MUL- LYX FTSE IT ALL CAP	0	159.240	159.240
**D	BRIDGE BUILDER TAX MAN INT EQ	0	1.051.096	1.051.096
**D	MUL-LYXOR MSCI WORLD CLIMATE	0	33.447	33.447
**D	LYXOR MSCI EUROPE ESG LEADERS	0	2.714.703	2.714.703
**D	AB SICAV I-GL ESG IMPROV PORT	0	19.447	19.447
**D	BLACKROCK GLB ALLOCATION FUND	0	415.051	415.051
**D	PSSF-PROGETTO AZIONE SOSTENIBI	0	10.090	10.090
**D	MUL-LYX NET ZERO 2050 SP WORLD	0	25.214	25.214
**D	ASI - PROGETTO AZIONE SOSTENIB	0	27.889	27.889
**D	LIF-LYXOR MSCI WORLD CATHOL	0	92.206	92.206
**D	ASI - PROGETTO CEDOLA 06 2023	0	11.284	11.284
**D	ASI - PROGETTO CEDOLA 07 2023	0	10.015	10.015
**D	AMUNDI SOLUZ IT PROG CED 04 24	0	11.510	11.510
**D	ASI - PROGETTO CEDOLA 09	0	14.081	14.081
**D	ASI - PROGETTO SVILUPPO ORIENT	0	84.577	84.577
**D	ASI - PROGETTO SVILUPPO GLOBAL	0	178.401	178.401
**D	AMUNDI BRIDGEWATER ALL WEATHER	0	1.634	1.634
**D	ASI - PROGETTO AZIONE CITTA	0	121.000	121.000
**D	AFS ICNAV GLOBAL MULTI ASSET GR	0	13.398	13.398
**D	ASI - PROGETTO AZIONE	0	7.014	7.014
**D	AFS - MULTI-ASSET VARIO FUND	0	5.299	5.299
**D	LYXOR MSCI EUROPE UCITS ETF	0	653.711	653.711
**D	EMG EUROPE NUMERIC INVESTORS	0	128.500	128.500
**D	ETOILE ACTIONS RENDEMENT ISR	0	589.185	589.185
**D	ETOILE ENERGIE EUROPE	0	514.229	514.229
**D	ASI - PROGETTO CEDOLA 10 2023	0	10.876	10.876
**D	ASI - PROGETTO CEDOLA 12 2023	0	10.256	10.256
**D	ASI - PROGETTO CEDOLA 01 2024	0	24.551	24.551
**D	AMIF - EMU EQUITY	0	218.202	218.202
**D	AMIF - EUROPEAN EQUITY	0	271.371	271.371
**D	AIF-MULTI-ASSET TEOPORICO	0	76.017	76.017
**D	AIF- TACTICAL PORTFOLIO INCOME	0	59.781	59.781
**D	AMUNDI TOTAL RETURN	0	69.852	69.852
**D	ASI-PROG AZION CITTA FUTURE II	0	176.179	176.179
**D	ASI - BILANCIATO PERCORSO ATT	0	75.672	75.672
**D	ASI - BIL PERCORSO ATTIVO II	0	23.411	23.411
**D	ASI - PROG AZIONE INFRAS SOST	0	3.012.249	3.012.249
**D	ASI PROG AZ INFRASTRUTT SOS II	0	2.387.868	2.387.868
**D	ASI BIL PER ATTIVO III	0	31.856	31.856
**D	AM SF-EUR EQU OPTIMAL VOLAT	0	133.082	133.082
**D	CS-INVESCO PAN EUROPEAN HIGH	0	226.887	226.887
**D	AMUNDI AUSTRIA	0	521.663	521.663
**D	BLKRRK GL ALL PORT-BLKRK SRS FD	0	3.286	3.286
**D	BLKRRK GL ALL VI FD-BLKRK VAR S	0	102.738	102.738
**D	AB FCP I-GL VALUE PORT	0	2.669.340	2.669.340

Handwritten signature

Handwritten signature

Handwritten mark

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CUS BK JP-RE NIK CS GL HGH YLD	0	163.500	163.500
**D	BLRKK GL ALL FD(AUST)LEVEL	0	6.624	6.624
**D	CUS BK JP-RE GL INF EQ MOT FD	0	117.880	117.880
**D	CUS BK JP-RE GL HIGH YIELD PUR	0	323.757	323.757
**D	AB FCP I - DYN DIVIFIED PORT	0	15.080	15.080
**D	NUVEEN GL INV FD-NUV GL CL INF	0	382.620	382.620
**D	EQUI-DEVELOPEMENT DURABLE	0	120.000	120.000
**D	BANKINTER GESTION DE ACTIVOS...	0	5.773.403	5.773.403
**D	J SUNDERMEIJER BEHEER B V	0	2.000	2.000
**D	MLC INVESTMENTS, MLC LIMITED	0	250.838	250.838
**D	MLC INVESTMENTS, MLC LIMITED	0	161.655	161.655
**D	EQUIPSUPER	0	219.954	219.954
**D	LGIAUPER	0	372.543	372.543
**D	MLC INVESTMENTS, MLC LIMITED	0	215.454	215.454
**D	SPAR NORD BANK	0	5.478.000	5.478.000
**D	SUNCORP FUNDS PTY LTD	0	23.186	23.186
**D	UBS ASSET MANAGEMENT (AUSTRALIA) LTD	0	369.626	369.626
**D	FONDATION BOTNAR	0	458.083	458.083
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	279.961	279.961
**D	CREDIT SUISSE FUNDS AG	0	77.693	77.693
**D	NORGES BANK	0	1.883.378	1.883.378
**D	GOVERNMENT OF NORWAY	0	168.123.756	168.123.756
**D	ASSET MANAGEMENT EXCHANGE UCITS CCF	0	1.567.757	1.567.757
**D	ASSET MANAGEMENT EXCHANGE UCITS CCF	0	511.632	511.632
**D	LEGAL AND GENERAL CCF	0	341.715	341.715
**D	SCHLIMBERGER COMMON INVESTMENT FUND LIMITED	0	60.882	60.882
**D	GIC PRIVATE LIMITED	0	232.305	232.305
**D	BANK OF BOTSWANA.	0	60.659	60.659
**D	GENERAL ORGANISATION FOR SOCIAL INSURANCE	0	5.823.401	5.823.401
**D	INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	0	179.780	179.780
**D	INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	0	13.765	13.765
**D	INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	0	83.295	83.295
**D	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS	0	541.901	541.901
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	0	2.899.971	2.899.971
**D	LEGAL & GENERAL DIVERSIFIED FUND	0	8.147	8.147
**D	PREMIER MITON EUROPEAN EQUITY INCOME FUND	0	17.781	17.781
**D	LEGAL AND GENERAL EUROPEAN INDEX TRUST	0	3.784.452	3.784.452
**D	LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	0	41.876	41.876
**D	LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I	0	187.969	187.969
**D	LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	0	146.589	146.589
**D	LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	0	66.210	66.210
**D	JUPITER RESPONSIBLE INCOME FUND...	0	273.608	273.608
**D	LEGAL & GENERAL MULTI-ASSET TARGET RETURN FUND	0	186.949	186.949
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	580.724	580.724
**D	PREMIER MITON GLOBAL INFRASTRUCTURE INCOME FUND	0	425.000	425.000
**D	OSMOSIS UCITS CCF	0	34.226	34.226
**D	PERMANENT FUND INVESTMENTS LLC	0	86.311	86.311
**D	KBI GLOBAL INVESTMENT FUND	0	117.673	117.673
**D	BARCLAYS MULTI-MANAGER FUND PLC	0	90.097	90.097
**D	LEGAL & GENERAL ICAV.	0	264.197	264.197

Pagina 29

Azionisti: 2.981 Teste: 20
 Azionisti in proprio: 10 Azionisti in delega: 2.971




LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PRESCIENT ICAV	0	97.569	97.569
**D	MONTLAK UCITS PLATFORM ICAV..	0	187.466	187.466
**D	ATLAS GLOBAL INFRASTRUCTURE UCITS ICAV	0	23.569.306	23.569.306
**D	KBI FUNDS ICAV	0	21.954.249	21.954.249
**D	NORTHERN TRUST UCITS FGR FUND	0	1.027.965	1.027.965
**D	VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEX 1	0	2.231.943	2.231.943
**D	VERDIPAPIRFONDET KLP AKSJESUROP INDEXES 1	0	508.628	508.628
**D	LEGAL & GENERAL SICAV.	0	29.992	29.992
**D	THE PENSION BOARDS-UNITED CHURCH OF CHRIST INC.	0	33.516	33.516
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	0	420.716	420.716
**D	NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	0	411.227	411.227
**D	THE COCA-COLA COMPANY MASTER RETIREMENT TRUST.	0	87.611	87.611
**D	CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	0	1.040.823	1.040.823
**D	FRESNO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION.	0	611.590	611.590
**D	UFCW UNION AND PARTICIPATING FOOD INDUSTRY EMPLOYERS TRI-STVA	0	10.874	10.874
**D	1199 HOME CARE EMPLOYEES PENSION FUND	0	99.574	99.574
**D	1199SEIU HEALTH CARE EMPLOYEES PENSION FUND	0	2.779.934	2.779.934
**D	1199 SEIU GREATER NEW YORK PENSION FUND	0	371.871	371.871
**D	GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	0	82.396	82.396
**D	BT WHOLESALE MULT-MANAGER INTERNATIONAL SHARE FUND	0	73.697	73.697
**D	WSRP INTERNATIONAL EQUITIES TRUST	0	673.817	673.817
**D	STICHTING PME PENSIOENFONDS	0	302.630	302.630
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	200.080	200.080
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	1.933.813	1.933.813
**D	MRFF INVESTMENT COMPANY NO. 2 PTY LTD	0	9.328.650	9.328.650
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	8.855.689	8.855.689
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	524.166	524.166
**D	COLONIAL FIRST STATE INVESTMENT FUND 50	0	1.274.779	1.274.779
**D	COMMONWEALTH GLOBAL SHARE FUND 30	0	3.971.238	3.971.238
**D	COMMONWEALTH GLOBAL SHARES FUND	0	116.131	116.131
**D	COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.	0	185.256	185.256
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	0	1.893.510	1.893.510
**D	S. ROBSON WALTON 2010 TRUST	0	358.387	358.387
**D	MATT J. WOLLMAN REV TRUST.	0	74.460	74.460
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	98.072	98.072
**D	ZOWA FOUNDATION	0	818	818
**D	IBM PERSONAL PENSION PLAN TRUST	0	43.556	43.556
**D	JTW TRUST NO. 3 UAD 9/19/02..	0	96.154	96.154
**D	NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	0	3.184	3.184
**D	JOSHUA GREEN CORPORATION	0	44.560	44.560
**D	MOZILLA CORPORATION	0	1.179.460	1.179.460
**D	THE AVI CHAI FOUNDATION.	0	12.576	12.576
**D	ALW 2010 FAMILY TRUST	0	16.365	16.365
**D	CHICAGO TRANSIT AUTHORITY RETIREE HEALTHCARE TRUST	0	16.480	16.480
**D	DB RESIDUARY TRUST FOR MELANIE B. WERL U/I DATED SEPTEMBER 3.	0	507.717	507.717
**D	ACORN 1998 TRUST.	0	104.406	104.406
**D	DB RESIDUARY TRUST FOR JOEL G. BROIDA	0	1.875	1.875
**D	DB RESIDUARY TRUST FOR MARNA J. BROIDA	0	3.559	3.559
**D	DB RESIDUARY TRUST FOR MARNA J. BROIDA	0	1.876	1.876
**D		0	1.874	1.874

Pagina 30

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EMPLOYEES' RETIREMENT PLAN OF THE DIOCESE OF ARLINGTON	0	33.613	33.613
**D	DB RESIDUARY TRUST FOR RICHARD A. BROIDA	0	1.879	1.879
**D	STEPHEN N. POTTER TRUST	0	948	948
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	0	387.170	387.170
**D	IMPACTASSETS INC	0	71.291	71.291
**D	NATIONAL PHILANTHROPIC TRUST	0	767.054	767.054
**D	PRESBYTERIAN CHURCH IN AMERICA 403(B) (9) RETIREMENT PLAN	0	45.905	45.905
**D	UNITED SERVICES AUTOMOBILE ASSOCIATION	0	34.966	34.966
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	7.207.046	7.207.046
**D	BEAT DRUGS FUND ASSOCIATION	0	10.589	10.589
**D	FJ INVESTMENTS LLC	0	347.844	347.844
**D	EVA VALLEY MAI LLC..	0	53.499	53.499
**D	FIDDLER PARTNERS LLC	0	4.977	4.977
**D	FOURTH AVENUE INVESTMENT COMPANY	0	44.768	44.768
**D	CARNELIAN INVESTMENT MANAGEMENT LLC.	0	159.857	159.857
**D	CIMI EQUITY L.P	0	20.029	20.029
**D	CARROLL AVENUE PARTNERS LLC	0	3.325	3.325
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	0	36.646	36.646
**D	DFI LP EQUITY (PASSIVE	0	5.224	5.224
**D	DYNASTY INVEST LTD	0	20.711	20.711
**D	DELFINCO LP	0	47.720	47.720
**D	SENTINEL INTERNATIONAL FUND	0	12.074	12.074
**D	STATES OF GUERNSEY ACTING BY AND THROUGH THE POLICY AND RESO	0	1.196	1.196
**D	SENTINEL INTERNATIONAL TRUST	0	79.545	79.545
**D	SLW PORTFOLIO LLC	0	16.597	16.597
**D	SOLARI-LANE TRUST	0	17.702	17.702
**D	PRO-GEN INVESTMENTS LLC	0	10.816	10.816
**D	PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO	0	23.379	23.379
**D	OMEGA FFIP LIMITED PARTNERSHIP..	0	33.136	33.136
**D	ARTSFARE 2005: TRUST NO. 2	0	21.415	21.415
**D	RDM LIQUID LLC..	0	146.024	146.024
**D	ROTHKO ALL COUNTRIES WORLD EX-US EQUITY FUND L.P.	0	10.687	10.687
**D	BERNSTEIN TAX-MANAGED GLOBAL STYLE BLEND SERIES	0	131.749	131.749
**D	CINDY SPRINGS LLC.	0	189.920	189.920
**D	THE HARRY L. BRADLEY JR. TRUSTS MASTER INVESTMENT PARTNERSHI	0	26.693	26.693
**D	INTERNATIONAL EQUITY FUND LLC	0	103.798	103.798
**D	THE JBUT MASTER INVESTMENT PARTNERSHIP LLP C/O JACOBUS WEALTH MANAGEMENT	0	62.358	62.358
**D	LTW INVESTMENTS LLC	0	928.576	928.576
**D	LEHMAN-STAMM FAMILY PARTNERS LLC	0	2.670	2.670
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	556.020	556.020
**D	LAKE AVENUE INVESTMENTS LLC	0	74.320	74.320
**D	MACKENZIE GLOBAL ENVIRONMENTAL EQUITY MASTER FUND (CAYMAN) L	0	181.750	181.750
**D	NETIS EQUITY TRUST.	0	237.331	237.331
**D	MF INTERNATIONAL FUND LLC	0	15.300	15.300
**D	LUNA LLC	0	6.106	6.106
**D	THE GRAUSTEIN TRUSTS PARTNERSHIP	0	3.365	3.365
**D	HASLAM FAMILY INVESTMENT PARTNERSHI	0	1.321	1.321
**D	GLOBAL BOND FUND	0	168.321	168.321
**D	ZOMA CAPITAL PORTFOLIO LLC	0	217.369	217.369
**D	AVOLON PORTFOLIO II LLC	0	1.786	1.786

Wendell Phillips

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FCM INTERNATIONAL LLC	0	33.526	33.526
**D	CBRE CLARION REAL ASSET LONG/SHORT FUNDLP	0	5.510	5.510
**D	801 INVESTMENTS LLC	0	25.102	25.102
**D	THYSSEN GLOBAL INVESTMENTS CORP.	0	6.784	6.784
**D	STRATEGIC GLOBAL BALANCED TRUST	0	5.303	5.303
**D	MFC INTERNATIONAL FUND LLC	0	12.596	12.596
**D	VIRGINIA C. MARS REVOCABLE TRUST DATED AUGUST 6 1991	0	2.045	2.045
**D	WAM INVESTMENTS LLC	0	8.670	8.670
**D	SILVER GROWTH FUND LP	0	11.626	11.626
**D	ATIVO INTERNATIONAL EQUITY FUND LP	0	92.430	92.430
**D	ASCENSION ALPHA FUND LLC.	0	102.828	102.828
**D	LONGVIEW INTERNATIONAL VALUE EQUITY COLLECTIVE FUND LONGVIEW INTERNATIONAL VALUE EQUITY COLLECTIVE FUND	0	202.217	202.217
**D	GOVERNMENT OF GUAM RETIREMENT FUND	0	383.087	383.087
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	621.785	621.785
**D	K INVESTMENTS SH LIMITED.	0	721.952	721.952
**D	SANFORD C. BERNSTEIN & CO DBT INTERNATIONAL VALUE SERIES	0	237.513	237.513
**D	BERNSTEIN GLOBAL STYLE BLEND SERIES.	0	43.973	43.973
**D	UNITED NATIONS JOINT STAFF PENSION FUND.	0	5.650.000	5.650.000
**D	INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	0	169.347	169.347
**D	INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	0	52.148	52.148
**D	NGEE ANN POLYTECHNIC	0	6.476	6.476
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	11.059	11.059
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	494.510	494.510
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	560.605	560.605
**D	CHEVRON UK PENSION PLAN	0	32.975	32.975
**D	BAE SYSTEMS PENSION SCHEME	0	2.391.024	2.391.024
**D	MINERWORKERS' PENSION SCHEME	0	812.965	812.965
**D	FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	0	511.781	511.781
**D	FIDELITY INVESTMENT TRUST: FIDELITY INTERNATIONAL VALUE FUND	0	209.100	209.100
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	0	11.759.503	11.759.503
**D	FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	0	247.124	247.124
**D	WITTINGTON ASSET MANAGEMENT LIMITED	0	55.403	55.403
**D	NEW ZEALAND SUPERANNUATION FUND.	0	220.964	220.964
**D	STATE UNIVERSITIES RETIREMENT SYSTEM OF ILLINOIS	0	3.217.146	3.217.146
**D	COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	0	232.551	232.551
**D	MERCER PASSIVE INTERNATIONAL SHARES FUND	0	401.145	401.145
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	55.016	55.016
**D	QIC LISTED EQUITIES FUND	0	1.081.848	1.081.848
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	8.518	8.518
**D	COMMONWEALTH GLOBAL INFRASTRUCTURE SECURITIES FUND 1.	0	2.376.916	2.376.916
**D	QIC INTERNATIONAL EQUITIES FUND.	0	249.393	249.393
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	52.544	52.544
**D	ATLAS INFRASTRUCTURE AUSTRALIAN FEEDER FUND	0	1.627.257	1.627.257
**D	MORRISON & CO HIGH CONVICTION INFRASTRUCTURE FUND	0	6.162	6.162
**D	MERCER GLOBAL LISTED INFRASTRUCTURE FUND	0	206.867	206.867
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	330.537	330.537
**D	HRW TESTAMENTARY TRUST NO. 6	0	10.029	10.029
**D	LAZARD/WILMINGTON INTL EQUITY PORT	0	748.682	748.682
**D	HRW TRUST NO. 3 UAD 01/17/03	0	39.490	39.490
**D	HRW TESTAMENTARY TRUST NO. 12.	0	57.343	57.343

Scorciatoia

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HRW TESTAMENTARY TRUST NO. 5	0	32.649	32.649
**D	HRW TRUST NO. 4 UAD 01/17/03	0	33.778	33.778
**D	HRW TESTAMENTARY TRUST NO. 7.	0	54.593	54.593
**D	HRW TESTAMENTARY TRUST NO. 2	0	32.139	32.139
**D	HRW TESTAMENTARY TRUST NO. 8..	0	26.066	26.066
**D	HRW TESTAMENTARY TRUST NO. 9.	0	46.017	46.017
**D	STEWART L. WALTON FAMILY TRUST UAD 03/19/13	0	79.233	79.233
**D	XPO LOGISTICS RETIREMENT MASTER TRUST	0	56.987	56.987
**D	THE MEDICAL AND DENTAL DEFENCE UNION OF SCOTLAND	0	102.399	102.399
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	32.165	32.165
**D	STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD.	0	126.611	126.611
**D	JTW TRUST NO. 4 UAD 9/19/02..	0	43.665	43.665
**D	JTW TRUST NO. 1 UAD 9/19/02..	0	25.713	25.713
**D	JTW TRUST NO. 5 UAD 9/19/02..	0	20.482	20.482
**D	JTW TRUST NO. 2 UAD 9/19/02..	0	37.736	37.736
**D	ARVEST FOUNDATION	0	5.769	5.769
**D	ALUMBRA INNOVATIONS FOUNDATION	0	49.547	49.547
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	47.736	47.736
**D	ESSENTIA HEALTH	0	24.229	24.229
**D	TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH.	0	13.011	13.011
**D	BELLSOUTH CORPORATE TRUST UNDER EXECUTIVE BENEFIT PLAN(S).	0	52.239	52.239
**D	CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	0	16.691	16.691
**D	NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.	0	76.067	76.067
**D	CYSTIC FIBROSIS FOUNDATION.	0	159.687	159.687
**D	BELLSOUTH TELECOMMUNICATIONS INC. TRUST UNDER EXECUTIVE BENEF.	0	219.004	219.004
**D	EMERSON ELECTRIC CO RETIREMENT MASTER TRUST	0	58.734	58.734
**D	CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	0	590	590
**D	MICHIGAN CATHOLIC CONFERENCE	0	18.795	18.795
**D	NORTHERN MULTI MANAGER GLOBAL LISTED INFRASTRUCTURE FUND	0	2.150.971	2.150.971
**D	S. ROBSON WALTON 1999 CHILDRENS TRUST	0	37.969	37.969
**D	ACTIVE M INTERNATIONAL EQUITY FUND	0	500.471	500.471
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	2.306.766	2.306.766
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	20.861	20.861
**D	NEMOURS FOUNDATION	0	9.861	9.861
**D	NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	0	464.316	464.316
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	40.020	40.020
**D	THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	0	1.685.091	1.685.091
**D	PRESBYTERIAN CHURCH (USA) FOUNDATION	0	238.645	238.645
**D	PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.	0	4.615	4.615
**D	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0	132.773	132.773
**D	NTCC COLLECTIVE FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	1.549.115	1.549.115
**D	PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS	0	7.922	7.922
**D	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0	17.387.978	17.387.978
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY	0	163.545	163.545
**D	HRW TESTAMENTARY TRUST NO. 1	0	70.769	70.769
**D	HRW TESTAMENTARY TRUST NO. 3	0	19.837	19.837
**D	ZURICH FINANCIAL SERVICES UK PENSION SCHEME	0	886.912	886.912
**D	HRW TRUST NO. 2 UAD 01/17/03	0	69.675	69.675
**D	HRW TRUST NO. 1 UAD 01/17/03	0	71.701	71.701
**D	HRW TESTAMENTARY TRUST NO. 10..	0	24.736	24.736

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

Badge	Ragione Sociale	Proprio	Delega	Total
***D	HRW TESTAMENTARY TRUST NO. 11.	0	40.943	40.943
***D	W. K. KELLOGG FOUNDATION TRUST	0	78.570	78.570
***D	HRW TESTAMENTARY TRUST NO. 4..	0	32.492	32.492
***D	SHELBY COUNTY OPEB TRUST	0	29.006	29.006
***D	OHIO POLICE AND FIRE PENSION FUND	0	2.561.819	2.561.819
***D	STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS	0	61.643	61.643
***D	SHELBY COUNTY TENNESSEE RETIREMENT SYSTEM	0	134.895	134.895
***D	WATER AND POWER EMPLOYEES' RETIREMENT PLAN	0	527.248	527.248
***D	ALFRED I. DUPONT CHARITABLE TRUST	0	150.458	150.458
***D	DUKE ENERGY CORPORATION MASTER RETIREMENT TRUST	0	117.661	117.661
***D	EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS	0	37.871	37.871
***D	MUNICIPAL EMPLOYEES ANNUITY AND BENEFIT FUND OF CHICAGO	0	12.026	12.026
***D	BRITISH COAL STAFF SUPERANNUATION SCHEME	0	279.912	279.912
***D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	189.609	189.609
***D	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0	2.453.053	2.453.053
***D	BAPTIST FOUNDATION OF TEXAS.	0	679.691	679.691
***D	GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	101.446	101.446
***D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	183.538	183.538
***D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	380.480	380.480
***D	WYOMING RETIREMENT SYSTEM	0	6.449.873	6.449.873
***D	GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	0	46.882	46.882
***D	MASTER TRUST AGREEMENT UNDER VARIOUS EMPLOYEE BENEFIT PLANS	0	21.189	21.189
***D	UTAH STATE RETIREMENT SYSTEMS	0	25.369	25.369
***D	USAA GENERAL INDEMNITY COMPANY	0	962.642	962.642
***D	USAA CASUALTY INSURANCE COMPANY	0	37.414	37.414
***D	CITY OF TALLAHASSEE	0	54.945	54.945
***D	CMA IMPACT INC.	0	215.210	215.210
***D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	632.798	632.798
***D	IWA - FOREST INDUSTRY PENSION PLAN 2100	0	4.451.158	4.451.158
***D	JO HAMRO CAPITAL MANAGEMENT UMBRELLA FUND PLC	0	486.190	486.190
***D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	1.071.573	1.071.573
***D	ACS 30.70 GLOBAL EQUITY TRACKER FUND	0	16.661.601	16.661.601
***D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	196.878	196.878
***D	LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.	0	211.305	211.305
***D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	103.594	103.594
***D	FIDELCOMISO FONDO DE AHORRO DE PANAMA	0	4.190.436	4.190.436
***D	LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	0	32.963	32.963
***D	AUSTRALIAN RETIREMENT TRUST	0	3.347.209	3.347.209
***D	LF WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS UMBRELLA	0	9.306.180	9.306.180
***D	THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME	0	3.551.838	3.551.838
***D	THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME	0	2.048.731	2.048.731
***D	BLACKROCK UCITS CCF, BLACKROCK ASSET MANAGEMENT IRELAND LIMITED	0	144.150	144.150
***D	CLEARWATER INTERNATIONAL FUND	0	916.169	916.169
***D	KOMMUNAL LANDSPENSIOENSKASSE GJENSIDIG FORSIKRINGSSELSKAP	0	51.325	51.325
***D	AMF TJANSTEPENSION AB	0	1.212.273	1.212.273
***D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY	0	1.309.230	1.309.230
***D	STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	0	1.170.515	1.170.515
***D	STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	0	29.475	29.475
***D	UNIVEST.	0	112.190	112.190
***D		0	266.839	266.839

Forwarded

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STICHTING PENSIONFONDS PGB	0	2.254.325	2.254.325
**D	FJARDE AP-FONDEN	0	1.233.338	1.233.338
**D	STICHTING BEDRIJFTAKPENSIONFONDS ZORGVERZEKERAARS.	0	561.279	561.279
**D	TREDJE AP-FONDEN	0	3.180.227	3.180.227
**D	POINT72 LONDON INVESTMENTS LTD.	0	3.383.050	3.383.050
**D	MAN NUMERIC ALTERNATIVE RISK PREMIA EQUITIES C/O NUMERIC INVESTORS LLC	0	1.662.076	1.662.076
**D	G.S. SOCIETA A RESPONSABILITA LIMITATA	0	2.560	2.560
**D	T.S. SOCIETA A RESPONSABILITA LIMITATA	0	3.191	3.191
**D	KAPITALFORENINGEN INVESTIN PRO - GLOBAL LARGE CAP MARKET NEU C/O AQR CAPITAL MANAGEMENT LLC	0	174.707	174.707
**D	AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.	0	381.825	381.825
**D	MAN NUMERIC INTERNATIONAL ALPHA (US) LP	0	762.900	762.900
**D	LUMINA-MARSHALL WACE UCITS SICAV-LUMINA-MW TOPS UCITS FUND	0	743.609	743.609
**D	CEPIB MAP CAYMAN SPC - SEG FOR TFOLIO H - MAN SOLUTIONS LTD	0	340.400	340.400
**D	MEDICLANUM PENSIONES II FONDO DE PENSIO	0	90.000	90.000
**D	MEDIOLANUM EUROPA R.V. F.I.	0	19.360	19.360
**D	CM GRAT LLC	0	5.399	5.399
**D	ROSENE LLC	0	17.506	17.506
**D	SPHINK PARTNERS LP	0	3.855	3.855
**D	ABBASI FAMILY TRUST - 2000	0	11.387	11.387
**D	CHRISTENSEN-PIERRET COMMUNITY PROPERTY TRUST UAD 05/10/19 C DIANE CHRISTENSEN TTEE	0	1.600	1.600
**D	SPRING 625	0	125.012	125.012
**D	THE CHERYL D DUFFIELD TRUST UAD 09/12/96 CHERYL D DUFFIELD TTEE	0	3.564	3.564
**D	DUNCAN MACNAUGHTON REVOCABLE LIVING TRUST UAD 08/10/84 DUNCAN MACNAUGHTON TTEE	0	13.322	13.322
**D	FRANCIS FAMILY FUND APS C/O GRANT THORNTON PER LUNDAHL	0	12.803	12.803
**D	NFF TECHNOLOGIES APS C/O GRANT THORNTON PER LUNDAHL	0	17.053	17.053
**D	DAWN L ARNALL TRUST UAD 07/15/08 UAD 07/15/08 DAWN LYNN ARNALL TTEE 11444	0	20.526	20.526
**D	ARTHUR P. BYRNE INVESTMENT MANAGEMENT TRUST UAD 08/11/00 ARTHUR P. BYRNE TTEE	0	3.360	3.360
**D	THE OWEN FAMILY INVESTMENT TRUSTUAD 11/16/17 PLEDGED COLLATERAL ACCOUNT FBO FIRST REPUBLIC BANK	0	3.579	3.579
**D	MOQUET VENTURES LLC	0	3.804	3.804
**D	BEL45 CAPITAL PARTNERS LLC.	0	19.301	19.301
**D	AMERICAN ENDORMENT FOUNDATION	0	6.564	6.564
**D	2019 NON-GST DESCENDANTS' TR INT'L UAD 06/06/19 LORI W SAMUELS & THEODORE R SAMUELS TTEES	0	2.469	2.469
**D	RED FAMILY INVESTMENTS LLC	0	10.529	10.529
**D	JAMES B PICK REVOCABLE TRUST UAD 09/22/00 JAMES B PICK TTEE	0	1.917	1.917
**D	THE UNION THEOLOGICAL SEMINARY IN THE CITY OF NEW YORK	0	1.126	1.126
**D	AMERICAN ENDORMENT FOUNDATION FBO THE JAY & ROSE PHILLIPS FAM FOUNDATION OF CO INTL...	0	2.987	2.987
**D	AMERICAN ENDORMENT FOUNDATION FBO JAY AND ROSE PHILLIPS FAM FOUNDATION OF CA INTL ..	0	1.128	1.128
**D	1882 INVESTMENTS LLC C/O ST LOUIS TRUST	0	2.792	2.792
**D	THE MINANA LOVELACE FAMILY TRUST UAD 06/11/00 ROBERT LOVELACE & ALICIA MINANA TTEES	0	1.951	1.951
**D	ALAN K & LAURA G GREBENE TR UAD 06/24/12 ALAN GREBENE & LAURA GREBENE TTEES	0	2.327	2.327
**D	SAO 2015 FAMILY TRUST UAD 08/31/15 V F ORTHWEIN & A ORTHWEIN JR & P ORTHWEIN TTEES	0	5.823	5.823
**D	STEPHEN AUGUST ORTHWEIN MAR TR UAD 02/11/93 A B ORTHWEIN JR & V F ORTHWEIN & P B ORTHWEIN TTEES	0	4.794	4.794
**D	RED FAMILY INVESTMENTS LLC 13	0	14.623	14.623
**D	RED FAMILY INVESTMENTS LLC 12	0	5.192	5.192
**D	GOLD FAMILY INVESTMENTS LLC 53	0	4.538	4.538
**D	GOLD FAMILY INVESTMENTS LLC 52	0	3.453	3.453
**D	GOLD FAMILY INVESTMENTS LLC 51 (C)	0	896	896
**D	GOLD FAMILY INVESTMENTS LLC 51 (A)	0	1.899	1.899
**D	GOLD FAMILY INVESTMENTS LLC 51 (B)	0	2.086	2.086
**D	LISA & DOUGLAS GOLDMAN FUND	0	4.828	4.828

Azionisti:
Azionisti in proprio:

2.981 Teste:
10 Azionisti in delega:

20
2.971

Pagina 35

Joao Soares

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JOHN & MARCIA GOLDMAN FDN	0	7.024	7.024
**D	GOLDMAN ENVIRONMENTAL FOUNDATION	0	3.267	3.267
**D	TED AND LORI SAMUELS FAMILY TRUST UAD 07/03/96 THEODORE R SAMUELS & LORI W SAMUELS TTEES	0	3.079	3.079
**D	PARACHINI FAMILY TRUST UAD 08/20/98 A PARACHINI & V PARACHINI TTEES NUSE	0	3.964	3.964
**D	GORDON AND DONA CRAWFORD TRUST UAD 08/23/77 GORDON CRAWFORD & DONA CRAWFORD TTEES AMD 01/11/19	0	5.509	5.509
**D	SCOTT C WALLACE LIVING TRUST UAD 04/26/95 SCOTT WALLACE TTEE AMD 12/05/00	0	8.467	8.467
**D	ANTHONY & LARY MULLER TRUST UAD 07/01/81 A R MULLER & L L MULLER TTEES AMD 11/24/15	0	2.787	2.787
**D	MARK DALZELL REV. LIVING TRUST UAD 06/16/95 MARK H DALZELL TTEE	0	4.541	4.541
**D	MCF PARTNERSHIP L.P.	0	3.949	3.949
**D	WEATHERSFIELD LLP	0	2.821	2.821
**D	WELLMAN ROBINSON REVOCABLE TRUST UAD 01/22/15 TOM ROBINSON & JOAN E WELLMAN TTEES	0	2.378	2.378
**D	A L 2012 NONEXEMPT GRAT UAD 04/30/12 ALICIA MINANA & ROBERT LOVELACE TTEES	0	1.992	1.992
**D	I L 2012 NONEXEMPT GRAT REMAINDER TR UAD 04/30/12 ROBERT LOVELACE & ALICIA MINANA TTEES	0	1.988	1.988
**D	MUDDY PAWS LP	0	6.201	6.201
**D	COX INVESTMENT COMPANY LP	0	6.143	6.143
**D	DIVARCO / HARLEEN 1990 REV TRUST UAD 09/20/90 S G DIVARCO & J B HARLEEN TTEES AMD 06/01/12	0	7.326	7.326
**D	ANN C BARTRAM REVOCABLE TRUST UAD 01/06/10 ANN C BARTRAM TTEE.	0	4.690	4.690
**D	BARNUM REVOCABLE TR UAD 05/13/94 WILLIAM M BARNUM & DONNALISA P BARNUM TTEES (BNY MELLON NA AS SECURED PARTY)	0	2.842	2.842
**D	MUZZY FAMILY TRUST UAD 01/10/89 P MUZZY ET AL TTEES AMD 02/11/10 MZ PARTNERS	0	5.981	5.981
**D	ABNER & ROSLYN GOLDSTINE LIV TR UAD 03/05/91 A GOLDSTINE & R GOLDSTINE TTEES AMD 12/10/04 NON-US EQUITY	0	7.621	7.621
**D	CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 2	0	63.834	63.834
**D	MACQUARIE FUND SOLUTIONS - MACQUARIE GLOBAL LISTED INFRASTRU	0	483.249	483.249
**D	MACQUARIE FUND SOLUTIONS - MACQUARIE GLOBAL CONVERTIBLE FUND	0	99.661	99.661
**D	MEDIOLANUM BEST BRANDS - MEDIOLANUM MORGAN STANLEY GLOBAL SE	0	618.959	618.959
**D	MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU	0	2.628.826	2.628.826
**D	MEDIOLANUM BEST BRANDS - MEDIOLANUM ENERGY TRANSITION	0	86.799	86.799
**D	VARTOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	0	584.935	584.935
**D	DANSKE INVEST SICAV - GLOBAL INDEX	0	703.141	703.141
**D	DANSKE INVEST SICAV - GLOBAL PORTFOLIO SOLUTION - BALANCED	0	54.567	54.567
**D	DANSKE INVEST SICAV - GLOBAL PORTFOLIO SOLUTION - OPPORTUNIT	0	11.952	11.952
**D	DANSKE INVEST SICAV - EUROPE HIGH DIVIDEND	0	107.827	107.827
**D	GBPO - OCF - GLOBAL BALANCED POOL	0	9.037	9.037
**D	UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	0	683.556	683.556
**D	MMA VIE SA	0	2.033.639	2.033.639
**D	VONTOBEL FUND II - DUFF & PHELPS GLOBAL LISTED INFRASTRUCTUR	0	376.829	376.829
**D	ZUGERBA FONDS - AKTIEN EUROPA (EUR)	0	97.000	97.000
**D	CMLA INDEXED GLOBAL SHARE FUND	0	29.406	29.406
**D	COMMONWEALTH SPECIALIST FUND 52	0	95.771	95.771
**D	FIDELITY IECFUTL	0	595.516	595.516
**D	MUEG FUND SERVICES (CAYMAN) LIMITED ACTING SOLELY IN ITS CAP	0	59.099	59.099
**D	ITALY STOCK FUND	0	148.000	148.000
**D	MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND	0	1.320	1.320
**D	THE MASTER TRUST BANK OF JAPAN LTD. AS TRUSTEE OF GREEN TEC	0	466.108	466.108
**D	SCHWAB INTERNATIONAL INDEX FUND	0	4.430.077	4.430.077
**D	SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND	0	1.627.569	1.627.569
**D	SUN LIFE ASSET MANAGEMENT FUNDS - SUN LIFE AM GLOBAL LOW CAR	0	77.787	77.787
**D	SUN LIFE ASSET MANAGEMENT FUNDS - SUN LIFE AM GLOBAL LOW CAR	0	131.686	131.686
**D	MEFAR83 ALLIANZ SUS MLTI AS FND	0	103.347	103.347
**D	ABERDEEN STANDARD SICAV II	0	19.508.254	19.508.254
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	43.850	43.850
**D	ILA-LA WORLD ESG SCREENED FUND	0		

Pagina 36

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ILA - RAITIF	0	63.992	63.992
**D	ILA-A-ILSDMH	0	1.759.983	1.759.983
**D	IRISH LIFE ASSURANCE PLC	0	1.290.348	1.290.348
**D	IRISH LIFE ASSURANCE.	0	947.495	947.495
**D	ILA - A-ILDSOG	0	40.605	40.605
**D	ILA - A-ILGLOBG	0	57.736	57.736
**D	ILA - A-ILLEZEG	0	186.127	186.127
**D	ILA - A-ILLEZEON	0	23.319	23.319
**D	ILA - A-ILGLOEQN	0	14.238	14.238
**D	AEGON CUSTODY B.V.	0	2.181.826	2.181.826
**D	LARGE CAP INTL PORTFOLIO OF DFA INV	0	2.157.960	2.157.960
**D	CFSTIL ATF CMLA INTERNATIONAL SHARE FUND	0	47.951	47.951
**D	PMC FUTURE WORLD MULTI ASSET FUND OVERLAY (6558)	0	3.160.592	3.160.592
**D	PMC MULTI ASSET FUND OVERLAY	0	2.246.562	2.246.562
**D	LGAS SHF FUT WRLD ESG DEV IDX(6734)	0	9.898	9.898
**D	L AND G ASSUR(PENS MGMT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	0	288.114	288.114
**D	L AND G ASSUR(PENS MGMT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495	0	556.040	556.040
**D	L AND G ASSUR(PENS MGMT)LTD 1 PMC FTSE CLIMATE TRANSITION WORLD DEVELOPED EQUITY FUND 3491	0	299.311	299.311
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED	0	7.425.880	7.425.880
**D	TSGX SOLACT ESG TRACO EX UNHG(3387)	0	49.164	49.164
**D	LGAS SHF CLIENT DIR INV FUND(1649)	0	787.000	787.000
**D	LGAS SHF EURO EX UK ESG FD(1848 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	0	62.271	62.271
**D	CITIBANK UK LIMITED AS TRUSTEE FOR ASI (STANDARD LIFE) EUROP	0	2.092.622	2.092.622
**D	CITIBANK UK LIMITED AS TRUSTEE FOR ASI (STANDARD LIFE) INTER	0	124.497	124.497
**D	CFSTIL RE CNEALTH GS FD 16	0	163.668	163.668
**D	INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	0	5.986.238	5.986.238
**D	MANULIFE GLOBAL FUND.	0	256.460	256.460
**D	INVECO POOLED INVESTMENT FUND - EUROPE FUND	0	233.632	233.632
**D	AEGON CUSTODY B.V	0	97.314	97.314
**D	NMB/NIK KOKUSAI-NH 935026	0	309.737	309.737
**D	NMB/NIK KOKUSAI-H 935034	0	23.420	23.420
**D	BERESFORD FUNDS ICAY	0	26.430	26.430
**D	SLIC II - STANDARD LIFE INVESTMENTS	0	1.576.771	1.576.771
**D	COLONIAL FIRST STATE INVESTMENTS LIMITED...	0	216.041	216.041
**D	ABERDEEN STANDARD OEIC II - ASI EUROPE EX UK INCOME EQUITY FUND	0	904.716	904.716
**D	STICHTING PGM DEPOSITARY	0	7.462.784	7.462.784
**D	LEGG MASON INC.	0	2.200	2.200
**D	VERDIPAPIRFONDET DNB GLOBAL (IV : INGVLID ANGVIK BJORNES DRONNING EUEPMAS GT	0	4.491.850	4.491.850
**D	VERDIPAPIRFONDET DNB MILJOINVEST	0	4.043.183	4.043.183
**D	VERDIPAPIRFONDET DNB GLOBAL INDEXES	0	996.614	996.614
**D	THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	0	446.010	446.010
**D	THREADNEEDLE (LUX)	0	30.277	30.277
**D	TWO SIGMA INTERNATIONAL CORE	0	14	14
**D	THREADNEEDLE INVESTMENT FUNDS ICVC.	0	4.373.509	4.373.509
**D	THREADNEEDLE PENSIONS MULTI ASSET FUND COLUMBIA THREADNEEDLE INVESTMENTS	0	84.320	84.320
**D	CITIBANK UK LIMITED AS TRUSTEE OF ABERDEEN STANDARD CAPITAL	0	4.412.405	4.412.405
**D	VICTORY TRIVALENT INTERNATIONAL FUND-CORE EQUITY	0	127.996	127.996
**D	TWO SIGMA WORLD CORE FUND LP	0	99	99
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	1.231.399	1.231.399
**D	VICTORY CAPITAL INTERNATIONAL COLLECTIVE INVESTMENT TRUST	0	34.513	34.513

Pagina 37

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)

FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	VICTORY MARKET NEUTRAL INCOMEFUND	0	1.148.983	1.148.983
**D	SAMSUNG GLOBAL CORE EQUITY FUND	0	12.088	12.088
**D	VERDIPAPIFONDET DNB EUROPA	0	199.199	199.199
**D	MONETARY AUTHORITY OF SINGAPORE	0	204.927	204.927
**D	GOVERNMENT OF SINGAPORE	0	151.751.574	151.751.574
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	1.412.491	1.412.491
**D	LEGAL AND GENERAL REINSURANCE COLTD : TEL: 0203 124 3710/ HETAL PA TEL	0	95.137	95.137
**D	CITITRUST LIMITED	0	234.511	234.511
**D	VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.	0	15.920	15.920
**D	VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.	0	29.732	29.732
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	0	55.450	55.450
**D	VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF	0	28.067	28.067
**D	INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES	0	0	67.088
67.088				
**D	DON C VANBRACKEL TTEE 05/23/1996 MANAGED	0	825	825
**D	ECONOMIC DEVELOPMENT BOARD	0	8.962	8.962
**D	JOHN HANCOCK DIVERSIFIED REAL ASSETS FUND	0	491.119	491.119
**D	HOSTPLUS POOLED SUPERANNUATION TRUST	0	649.512	649.512
**D	ABERDEEN INVESTMENT FUNDS UK ICVC II - ABERDEEN EUROPEAN EQUITY ENHANCED INDEX FUND	0	93.772	93.772
**D	ABERDEEN INVESTMENT FUNDS UK ICVC II - ABERDEEN EUROPEAN EQUITY TRACKER FUND	0	451.059	451.059
**D	ABERDEEN FUNDS - ABERDEEN MULTI MANAGER CAUTIOUS MANAGED PORTFOLIO FUND	0	4.474	4.474
**D	USAA CAPITAL GROWTH FUND.	0	314.425	314.425
**D	USAA INTERNATIONAL FUND.	0	333.488	333.488
**D	USAA SUSTAINABLE WORLD FUND	0	71.534	71.534
**D	QUILTER INVESTORS CHARITY AUTHORISED INVESTMENT FUNDS MILLENNIUM	0	125.000	125.000
**D	TIMOTHY PLAN INTERNATIONAL ETF.	0	36.834	36.834
**D	UAPF - BLACK ROCK PASSIVE EQUITY	0	36.293	36.293
**D	UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	0	21.286	21.286
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE	0	27.108	27.108
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND	0	459.239	459.239
**D	MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND	0	118.101	118.101
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5	0	33.688	33.688
**D	MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3	0	28.474	28.474
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	10.637	10.637
**D	MAN AHL DIVERSIFIED MARKETS EU BEUR- WORLD TRADE CENTER	0	583	583
**D	MAN FUNDS VIII ICAY-MAN AHL DIVERSIFIED.	0	7.317	7.317
**D	AHL INSTITUTIONAL SERIES 3 LTD	0	28.074	28.074
**D	NEIMC PUBLIC INFRASTRUCTURE (2017) FUND.	0	1.541	1.541
**D	MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL	0	42.181	42.181
**D	CAISSE DE RETRAITE D'HYDRO-QUEBEC	0	205.885	205.885
**D	VPI GLOBAL EQUITY POOL	0	1.000.000	1.000.000
**D	VPI INCOME POOL	0	937.500	937.500
**D	E-L FINANCIAL CORPORATION LIMITED	0	1	1
**D	BIMCOR GLOBAL EQUITY POOLED FUND	0	41.369	41.369
**D	SHORT BROTHERS COMMON INVESTMENT FUND	0	614.834	614.834
**D	BOMBARDIER TRUST (CANADA) REAL RETURN ASSETS FUND	0	471.688	471.688
**D	RUSSELL WGM INVESTMENTS LIMITED	0	2.944	2.944
**D	RBC QUANT EUROPEAN DIVIDEND LEADERS ETF	0	5.100	5.100
**D	RBC O'SHAUGHNESSY GLOBAL EQUITY FUND	0	10.190	10.190
**D	SUN LIFE KBI SUSTAINABLE INFRASTRUCTURE PRIVATE POOL	0	208.324	208.324

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10 Azionisti in delega:

2.971



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SUN LIFE REAL ASSETS PRIVATE POOL.	0	933.541	933.541
**D	SUN LIFE GLOBAL DIVIDEND PRIVATE POOL	0	49.618	49.618
**D	THE SHAKESPEARE HEAD FUND.	0	107.900	107.900
**D	MIDDLEFIELD GLOBAL ENERGY TRANSITION CLASS	0	2.000	2.000
**D	INTERNATIONAL CLEAN POWER DIVIDEND FUND	0	780.000	780.000
**D	RBC VISION GLOBAL ENERGY TRANSITION FUND (INCUBATOR)	0	16.100	16.100
**D	RBC QUANT EAFE EQUITY LEADERS ETF	0	2.251	2.251
**D	AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.	0	152	152
**D	AQR LUX FUNDS-RQR SYSTEMATIC TOTAL RETURN FUND	0	71	71
**D	AHL ALPHA MASTER LIMITED C/O CITIC TRUSTEES (CAYMAN) LIMITED	0	160.905	160.905
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.069.412	1.069.412
**D	BROOKFIELD MULTI-STRATEGY ENHANCED MASTER FUND LP MAPLES CORPORATE SERVICES LIMITED	0	13	13
**D	BROOKFIELD MULTI-STRATEGY MASTER FUND LP MAPLES CORPORATE SERVICES LIMITED	0	115	115
**D	CAXTON INTERNATIONAL LIMITED	0	26.400	26.400
**D	MACRO THEMES MASTER INVESTORS (CAYMAN) L.P.	0	635.471	635.471
**D	AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	0	3.520	3.520
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O CGIER GLOBAL (CAYMAN) LIMITED	0	294.497	294.497
**D	POTNT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	0	1.657	1.657
**D	MOORE GLOBAL INVESTMENTS LLC.	0	880.977	880.977
**D	4D GLOBAL INFRA FUND	0	1.391.802	1.391.802
**D	PFC S.R.L.	0	367.500	367.500
**D	AMUNDI DIVIDENDO ITALIA	0	2.997.000	2.997.000
**D	AMUNDI ESG SELECTION BILANCIATO	0	95.946	95.946
**D	AMUNDI ESG SELECTION DINAMICO	0	58.850	58.850
**D	AMUNDI VALORE ITALIA PIR	0	630.000	630.000
**D	AMUNDI ESG SELECTION CONSERVATIVO	0	50.490	50.490
**D	AMUNDI ACCUMULAZIONE ITALIA PIR 2023	0	487.000	487.000
**D	AMUNDI PROGETTO INCOME AGOSTO 2026	0	26.826	26.826
**D	AMUNDI PROGETTO INCOME REALE 2027 TRE	0	9.687	9.687
**D	AMUNDI PROGETTO INCOME REALE 2027 QUATTRO	0	9.404	9.404
**D	AMUNDI PROGETTO INCOME 2028	0	8.724	8.724
**D	AMUNDI ACCUMULAZIONE INFRA GLO 2026 DUE	0	33.021	33.021
**D	AMUNDI PRIVATE GLOBAL INFRASTRU 2024	0	27.155	27.155
**D	AMUNDI ACCUMULAZIONE INFRA GLOBALI 2028	0	12.559	12.559
**D	AMUNDI PROGETTO INCOME REALE 2027	0	42.684	42.684
**D	AMUNDI PROGETTO INCOME REALE 2027 DUE	0	24.699	24.699
**D	AMUNDI PROGETTO INCOME 2026 DUE 20121	0	33.296	33.296
**D	AMUNDI PROGETTO INCOME 2025	0	34.288	34.288
**D	FONDI AMUNDI PROGETTO - AMUNDI PROGETTO INCOME 2026	0	20.389	20.389
**D	AM ACCUMULAZIONE INFRASTRUTTURE GLO 2026	0	58.905	58.905
**D	AMUNDI PROG INC REALE 2026	0	33.370	33.370
**D	NAGELMACKERS INSTITUTIONAL EUROPEAN EQUITY	0	190.000	190.000
**D	CRELAN INVEST CONSERVATIVE	0	5.569	5.569
**D	CRELAN INVEST DYNAMIC	0	22.668	22.668
**D	CRELAN INVEST BALANCED	0	47.489	47.489
**D	AMUNDI SIF GLOBAL ETHICAL EQUITIES	0	5.984	5.984
**D	INDO ALT INVEST - TWINS GROWTH	0	25.000	25.000
**D	LEADERSEL P.M.I	0	390.000	390.000
**D	QTRON GLOBAL EQUITY	0	45.518	45.518
**D	LUXCELLENCE-HELVETIA EUROP EQUITY	0	150.000	150.000

Azionisti:
Azionisti in proprio:

2.981
10 Azionisti in delega:

20
2.971

Pagina 39

Handwritten signature

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI INDEX MSCI JAPAN	0	6	6
**D	AMUNDI FTSE MIB	0	1.209.211	1.209.211
**D	AMUNDI FUNDS MULTI ASSET CONSERVATIVE	0	105.122	105.122
**D	LO FUNDS - ALL ROADS CONSERVATIVE	0	20.733	20.733
**D	CPR INVEST - EUROPEAN STRATEGIC AUTONOMY	0	242.526	242.526
**D	AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED PAB	0	6.948	6.948
**D	AMUNDI EURO STOXX 50	0	4.038.614	4.038.614
**D	CLAY FUNDS - CLAY EUROPEAN MULTI CAPS	0	60.000	60.000
**D	AMUNDI MSCI EUROPE	0	1.910.936	1.910.936
**D	AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	0	7.734	7.734
**D	AMUNDI FUNDS EURO MULTI-ASSET TARGET INC	0	327.070	327.070
**D	AMUNDI FUNDS GLOBAL MULTI-ASSET	0	213.322	213.322
**D	AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB	0	44.943	44.943
**D	AMUNDI FUNDS REAL ASSETS TARGET INCOME	0	450.000	450.000
**D	AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	0	271.246	271.246
**D	AMUNDI PRIME JAPAN	0	3	3
**D	LO FUNDS - ALL ROADS GROWTH	0	76.594	76.594
**D	CPR INVEST - FUTUR CITIES	0	232.950	232.950
**D	AMUNDI MSCI EMU ESG UNIVERSAL SELECT	0	98.097	98.097
**D	VF (LUX) - VALIANT EUROPE EQUITIES	0	82.206	82.206
**D	CPR INVEST CLIMATE ACTION	0	117.849	117.849
**D	AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	0	309.198	309.198
**D	AMUNDI FDS GLOB MULTI-ASSET CONSERVATIVE	0	716.161	716.161
**D	AMUNDI INDEX MSCI EUROPE	0	3.057.299	3.057.299
**D	AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	0	67.100	67.100
**D	AMUNDI MSCI EUROPE EX UK	0	6.785	6.785
**D	AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	0	73.778	73.778
**D	AMUNDI MSCI EUROPE ESG LEADERS SELECT	0	144.175	144.175
**D	LO FUNDS - ALL ROADS	0	212.135	212.135
**D	CPR INVEST-EUROPE SPECIAL SITUATIONS	0	141.069	141.069
**D	AMUNDI FUNDS EQUITY EURO RISK PARITY	0	470.544	470.544
**D	AURISK ALLIANCEBERNSTEIN GLOBAL EQUITIES	0	26.920	26.920
**D	LOF TARGETNETZERO GLOBAL EQUITY	0	6.151	6.151
**D	LOF TARGETNETZERO EUROPE EQUITY	0	30.270	30.270
**D	AMUNDI FUNDS GLOBAL EQUITY TARGET INCOME	0	2.940.983	2.940.983
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	0	98.251	98.251
**D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	0	150.163	150.163
**D	AMUNDI MSCI WORLD ESG LEADERS SELECT	0	190.923	190.923
**D	NEF ETHICAL BALANCED DYNAMIC	0	906.149	906.149
**D	STRUCTURA - ALTERNATIVE RISK PREMIA ARP EQUITY STY	0	62.097	62.097
**D	AMUNDI MSCI WORLD	0	4.264.000	4.264.000
**D	AMUNDI STOXX EUROPE 600	0	529.514	529.514
**D	AMUNDI INDEX MSCI WORLD	0	772.169	772.169
**D	INDOSUEZ EUROPE VALUE	0	312.462	312.462
**D	AMUNDI MSCI EUROPE EX SWITZERLAND	0	675.590	675.590
**D	CLAY FUNDS - CLAY EUROPEAN MULTI ASSETS	0	25.000	25.000
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	0	38.445	38.445
**D	AMUNDI MSCI EUROPE ESG UNIVERSAL SELECT	0	8.287	8.287
**D	AMUNDI INDEX FTSE EFRA NAREIT GLOBAL	0	1.282.142	1.282.142
**D	G FUND - TOTAL RETURN ALL CAP EUROPE	0	310.000	310.000

Pagina 40

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	0	406.766	406.766
**D	AMUNDI PRIME EUROZONE	0	143.143	143.143
**D	CPER INVEST BLUE ECONOMY	0	202.571	202.571
**D	AMUNDI MSCI EMO ESG LEADERS SELECT	0	7.689.260	7.689.260
**D	BBVA GLOBAL FUNDS-OLIVO FUND	0	43.000	43.000
**D	BBVA DURE INTL TABA DE INV	0	7.750	7.750
**D	BBVA DURE INTL EUROPEAN EQUITY FUND	0	8.937	8.937
**D	AMUNDI WELTPORTFOLIO	0	977.396	977.396
**D	NMA IARD	0	87.820	87.820
**D	COVEA PROTECTION JURIDIQUE	0	7.704	7.704
**D	CNBF-RC-SCHROEDERS-FLEXIBLE	0	924	924
**D	APSA-SRI ABSOL RETURN MULTI-ASSETS N2	0	64.684	64.684
**D	BPECE IARD	0	661.388	661.388
**D	GMF ASSURANCES	0	996.800	996.800
**D	MAAF VIE ACTIF GENERAL	0	11.992	11.992
**D	FIDELIA ASSISTANCE	0	82.176	82.176
**D	CRAMA LOIRE BRETAGNE ACTIONS	0	7.438	7.438
**D	APSA-SRI ABSOL RETURN MULTI-ASSETS N1	0	36.792	36.792
**D	LA SAUVGARDE	0	2.139.012	2.139.012
**D	GMF VIE D	0	11.753	11.753
**D	CNBF-RB-SCHROEDERS-FLEXIBLE	0	29.139	29.139
**D	MAAF SANTE	0	632.260	632.260
**D	GGVIE PREFON RETRAITE A	0	65.921	65.921
**D	ROBECO CAVAMAC ACTIONS INT. EU	0	55.374	55.374
**D	GM2A	0	60.073	60.073
**D	ALLOCATION ACTIONS SATELLITE	0	28.007	28.007
**D	LA GRENOUILLERE	0	10.058	10.058
**D	AB CFAO	0	690.383	690.383
**D	MUTATIONS 21	0	38.273	38.273
**D	GROUPAMA GRAND EST	0	12.568	12.568
**D	DAN EQUILIBRE	0	196.139	196.139
**D	UFF ALLOCATION DIVERSIFIEE	0	119.133	119.133
**D	GROUPAMA NORD EST ACTIONS	0	92.000	92.000
**D	GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	0	75.838	75.838
**D	EPARGNE SOLIDAIRE EQUILIBRE TH	0	30.287	30.287
**D	GROUPAMA LOIRE BRETAGNE LOCAL 1	0	341.975	341.975
**D	AP ACTIONS 1 EURO	0	189.003	189.003
**D	LFAML INDEXALPHA	0	113.451	113.451
**D	CONTI PLACEMENTS	0	933.641	933.641
**D	ROPS EURO P	0	45.200	45.200
**D	AGRICOLA TACTIQUE G	0	32.870	32.870
**D	GROUPAMA NORD EST	0	66.785	66.785
**D	AMUNDI IPSA ACTIONS	0	89.423	89.423
**D	LV. CHALLENGE	0	130.097	130.097
**D	GAN EUROSTRATEGIE	0	34.840	34.840
**D	DUGUAY TROUIN INVESTISSEMENT	0	121.137	121.137
**D	GROUPAMA CR GENOVA 1	0	46.010	46.010
**D	SOLIDARITES	0	517.206	517.206
**D	EGUS	0	26.734	26.734
**D	LCL DYNAMIQUE ESG	0		

Pagina 41

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PREDICA ISR MONDE - ACTIONS	0	77.016	77.016
**D	MONCEAU ACTIONS EEE	0	600.283	600.283
**D	AGRICOLA ACTIONS OBJECTIF SCR	0	639.943	639.943
**D	FERN AMUNDI	0	391.752	391.752
**D	WALLON	0	212.991	212.991
**D	DIEZE	0	43.862	43.862
**D	CENTRE EST EQUILIBRE	0	15.144	15.144
**D	AMUNDI LABEL DYNAMIQUE ESR	0	98.263	98.263
**D	SACD INVESTISSEMENT	0	94.512	94.512
**D	AMUNDI EQUILIBRE GLOBAL SOLIDAIRE	0	34.649	34.649
**D	FCP GROUPAMA PHARMA DIVERSIFIE	0	150.000	150.000
**D	CL CENTRE MANCHE	0	14.065	14.065
**D	PORT ROYAL EQUILIBRE	0	95.868	95.868
**D	OPFT	0	18.500	18.500
**D	VILLIERS DIAPASON	0	248.343	248.343
**D	ADP DIVERSIFIE DYNAMIQUE	0	7.393	7.393
**D	CAVEC LA FRANCAISE DIVERSIFIE	0	249.595	249.595
**D	GROUPAMA SELECTION EURO DIVERSIFIE	0	81.145	81.145
**D	LCL PRUDENCE ESG	0	11.136	11.136
**D	EPARGNE ACTIONS MONDE ISR	0	161.750	161.750
**D	PREDIQUANT A2 - ACTIONS EUROPE	0	121.883	121.883
**D	AMUNDI HARMONIE	0	37.794	37.794
**D	ADMIT ACT EU	0	187.026	187.026
**D	ARRCO QUANT 2	0	226.941	226.941
**D	S CAVAMAC ACTIONS EURO	0	132.786	132.786
**D	CAVEC GROUPAMA DIVERSIFIE	0	237.191	237.191
**D	ROPS-SMART INDEX EURO	0	703.858	703.858
**D	AMUNDI LABEL PRUDENCE ESR	0	75.734	75.734
**D	AA LA FRANCAISE ISR	0	603.420	603.420
**D	GRD 20 - ACTIONS	0	191.316	191.316
**D	STAR PASTEUR	0	303.846	303.846
**D	ELITE INTER-PHARMACEUTICS	0	30.725	30.725
**D	FGV ACTIONS EUROPE LM A	0	228.960	228.960
**D	PREDIQUANT PREMIUM TITRES VIFS ACTIONS	0	1.985.707	1.985.707
**D	GROUPAMA CR ACTIONS MONDE	0	24.480	24.480
**D	BEL EQUITY EUROPE ESG	0	1.877.570	1.877.570
**D	FDJ EQUILIBRE SOLIDAIRE	0	29.307	29.307
**D	IF ACTIONS EURO	0	141.785	141.785
**D	GROUPAMA MEDITERRANEE	0	39.450	39.450
**D	GROUPAMA LOIRE BRETAGNE LOCAL 2	0	30.403	30.403
**D	L-S DYNAMIQUE ET SOLIDAIRE	0	4.000	4.000
**D	FCP CARP - INDO	0	1.034.797	1.034.797
**D	N 1 RENDEMENT EQUILIBRE	0	4.445	4.445
**D	AC GLOBAL CONVICTIONS	0	17.078	17.078
**D	FCPE CA SA EXPANSION	0	10.949	10.949
**D	EPARGNE MODEREE THALES	0	63.389	63.389
**D	LCL EQUILIBRE ESG	0	28.852	28.852
**D	AMUNDI LABEL EQUILIBRE ESR	0	112.018	112.018
**D	A.A. - GROUPAMA - ISR	0	817.671	817.671
**D	FCP DES CAISSES LOCALES GROUPAMA P V D L	0	17.214	17.214

Pagina 42

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Argomento: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FCP ARCO LONG TERME D	0	823.513	823.513
**D	PREVAL ACTIONS EU	0	600.000	600.000
**D	PROMEPAR ACTIONS RENDEMENT	0	170.000	170.000
**D	INDOSUEZ EURO PATRIMOINE	0	1.305.385	1.305.385
**D	S.YTIC	0	120.000	120.000
**D	LOLA SHARE	0	3.860	3.860
**D	DORVAL CONVICTIONS	0	314.280	314.280
**D	AMUNDI STRATEGIES ACTIONS EURO RESTRUCTURATIONS	0	98.307	98.307
**D	CPR EUROLAND ESG	0	930.639	930.639
**D	COLOMBES 6	0	94.800	94.800
**D	G FUND OPPORTUNITIES EUROPE	0	500.000	500.000
**D	WF ACTIONS FLEXIBLE	0	7.830	7.830
**D	AMUNDI STRATEGIES ACTIONS EUROPE OPTIM DIV HR	0	16.569	16.569
**D	DORVAL GLOBAL CONVICTIONS PATR	0	25.900	25.900
**D	AMUNDI ACTIONS EURO ISR	0	765.566	765.566
**D	AMUNDI STRATEGIES ACTIONS EURO OPTIM DIV HR	0	19.548	19.548
**D	AMUNDI ACTIONS EUROPE ISR	0	82.665	82.665
**D	G FUND EQUITY CONVICTIONS ISR	0	759.297	759.297
**D	AMUNDI RENDEMENT PLUS	0	135.775	135.775
**D	SELECTION EURO ENVIRONNEMENT (MAI 2022)	0	418.705	418.705
**D	SELECTION EURO ENVIRONNEMENT (JANVIER 2022)	0	459.207	459.207
**D	CPR EUROPE ESG POCHÉ COR	0	175.717	175.717
**D	TA-ITA AZIONI	0	24.642	24.642
**D	GROUPAMA EURO EQUITIES	0	259.608	259.608
**D	LCL ACTIONS EURO RESTRUCTURAT EURO (CA)	0	17.846	17.846
**D	FDC A2 POCHÉ TITRES	0	18.601	18.601
**D	INDOSUEZ EURO RENDEMENT	0	509.998	509.998
**D	SELECTION EURO CLIMAT (JANVIER 2023)	0	30.509	30.509
**D	AMUNDI ACTIONS RESTRUCTURATION	0	54.940	54.940
**D	CPR EUROLAND PREMIUM ESG	0	187.939	187.939
**D	COVEA SOLIS	0	1.044.450	1.044.450
**D	DORVAL CONVICTIONS PEA	0	122.576	122.576
**D	HYMNOS ISR	0	351.519	351.519
**D	AMUNDI PATRIMOINE PEA	0	1.582.289	1.582.289
**D	CASTELNAU	0	13.511	13.511
**D	DORVAL GLOBAL CONVICTIONS	0	36.991	36.991
**D	GROUPAMA EUROPE EQUITIES	0	325.923	325.923
**D	BEST BUSINESS MODELS SRI	0	4.330.000	4.330.000
**D	AMUNDI PATRIMOINE	0	320.640	320.640
**D	MYRIA ACTIONS DURABLES EUROPE	0	118.859	118.859
**D	CPR ACTIONS EURO RESTRUCTURATIONS	0	117.733	117.733
**D	AMUNDI EUROPE MONDE	0	299.439	299.439
**D	G FUND WORLD VISION R	0	403.727	403.727
**D	AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	0	5.347	5.347
**D	LCL ACTIONS MONDE HORS EUROPE EURO	0	40.078	40.078
**D	BMW V-FLEX	0	18.732	18.732
**D	AMUNDI EURO EQUITY ESR	0	1.132.437	1.132.437
**D	COVEA FLEXIBLE ISR	0	222.031	222.031
**D	NEUFELIZE EURO ACTIONS DURABLE	0	114.049	114.049
**D	CPR EURO HIGH DIVIDEND	0	652.419	652.419

Pagina 43

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SELECTION EURO CLIMAT (SEPTEMBRE 2022)	0	336.478	336.478
**D	ASSURDIX	0	760.665	760.665
**D	INDOSUEZ ALLOCATION PEA	0	583.318	583.318
**D	PREDIQUANT EUROCOISSANCE A2	0	59.101	59.101
**D	COVEA ACT EUROPE OPPORTUNITE	0	868.570	868.570
**D	LCL ACTIONS EURO CORE+	0	20.372	20.372
**D	COVEA ACTIONS RENDEMENT	0	1.112.643	1.112.643
**D	IMPROVING EUROPEAN MODELS SRI	0	156.704	156.704
**D	STRATEGIE EURO ISR	0	248.862	248.862
**D	CPR SILVER AGE POCHE PEA	0	2.427.302	2.427.302
**D	AMUNDI STRATEGIES ACTIONS EURO CORE +	0	33.042	33.042
**D	STRATEGIE EURO ACTIONS DIVIDEND	0	344.732	344.732
**D	HELVETIA I EUROPA	0	910.000	910.000
**D	LO 15 (CH) - TARGETNETZERO GLOBAL EX-CH EQUITY	0	11.895	11.895
**D	EDR GLOBAL EQUITIES RDT - DBI	0	21.899	21.899
**D	EDR FUND II - INCOME 2024	0	66.055	66.055
**D	EDMOND DE ROTHSCCHILD FUND EQUITY EURO CORE	0	350.400	350.400
**D	EDMOND DE ROTHSCCHILD FUND INCOME EUROPE	0	298.830	298.830
**D	EDR SICAV - EURO SUSTAINABLE EQUITY	0	2.683.690	2.683.690
**D	EDR SICAV - EQUITY EURO SOLVE	0	366.096	366.096
**D	EDMOND DE ROTHSCCHILD ASSET MANAGEMENT (EDRAM)	0	14.160	14.160
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	391.610	391.610
**D	FIDEURAM AM SGR - FIDEURAM ITALIA	0	322.000	322.000
**D	FIDEURAM AM SGR - PIANO AZIONI ITALIA	0	4.553.000	4.553.000
**D	FIDEURAM AM SGR - PIANO BILANCIATO ITALIA 50	0	1.018.000	1.018.000
**D	FIDEURAM AM SGR - PIANO BILANCIATO ITALIA 30	0	93.000	93.000
**D	MEDIOBANUM VITA S.P.A.	0	2.550.000	2.550.000
**D	MEDIOBANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA	0	3.200.000	3.200.000
**D	MEDIOBANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	0	20.403.451	20.403.451
**D	INTERFUND SICAV	0	319.000	319.000
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	4.030.000	4.030.000
**D	ALLIANZ ITALIA 50 SPECIAL	0	97.000	97.000
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	27.892	27.892
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	543.633	543.633
**D	FONDITALIA	0	7.218.000	7.218.000
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	18	18
**D	NEW AIRWAYS PENSION SCHEME	0	6.361	6.361
**D	BLACKROCK ASSET MANAGEMENT	0	245.296	245.296
**D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	32.921	32.921
**D	ALLIANZ VALEURS DURABLES	0	2.500.000	2.500.000
**D	ALLIANZ EPARGNE ACTIONS ISR SOLIDAIRE	0	148.360	148.360
**D	SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	0	27.549	27.549
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	0	1.129.189	1.129.189
**D	AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND	0	24.888	24.888
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	2.982.971	2.982.971
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	64.563	64.563
**D	PINERIDGE GLOBAL DYNAMIC ASSETALLOCATION FUND LLC	0	83.329	83.329
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	161.057	161.057
**D	ACOMEA ITALIA	0	485.000	485.000
**D	ACOMEA SGR MULTIFUND PATRIMONIODINAMICO	0	28.000	28.000

Azionisti:
Azionisti in proprio:

2.981 Teste:
10 Azionisti in delega:

20
2.971

Pagina 44

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ACOMEA MULTI FUND - PATRIMONIO AGGRESSIVO	0	35.500	35.500
**D	ACOMEA EUROPA	0	140.000	140.000
**D	ACOMEA GLOBALE GLOBALE	0	60.000	60.000
**D	ABN AMRO FUNDS	0	5.061.480	5.061.480
**D	SANTANDER EQUALITY ACCIONES FI	0	78.534	78.534
**D	SANTANDER SOSTENIBLE 2 FI	0	1.248.690	1.248.690
**D	SANTANDER SOSTENIBLE ACCIONES FI	0	1.194.122	1.194.122
**D	ING DIRECT FONDO NARANJA EURO STOXX 50, FI	0	450.666	450.666
**D	ING DIRECT FONDO NARANJA MODERADO, FI	0	20.045	20.045
**D	SANTANDER SOSTENIBLE 1 FI	0	1.557.314	1.557.314
**D	ING DIRECT FONDO NARANJA DINAMICO, FI	0	28.758	28.758
**D	ING DIRECT FONDO NARANJA CONSERVADOR, FI	0	3.043	3.043
**D	SANTANDER DIVIDENDO EUROPA FI	0	4.738.092	4.738.092
**D	SANTANDER RESPONSABILIDAD SOLIDARIO FI	0	314.665	314.665
**D	INVERACTIVO CONFianza FI	0	26.704	26.704
**D	EUROPOPULAR INTEGRAL FONDO DE PENSIONES	0	14.889	14.889
**D	SANTANDER PREVISION COLECTIVA EPSV	0	6.219	6.219
**D	SANTANDER RENTA VARIABLE EUROPAPENSIONES FP	0	1.240.840	1.240.840
**D	SANTANDER DIVIDENDO PENSIONES FP	0	1.418.241	1.418.241
**D	SANTANDER PREVISION 1 EPSV V9512164	0	13.834	13.834
**D	MI PROYECTO SANTANDER 2025, FP	0	87.532	87.532
**D	MI PROYECTO SANTANDER 2035, FP	0	161.535	161.535
**D	MI PROYECTO SANTANDER 2030, FP	0	178.510	178.510
**D	MI PROYECTO SANTANDER 2040, FP	0	115.800	115.800
**D	MUTUA UNIVERSAL MUGENAT FP	0	24.783	24.783
**D	SANTANDER AHORRO 38 FP	0	31.190	31.190
**D	MI PROYECTO SANTANDER 2045 PENSIONES FP	0	54.090	54.090
**D	SANTANDER PREVISION 1 EPSV	0	75.985	75.985
**D	SANTANDER AHORRO 28 FP	0	14.000	14.000
**D	SANTANDER COLECTIVO RENTA FIJA MIXTA 2 FP	0	35.180	35.180
**D	SANTANDER SOSTENIBLE RENTA VARIABLE GLOBAL PENSIONES FP	0	570.088	570.088
**D	SANTANDER AHORRO 15 FONDO DE PENSIONES	0	55.817	55.817
**D	SANTANDER COLECTIVOS RENTA VARIABLE MIXTA 3, FP	0	32.277	32.277
**D	SANTANDER AHORRO 17 FP	0	115.326	115.326
**D	PREVIFUTURO F.P.	0	150.404	150.404
**D	SANTANDER COLECTIVOS RENTA VARIABLE MIXTA 1 FP	0	54.026	54.026
**D	COLECTIVOS RENTA VARIABLE MIXTA2, FONDO DE PENSIONES	0	68.609	68.609
**D	BLACKROCK FUTURE CLIMATE AND SUSTAINABLE ECONOMY ETF	0	19.862	19.862
**D	BLACKROCK WORLD EX US CARBON TRANSITION READINESS ETF	0	475.500	475.500
**D	ISHARES ESG AWARE MSCI EAFE INDEX ETF	0	83.969	83.969
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	91.269	91.269
**D	ISHARES GLOBAL MONTHLY DIVIDENDINDEX ETF (CAD-HEDGED)	0	50.535	50.535
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0	2.022.264	2.022.264
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	155.903	155.903
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	8.879.775	8.879.775
**D	ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF	0	4.311.439	4.311.439
**D	ISHARES ESG MSCI EAFE LEADERS INDEX ETF	0	4.420	4.420
**D	ISHARES MSCI WORLD ETF	0	393.407	393.407
**D	ISHARES CORE MSCI EAFE ETF	0	43.762.063	43.762.063
**D	ISHARES MSCI INTL VALUE FACTOR ETF	0	2.098.014	2.098.014

Pagina 45

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

825

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES MSCI INTL SIZE FACTOR ETF	0	2.913	2.913
**D	ISHARES ESG AWARE MSCI EAFE ETF	0	4.649.145	4.649.145
**D	ISHARES MSCI GLOBAL MULTIFACTORETF	0	21.499	21.499
**D	ISHARES MSCI ACWI LOW CARBON TARGET ETF	0	23.718	23.718
**D	ISHARES CORE MSCI EUROPE ETF	0	3.077.092	3.077.092
**D	ISHARES INTERNATIONAL EQUITY FACTOR ETF	0	420.232	420.232
**D	ISHARES GLOBAL INFRASTRUCTURE ETF	0	12.471.402	12.471.402
**D	ISHARES MSCI ITALY ETF	0	5.657.844	5.657.844
**D	ISHARES INTERNATIONAL SELECT DIVIDEND ETF	0	8.029.729	8.029.729
**D	ISHARES MSCI EAFE VALUE ETF	0	15.936.971	15.936.971
**D	ISHARES MSCI KOKUSAI ETF	0	29.910	29.910
**D	ISHARES MSCI EUROZONE ETF	0	11.870.715	11.870.715
**D	ISHARES EUROPE ETF	0	1.416.800	1.416.800
**D	ISHARES MSCI EAFE ETF	0	25.662.039	25.662.039
**D	ISHARES MSCI ACWI EX U.S. ETF	0	1.477.403	1.477.403
**D	ISHARES GLOBAL UTILITIES ETF	0	691.281	691.281
**D	ISHARES MSCI EAFE INTERNATIONALINDEX FUND	0	4.623.145	4.623.145
**D	BLACKROCK UTILITIES INFRASTRUCTURE AND POWER OPPORTUNITIES TRUST	0	3.541.025	3.541.025
**D	ISHARES MSCI ACWI ETF	0	2.274.585	2.274.585
**D	DWS INVESTMENT GMBH FOR DWS ESGSTIFTUNGSFONDS	0	1.000.000	1.000.000
**D	DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	0	79.464	79.464
**D	DWS INVESTMENT GMBH FOR DWS ESG DYNAMIK	0	5.938	5.938
**D	DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY	0	61.273	61.273
**D	DWS INVESTMENT GMBH FOR BALOISE-AKTIEFONDS DWS	0	85.000	85.000
**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 DWS ESGTOP WORLD	0	4.120.000	4.120.000
**D	DWS INVESTMENT GMBH FOR DWS VORSORGE AS (DYNAMIK)	0	146.665	146.665
**D	DWS INVESTMENT GMBH FOR LOEWEN AKTIEFONDS	0	55.000	55.000
**D	DWS INVESTMENT GMBH FOR GOTTlieb DAHLER AKTIEFONDS DWS	0	307.878	307.878
**D	DWS INVESTMENT GMBH FOR DWS TOPDIVIDENDE	0	33.087.582	33.087.582
**D	DWS INVESTMENT GMBH FOR E ON AKTIEFONDS DWS	0	75.000	75.000
**D	DWS INVESTMENT GMBH FOR DWS SACHWERTE	0	231.144	231.144
**D	DWS INVESTMENT GMBH FOR ALBATROS FONDS	0	25.397	25.397
**D	DWS INVESTMENT GMBH FOR DWS ESGBALANCE	0	276.157	276.157
**D	ISHARES VII PLC	0	18.026.864	18.026.864
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	127.192	127.192
**D	ISHARES II PUBLIC LIMITED COMPANY	0	18.239.944	18.239.944
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	19.288.551	19.288.551
**D	ISHARES PUBLIC LIMITED COMPANY	0	1.755.924	1.755.924
**D	ISHARES III PUBLIC LIMITED COMPANY	0	1.385.417	1.385.417
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	12.422.182	12.422.182
**D	ISHARES STOXX EUROPE 600 UTILITIES UCITS ETF DE	0	4.837.605	4.837.605
**D	ISHARES STOXX EUROPE 50 UCITS ETF (DE)	0	5.069.264	5.069.264
**D	ISHARES STOXX EUROPE LARGE 200 UCITS ETF (DE)	0	178.050	178.050
**D	ISHARES CORE EURO STOXX 50 UCITS ETF (DE)	0	79.335	79.335
**D	ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE	0	14.483.851	14.483.851
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	501.264	501.264
**D	VANECK VECTORS MSCI INTERNATIONAL VALUE ETF AURORA PLACE	0	2.775.532	2.775.532
**D		0	73.353	73.353

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AB GLOBAL RESEARCH INSIGHTS FUND	0	365.610	365.610
**D	RETAIL EMPLOYEES SUPERANNUATION TRUST	0	310.631	310.631
**D	INTERNATIONAL EQUITIES SECTOR TRUST	0	17.776	17.776
**D	PINEBRIDGE GLOBAL DYNAMIC ASSET ALLOCATION FUND	0	100.233	100.233
**D	PERPETUAL ECONOMIC DIVERSIFICATION GLOBAL EQUITY FUND	0	114.042	114.042
**D	AWARE SUPER	0	1.763.755	1.763.755
**D	RUSSELL INVESTMENTS TAX EFFECTIVE GLOBAL SHARES FUND	0	118.550	118.550
**D	RUSSELL INVESTMENTS GLOBAL LISTED INFRASTRUCTURE FUND HEDGED	0	177.186	177.186
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	26.186	26.186
**D	COMMONWEALTH BANK GROUP SUPER	0	305.912	305.912
**D	REALINDEX GLOBAL SHARE FUND (SCREENED)	0	216.072	216.072
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES EX FOSSIL FUEL S FUND LVL 3	0	13.210	13.210
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	124.032	124.032
**D	COMMONWEALTH BANK GROUP SUPER	0	93.779	93.779
**D	PEOPLE'S BANK OF CHINA	0	4.302.735	4.302.735
**D	PEOPLE'S BANK OF CHINA	0	2.208.617	2.208.617
**D	FLORISH INVESTMENT CORPORATION	0	586.709	586.709
**D	SKANDINAVISKA ENSKILDA BANKEN AB (PUBL) - LUXEMBOURG BRANCH	0	1.638.091	1.638.091
**D	HAWKES JAMES B.	0	24.160	24.160
**D	RFS OPCO LLC	0	656	656
**D	AGF GLOBAL SUSTAINABLE BALANCED CLASS	0	209.317	209.317
**D	AGFQ ENHANCED GLOBAL INFRASTRUCTURE ETF	0	239.595	239.595
**D	CI GLOBAL ASSET ALLOCATION PRIVATE POOL	0	314.033	314.033
**D	RENAISSANCE INTERNATIONAL EQUITY PRIVATE POOL	0	48.354	48.354
**D	THE CANADA LIFE ASSURANCE COMPANY	0	389.963	389.963
**D	CIBC INTERNATIONAL INDEX FUND	1	1	1
**D	CIBC EUROPEAN INDEX FUND	1	1	1
**D	CIBC INTERNATIONAL EQUITY INDEX POOL	0	10.520	10.520
**D	AGF EUROPEAN EQUITY FUND	0	111.416	111.416
**D	AGF GLOBAL REAL ASSETS FUND	0	55.066	55.066
**D	HIGHSTREET GLOBAL EQUITY FUND	0	32.772	32.772
**D	HIGHSTREET INTERNATIONAL EQUITY FUND A	0	17.630	17.630
**D	INTERNATIONAL EQUITY FUND	0	1.789.134	1.789.134
**D	BLACK EAPF EQUITY POOL	0	204.995	204.995
**D	TD MORNINGSTAR ESG INTERNATIONAL EQUITY INDEX ETF	0	2.190	2.190
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	206.103	206.103
**D	CIBC PENSION PLAN	0	12.046	12.046
**D	CANADA LIFE GLOBAL INFRASTRUCTURE EQUITY FUND	0	16.598	16.598
**D	CIBC INTERNATIONAL EQUITY INDEX ETF	0	9.939	9.939
**D	PURPOSE INTERNATIONAL DIVIDEND FUND	0	26.946	26.946
**D	TD EMERALD INTERNATIONAL EQUITY INDEX FUND	0	1.637.496	1.637.496
**D	MACKENZIE GREENCHIP GLOBAL ENVIRONMENTAL ALL CAP FUND	0	11.743.227	11.743.227
**D	MACKENZIE GLOBAL LOW VOLATILITY EQUITY FUND	0	18.361	18.361
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	201.859	201.859
**D	IG MACKENZIE GLOBAL INFRASTRUCTURE CLASS	0	122.638	122.638
**D	IMPERIAL OVERSEAS EQUITY POOL	0	41.859	41.859
**D	MACKENZIE GREENCHIP GLOBAL ENVIRONMENTAL EQUITY FUND	0	442.631	442.631
**D	MACKENZIE GREENCHIP GLOBAL EQUITY POOL	0	1.195.000	1.195.000
**D	MACKENZIE GREENCHIP GLOBAL ENVIRONMENTAL FUND	0	26.250	26.250
**D	THE GLENCORE CANADIAN PENSION FUNDS TRUST-REAL ASSETS FUND	0	29.655	29.655

Pagina 47

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BLACKROCK STRATEGIC FUNDS	0	6.186.183	6.186.183
**D	BLACKROCK GLOBAL INDEX FUNDS	0	460.117	460.117
**D	DWS INVEST	0	13.866.923	13.866.923
**D	DWS MULTI ASSET PIR FUND	0	590.000	590.000
**D	DWS FIXED MATURITY	0	184.673	184.673
**D	DWS INVESTMENT SA FOR DWS ESG EUROPEAN EQUITIES	0	424.881	424.881
**D	DWS INVESTMENT SA FOR ARERO DER WELTFONDS	0	208.217	208.217
**D	ALLIANZ EUROPEAN PENSION INVESTMENTS	0	7.421.657	7.421.657
**D	AZ EURO INVESTMENTS S.A.	0	1.305.330	1.305.330
**D	XTRACKERS	0	24.450.115	24.450.115
**D	COHEN AND STEERS SICAV	0	59.707	59.707
**D	GOLDMAN SACHS FUNDS	0	6.419.311	6.419.311
**D	PINEBRIDGE INVESTMENTS FCP RAIF	0	121.076	121.076
**D	AXA WORLD FUNDS	0	4.200.000	4.200.000
**D	DWS INVEST II	0	1.210.580	1.210.580
**D	ZURICH	0	48.476	48.476
**D	DWS INVESTMENT SA FOR DWS MULTIOPPORTUNITIES	0	569.834	569.834
**D	GLOBAL ADVANTAGE FUNDS	0	47.122	47.122
**D	DWS CONCEPT	0	12.500.000	12.500.000
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	702.536	702.536
**D	ABERDEEN GLOBAL INFRASTRUCTURE FUND	0	203.500	203.500
**D	BMO EUROPE HIGH DIVIDEND COVERED CALL ETF	0	3.794.844	3.794.844
**D	CP INTERNATIONAL PARTNERS	0	24.557	24.557
**D	COLLEGE RETIREMENT EQUITIES FUND	0	27.610.073	27.610.073
**D	TIAACREF SOCIAL CHOICE INTERNATIONAL EQUITY FUND	0	1.466.159	1.466.159
**D	BMO MSCI EAFE ESG LEADERS INDEXETF	0	56.170	56.170
**D	CAPULA TAIL RISK MASTER FUND LIMITED	0	7.764	7.764
**D	COMMONFUND SCREENED GLOBAL EQUITY LLC	0	16.800	16.800
**D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	3.911.549	3.911.549
**D	ABERDEEN STANDARD GLOBAL INFRASTRUCTURE INCOME FUND	0	1.807.900	1.807.900
**D	RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	0	1.151.291	1.151.291
**D	CENTRAL PROVIDENT FUND BOARD	0	26.285	26.285
**D	CITY UNIVERSITY OF NEW YORK	0	8.805	8.805
**D	FIDUCIE GLOBALE DES REGIMES DERETRAITE DE LA SOCIETE DE TRANSPORT DE MONTREAL	0	99.700	99.700
**D	NET GLOBAL EQUITY POOL	0	118.522	118.522
**D	ANIMA FUNDS PUBLIC LIMITED COMPANY	0	3.297.086	3.297.086
**D	BON SECOURS MERCY HEALTH	0	1.049.252	1.049.252
**D	GOVERNMENT PENSION INVESTMENT FUND	0	27.013.623	27.013.623
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	14.431.175	14.431.175
**D	CALVERT IMPACT FUND INC CALVERT GLOBAL ENERGY SOLUTIONS FUND	0	7.168.523	7.168.523
**D	CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO	0	179.083	179.083
**D	FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	0	66.362	66.362
**D	GUARDIAN GLOBAL UTILITIES VIP FUND	0	1.311	1.311
**D	THE COLORADO HEALTH FOUNDATION	0	387.011	387.011
**D	RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND	0	58.029	58.029
**D	RUSSELL INVESTMENT COMPANY TAXMANAGED REAL ASSETS FUND	0	33.611	33.611
**D	HARTFORD AARP BALANCED RETIREMENT FUND	0	220.044	220.044
**D	HARTFORD REAL ASSET FUND	0	3.154	3.154
**D	AMERICAN FUNDS INSURANCE SERIESNEW WORLD FUND	0	51.982	51.982
**D		0	435.216	435.216

Pagina 48

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	15.330	15.330
**D	JNL/DEFA INTERNATIONAL CORE EQUITY FUND	0	60.218	60.218
**D	OPENWORLD PUBLIC LIMITED COMPANY	0	899.890	899.890
**D	RUSSELL INVESTMENT COMPANY V PLC	0	124.938	124.938
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	45.137	45.137
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	1.984.885	1.984.885
**D	INTE KAPITLANLAGERGESELLSCHAFT MBH FOR DC EUROLAND EQUITIIES	0	1.084.531	1.084.531
**D	LIVIP BLACKROCK GLOBAL ALLOCATION FUND	0	46.894	46.894
**D	COUNTY OF LOS ANGELES DEFERRED COMPENSATION AND THRIFT PLAN	0	2.834.743	2.834.743
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL	0	72.388	72.388
**D	BMO MSCI TECH AND INDUSTRIAL INNOVATION INDEX ETF	0	4.698	4.698
**D	BMO MSCI EAFE INDEX ETF	0	2.575.938	2.575.938
**D	BMO INTERNATIONAL DIVIDEND ETF	0	927.290	927.290
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGKB CARBON FOCUS	0	19.636	19.636
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	158.212	158.212
**D	CAISSE DE DEPOT ET PLACEMENT DQUEBEC	0	1.926.723	1.926.723
**D	BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO	0	37.808	37.808
**D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	2.837.981	2.837.981
**D	RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	0	1.706.641	1.706.641
**D	RUSSELL INVESTMENT COMPANY GLOBAL INFRASTRUCTURE FUND	0	367.311	367.311
**D	LORD ABBETT SECURITIES TRUST - LORD ABBETT INTERNATIONAL VALUE FUN	0	1.086.680	1.086.680
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE ITALY ETF	0	80.852	80.852
**D	FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	0	379.852	379.852
**D	FRANKLIN INTERNATIONAL EQUITY INDEX ETF	0	58.996	58.996
**D	HAND COMPOSITE EMPLOYEE BENEFITTRUST	0	32.091	32.091
**D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	86.289	86.289
**D	TRANSAMERICA INTERNATIONAL STOCK	0	86.462	86.462
**D	AMERICAN FUNDS INSURANCE SERIESINTL GROWTH AND INCOME FUND	0	284.058	284.058
**D	ROCHE U.S. RETIREMENT PLANS MASTER TRUST	0	319.572	319.572
**D	LAZARD INTERNATIONAL EQUITY (CANADA) FUND	0	45.549	45.549
**D	MASSMUTUAL SELECT T ROWE PRICE INTERNATIONAL EQUITY FUND	0	671.822	671.822
**D	DWS GLOBAL INCOME BUILDER FUND	0	95.267	95.267
**D	DWS GLOBAL INCOME BUILDER VIP	0	17.190	17.190
**D	INVECO ADVANTAGE INTERNATIONALFUND	0	2.767	2.767
**D	MULTI STYLE MULTI MANAGER FUNDSFELC	0	407.568	407.568
**D	CISCO SYSTEMS FOUNDATION	0	29.483	29.483
**D	INSTITUTIONAL RETIREMENT TRUST	0	159.615	159.615
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS	0	45.263	45.263
**D	MDPM INTERNATIONAL EQUITY INDEX POOL	0	415.803	415.803
**D	THE PRUDENTIAL INSURANCE COKEYNY OF AMERICA	0	279.171	279.171
**D	RHUMBLINE INTERNATIONAL POOLED INDEX TRUST	0	212.247	212.247
**D	RHUMBLINE LOW CARBON INDEX FUNDLLC	0	188.609	188.609
**D	MOUNT HATTON INVESTMENTS LIMITED	0	18.193	18.193
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	26.954	26.954
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	2.715.676	2.715.676
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	38.258	38.258
**D	NBI GLOBAL REAL ASSETS INCOME ETF	0	2.140.763	2.140.763
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	276.384	276.384
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	72.260	72.260
**D	MUSASHI SMART PREMIA FUND	0	9.320	9.320

LISTA ESITO DELLE VOTAZIONE

Argomento: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALLIANCEBERNSTEIN EUROPEAN OPPORTUNITIES SERIES	0	2.728.747	2.728.747
**D	T. ROWE PRICE GLOBAL ALLOCATIONFUND	0	23.248	23.248
**D	CITY OF NEW YORK GROUP TRUST	0	23.597.143	23.597.143
**D	PES:PINCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	0	74.746	74.746
**D	ALASKA COMMON TRUST FUND	0	267.103	267.103
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS BG 2	0	15.000	15.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PMB 1	0	8.800	8.800
**D	DWS INVESTMENT GMBH FOR DEAM FONDS ABFI	0	30.000	30.000
**D	THE INCUBATION FUND LTD	0	3.597	3.597
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS RKBS	0	67.225	67.225
**D	DWS INVESTMENT GMBH FOR DEAM FONDS KDE 1	0	16.000	16.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS WOP 2	0	105.619	105.619
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KGFENSIEN	0	48.546	48.546
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	87.659	87.659
**D	THRIVENT INTERNATIONAL ALLOCATION FUND	0	442.464	442.464
**D	RUSSELL INVESTMENTS FOCUSED GLOBAL EQUITY POOL	0	16.992	16.992
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PTF	0	42.300	42.300
**D	DWS INVESTMENT GMBH FOR DEAM FONDS SVSW	0	29.830	29.830
**D	THRIVENT GLOBAL STOCK FUND	0	339.303	339.303
**D	THRIVENT LOW VOLATILITY EQUITY FUND	0	8.722	8.722
**D	THRIVENT GLOBAL STOCK PORTFOLIO	0	254.953	254.953
**D	THRIVENT LOW VOLATILITY EQUITY PORTFOLIO	0	14.846	14.846
**D	THRIVENT CORE INTERNATIONAL EQUITY FUND	0	359.705	359.705
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	0	328.090	328.090
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND	0	340.099	340.099
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC GLOBAL LISTED INFRA	0	338.634	338.634
**D	THE BANK OF KOREA	0	199.964	199.964
**D	THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	0	7.710.642	7.710.642
**D	SERVICES GROUP OF AMERICA INC	0	26.285	26.285
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND	0	10.539	10.539
**D	PUBLIC EMPLOYEES' LONG-TERM CARE FUND	0	3.972.519	3.972.519
**D	TJ-QUALIFIED LLC	0	224.463	224.463
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	533.175	533.175
**D	AMERICAN CENTURY INVESTMENT MANAGEMENT INC	0	2.617	2.617
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND	0	34.142	34.142
**D	MTBJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	0	182.806	182.806
**D	DWS INVESTMENT GMBH FOR DWS-FONDS CAESAR 1	0	107.000	107.000
**D	ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST	0	66.040	66.040
**D	THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	0	247.889	247.889
**D	THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR DWS CONCEPTALDEMORGEN MOTHER FUND	0	275.575	275.575
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	361.949	361.949
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	882.000	882.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS WOP 1	0	132.174	132.174
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL EQUITY FD	0	478.358	478.358
**D	PEG SELECT, LLC	0	282.625	282.625
**D	NICOLA GLOBAL EQUITY FUND	0	1.489.000	1.489.000
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	398.687	398.687
**D	PARAMETRIC INTERNATIONAL EQUITYFUND	0	241.988	241.988
**D	EATON VANCE RICHARD BERNSTEIN ALL ASSET STRATEGY FUND	0	180.039	180.039
**D	PARKER FOUNDATION INC	0	73.353	73.353

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE HEDGED ETF	0	10.602	10.602
**D	TAXMANAGED INTERNATIONAL EQUITYPORTFOLIO	0	40.123	40.123
**D	TAIPEI FUBON COMMERCIAL BANK CO.,LT D IN ITS CAPACITY AS MASTERCUSTODI AN OF PINEBRIDGE THEMATI	0	77.809	77.809
**D	INVECO MULTI SERIES FUNDS-INVECO GLOBAL TARGETED RETURNS FUND	0	1.350	1.350
**D	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	0	7.784	7.784
**D	VANECK FUNDS-ENVIRONMENTAL SUSTAINABILITY FUND	0	7.600	7.600
**D	RUSSELL INVESTMENT COMPANY PLC	0	643.075	643.075
**D	ONL/MELLON MSCI WORLD INDEX FUND	0	52.771	52.771
**D	FIRST CHURCH OF CHRIST SCIENTIST	0	19.830	19.830
**D	FRANK RUSSEL INSTITUTIONAL FUNDS PLC	0	13.394	13.394
**D	LVIP SSGA DEVELOPED INTERNATIONAL 150 FU	0	123.033	123.033
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	125.556	125.556
**D	PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST	0	138.072	138.072
**D	RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND	0	72.787	72.787
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	4.842.675	4.842.675
**D	BRIGHTHOUSE FUNDS TRUST I -PANAGOR A GLOBAL DIVERSIFIED RISK PORTFOLIO	0	41.848	41.848
**D	PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND	0	66.253	66.253
**D	PIMCO EQUITY SERIES: PIMCO RAE INTERNATIONAL FUND	0	1.536.391	1.536.391
**D	PRUDENTIAL HONG KONG LIMITED	0	3.813.560	3.813.560
**D	DWS INVESTMENT GMBH FOR DEAM FONDS TOCO	0	88.400	88.400
**D	DWS INVESTMENT GMBH FOR DEAMFONDSBCA 1	0	39.454	39.454
**D	STICHTING PENSIONFONDS WERK EN(RE) INTEGRATIE	0	511.873	511.873
**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 DEAM FONDS RHEIN	0	95.114	95.114
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PMF 1	0	140.000	140.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS SEBWL	0	500.000	500.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS SLM 1	0	170.000	170.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS RTU 1	0	7.042	7.042
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PSF 1	0	11.702	11.702
**D	DWS INVESTMENT GMBH FOR DEAM FONDS LHG 1	0	107.711	107.711
**D	DWS INVESTMENT GMBH FOR DEAM FONDS OKA	0	29.995	29.995
**D	DWS INVESTMENT GMBH FOR DEAM NKS FONDS	0	70.000	70.000
**D	RUSSELL INVESTMENTS GLOBAL INFRASTRUCTURE POOL	0	1.658.463	1.658.463
**D	RUSSELL OVERSEAS EQUITY POOL	0	133.612	133.612
**D	DWS INVESTMENT GMBH FOR DEAMFONDS FES	0	70.000	70.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KLP 1	0	87.100	87.100
**D	DEAM-FONDS CPT	0	90.000	90.000
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROWTH FUND	0	144.576	144.576
**D	FOLKAM OMSEIDIG LIVFORSKRING	0	389.943	389.943
**D	DWS INVESTMENT GMBH FOR DEAM FONDS LW1	0	10.507	10.507
**D	DWS INVESTMENT GMBH FOR DEUTSCHE BERGBURG 15	0	50.000	50.000
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	20.126.736	20.126.736
**D	WILMINGTON TRUST COLLECTIVE INVESTMENT TRUST	0	1.218.363	1.218.363
**D	WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO	0	66.166	66.166
**D	WELLS FARGO FACTOR ENHANCED INTERNATIONAL PORTFOLIO	0	176.929	176.929
**D	EMPOWER ANNUITY INSURANCE COMPANY	0	303.168	303.168
**D	WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	0	132.634	132.634
**D	THE WELLINGTON TR CO NATL ASSOCMULTIPLE COLLECTIVE INVESTMENT FDS TR	0	3.340.724	3.340.724
**D	WTGN COMMON TRUST FUNDS TRUST ENDURING ASSETS PORTFOLIO	0	1.477.852	1.477.852

Pagina 51

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO	0	47.935	47.935
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	63.519	63.519
**D	VANECK LOW CARBON ENERGY ETF	0	2.345.878	2.345.878
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROFIIFONDS SAA	0	819.270	819.270
**D	FIDELITY INV TRUST FIDELITY SERIES INT VALUE FUND	0	3.707.650	3.707.650
**D	THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO	0	31.780	31.780
**D	COHEN & STEERS INFRASTRUCTURE FUND, INC.	0	1.694.974	1.694.974
**D	COHEN & STEERS ALTERNATIVE INCOME FUND, INC	0	16.540	16.540
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR RMFFONDS	0	12.575	12.575
**D	SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF	0	8.086.186	8.086.186
**D	SCHWAB INTERNATIONAL OPPORTUNITIES FUND	0	133.989	133.989
**D	AB CANADA GLOBAL STRATEGIC COREEQUITY FUND	0	139.894	139.894
**D	AB CAN INT VALUE EQUITY CAP-WEIGHTED, UNHEDGED FUND	0	109.020	109.020
**D	AB TRUST - AB INTERNATIONAL VALUE FUND	0	307.340	307.340
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	49.676	49.676
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	163.718	163.718
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	0	1.186.730	1.186.730
**D	JOHN HANCOCK INFRASTRUCTURE FUND	0	3.441.884	3.441.884
**D	PUTNAM RETIREMENT ADVANTAGE GRAINCOME STRATEGIES PORTFOLIO	0	82.087	82.087
**D	PUTNAM RETIREMENT ADVANTAGE GRAEQUITY PORTFOLIO	0	83.382	83.382
**D	INTE CAPITALANLAGESGESELLSCHAFT MBH FOR LHPRIVATRENTAKTIEN	0	528.000	528.000
**D	VFV ALLGEMEINE VERSICHERUNGSSAG	0	55.000	55.000
**D	GOLDMAN SACHS MULTIMANAGER REALASSETS STRATEGY FND	0	94.429	94.429
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	0	5.906	5.906
**D	RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST	0	689.082	689.082
**D	SSB INV COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST	0	574.113	574.113
**D	SSB CUSTODIAL SERVICES IREL RUSSELL INVS IREL	0	234.235	234.235
**D	THORNBURG INCOME BUILDER OPPORTUNITIES TRUST	0	2.598.049	2.598.049
**D	DWS INVESTMENT GMBH FOR DEAM FONDS BES	0	31.270	31.270
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG	0	60.040	60.040
**D	THORNBURG INVESTMENT INCOME BUILDER FUND	0	59.905.671	59.905.671
**D	THORNBURG BETTER WORLD INTERNATIONAL FUND	0	1.129.329	1.129.329
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI	0	23.632	23.632
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR HL RESERVEUIFONDS	0	26.800	26.800
**D	REAVES UTILITY INCOME FUND	0	6.465.257	6.465.257
**D	MATB MSCI KOKUSAI INDEX MOTHER FUND	0	128.760	128.760
**D	AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	0	3.073	3.073
**D	AB GLOBAL RESEARCH INSIGHTS SERIES	0	5.937.316	5.937.316
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST - AB INTERNATIONAL STRATEGIC EQUITIES SERIES	0	1.210.490	1.210.490
**D	ALLIANCEBERNSTEIN DELAWARE BUSINESS TRUST-AB GLOBAL RESEARCH INSIGHTS SERIES II	0	1.692.521	1.692.521
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGK8 TAIL RISK CONTROL (WORLD) ESG	0	60.000	60.000
**D	LM FUND LP	0	3.355	3.355
**D	VNL LP	0	1.030	1.030
**D	NUVEEN GLOBAL EQUITY INCOME FUND	0	303.775	303.775
**D	NUVEEN REAL ASSET INCOME FUND	0	1.763.128	1.763.128
**D	NUVEEN MULTI-ASSET INCOME FUND	0	291.744	291.744
**D	NUVEEN REAL ASSET INCOME & GROWTH FUND	0	780.036	780.036
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL HIGH DIVIDEND ETF	0	485.412	485.412
**D	FIDELITY INTERNATIONAL HIGH DIVIDEND INDEX ETF	0	220.234	220.234
**D	PIMCO FUNDS GLOBAL INVESTORS SERIES PLC	0	118.558	118.558

Pagina 52

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

832

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PINCO RAE INTERNATIONAL FUND LLC	0	980.627	980.627
**D	DWS INVESTMENT GMBH FOR DWS-FONDS PAJ 1	0	27.300	27.300
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS DVERG	0	32.331	32.331
**D	DWS INVESTMENT GMBH FOR DEAMFONDS EXEMPLUM	0	9.025	9.025
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GDP 1	0	90.000	90.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS SCSM	0	3.066	3.066
**D	DWS INVESTMENT GMBH FOR DEAM FONDS STK	0	18.042	18.042
**D	DWS INVESTMENT GMBH FOR DEAM FONDS UVG 1	0	12.300	12.300
**D	DWS INVESTMENT GMBH FOR DWS NOTAEZTE	0	61.000	61.000
**D	THRIVENT INTERNATIONAL ALLOCATION PORTFOLIO	0	750.766	750.766
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	9.551	9.551
**D	RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL	0	4.239	4.239
**D	ALBERTA INVESTMENT MANAGEMENT CORPORATION	0	924.500	924.500
**D	SELFFINANCING POSTSECONDARY EDUCATION FUND	0	4.711	4.711
**D	FOLKSMAN TJANSTENSION AB	0	537.332	537.332
**D	HARTFORD SCHROEDERS INTERNATIONAL MULTI-CAP VALDE FUND	0	1.218.433	1.218.433
**D	SIR DAVID TRENCH FUND FOR RECREATION	0	10.962	10.962
**D	ASIAN DEVELOPMENT BANK	0	1.165.954	1.165.954
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	319.726	319.726
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	190.572	190.572
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	0	337.931	337.931
**D	INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	0	3.135	3.135
**D	ZURICH INVEST ICAV	0	916.757	916.757
**D	TJ-NONQUALIFIED LLC	0	223.025	223.025
**D	DWS INVESTMENT GMBH FOR DWSFONDS SAABERZTE	0	56.000	56.000
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	85.201	85.201
**D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	1.016.133	1.016.133
**D	WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	0	3.018.979	3.018.979
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	364.043	364.043
**D	THE METHODIST HOSPITAL	0	221.562	221.562
**D	HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	0	177.421	177.421
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	19.818	19.818
**D	FMR CAPITAL INC	0	1.701	1.701
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR AQUILAUNIVERSALFONDS	0	6.250	6.250
**D	FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADV FIDELITY INT FND	0	492.300	492.300
**D	VARIABLE INSURANCE PRODUCTS FUND: STOCK SELECTOR ALL CAP PORTFOLIO	0	42.900	42.900
**D	PUTNAM RETIREMENT ADVANTAGE GARGROWTH PORTFOLIO	0	295.311	295.311
**D	PUTNAM RETIREMENT ADVANTAGE GARGROWTH PORTFOLIO	0	132.836	132.836
**D	PUTNAM RETIREMENT ADVANTAGE GARGROWTH PORTFOLIO	0	51.370	51.370
**D	PUTNAM RETIREMENT ADVANTAGE GARGROWTH PORTFOLIO	0	23.600	23.600
**D	PUTNAM MULTI-ASSET INCOME FUND	0	17.472	17.472
**D	PUTNAM VARIABLE TRUST - PUTNAM VT GLOBAL ASSET ALLOCATION FUND	0	363.757	363.757
**D	PUTNAM DYNAMIC ASSET ALLOCATION GROWTH FUND	0	41.314	41.314
**D	THE STATE OF NEVADA	0	10.639	10.639
**D	AB GLOBAL RISK ALLOCATION FUND INC	0	473.875	473.875
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	520.664	520.664
**D	AB BOND FUND INC AB ALL MARKET/REAL RETURN PORTFOLIO	0	209.333	209.333
**D	AB COLLECTIVE INVESTMENT TRUST SERIES	0	22.374	22.374
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET ALLOCATION PORTFOLIO	0	21.200	21.200
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS INDU	0	43.100	43.100
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR RZV	0		

Pagina 53

Azionisti: 2.981 Teste: 20
 Azionisti in proprio: 10 Azionisti in delega: 2.971



Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	KONSUMENTKOOPERATIONENS PENSIONSFESTFELTSE	0	94.886	94.886
**D	THE BANK OF KOREA	0	10.456	10.456
**D	WTEN COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	0	204.371	204.371
**D	ALLIANZ INTERNATIONAL INVESTMENT FUNDS - ALLIANZ THEMATICA FUND	0	41.649	41.649
**D	ALGHEEN PENSIONFONDS VAN CURACAO	0	130.968	130.968
**D	ES ALLIANCE BERNSTEIN UK EQUITYFUND	0	749.400	749.400
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	320.538	320.538
**D	SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND	0	1.416.445	1.416.445
**D	SPW MULTI-MANAGER ICVC - SPW MULTI-MANAGER EUROPEAN EX UK EQUITY FUND	0	1.184.445	1.184.445
**D	NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST	0	235.201	235.201
**D	STICHTING PHILIPS PENSIONFONDS	0	2.875.177	2.875.177
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST JAMES'S PLACE GLOBAL ABSOLUTE	0	104.422	104.422
**D	OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS DIVERSIFIED RETURNS FUND	0	8.096	8.096
**D	OLD MUTUAL LIFE ASSURANCE COMPANY (SOUTH AFRICA) LTD	0	29.412	29.412
**D	KPA TJANSTEPENSION AB (PUBL)	0	30.751	30.751
**D	KPA TJANSTEPENSIONSFORSKRING AB (PUBL)	0	2.184.671	2.184.671
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ	0	207.100	207.100
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS MASP	0	168.000	168.000
**D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	253.100	253.100
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT	0	26.978	26.978
**D	WELLINGTON COMPOUND GROWTH, L.P.	0	115.732	115.732
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	93.691	93.691
**D	MERCY HEALTH RETIREMENT TRUST	0	126.393	126.393
**D	WTEN DAILY ENDURING ASSETS PORTFOLIO	0	425.904	425.904
**D	THE WELLINGTON TR CO NATL ASSOCMULTIPLE COLLECTIVE INVEST FDSR II	0	357.199	357.199
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	1.115.686	1.115.686
**D	VANGUARD ENERGY FUND	0	15.297.169	15.297.169
**D	SCHWAB INTERNATIONAL DIVIDEND EQUIT Y ETF	0	4.828.596	4.828.596
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	12.854.304	12.854.304
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	4.101.835	4.101.835
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	60.473.029	60.473.029
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	848.087	848.087
**D	HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	0	4.907	4.907
**D	CATHOLIC INVESTMENT TRUST OF ARLINGTON	0	52.927	52.927
**D	VARIABLE INSURANCE PRODUCTS FUND IV UTILITIES PORTFOLIO	0	96.700	96.700
**D	FIDELITY INV TRUST FIDELITY TOTAL INT EQUITY FUND	0	20.300	20.300
**D	PUTNAM DYNAMIC ASSET ALLOCATIONBALANCED FUND	0	208.747	208.747
**D	POTNAM DYNAMIC ASSET ALLOCATIONCONSERVATIVE FUND	0	57.474	57.474
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KEPT UNIVERSAL FONDS	0	378.913	378.913
**D	COHEN & STEERS REAL ASSETS FUND, INC	0	140.094	140.094
**D	POTNAM DYNAMIC ASSET ALLOCATIONEQUITY FUND	0	1.832	1.832
**D	ALLIANCEBERNSTEIN VARIABLE PRODUCTS SERIES, INC. INTERNATIONAL VALUE PORTFOLIO	0	720.740	720.740
**D	AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	0	84.717	84.717
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGI-FONDS SFT MASTER	0	109.908	109.908
**D	COMMONFUND STRATEGIC SOLUTIONS GLOB AL EQUITY, LLC	0	163.145	163.145
**D	COHEN & STEERS, INC.	0	5.040	5.040
**D	LAZARD RETIREMENT INTERNATIONALEQUITY PORTFOLIO	0	272.384	272.384
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS CLEAN ENERGY INCOME FUND	0	663.755	663.755
**D	THORNBURG GLOBAL INVESTMENT PLC	0	245.566	245.566
**D	THORNBURG INTERNATIONAL EQUITY FUND	0	8.556.297	8.556.297

Pagina 54

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	39.704	39.704
**D	MORGAN STANLEY VARIABLE INSURANCE FUND, INC. GLOBAL STRATEGIST PORTFOLIO	0	6.590	6.590
**D	EUROPE INVESTMENT FUND	0	350.627	350.627
**D	TIAACREF INTERNATIONAL EQUITY FUND	0	7.850.180	7.850.180
**D	MASSACHUSETTS LABORERS PENSION FUND	0	136.412	136.412
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	508.431	508.431
**D	FRANK RUSSELL INVESTMENT CO II PLC	0	466.078	466.078
**D	PRINCIPAL DIVERSIFIED REAL ASSET CIT	0	818.887	818.887
**D	WELLINGTON DIVERSIFIED INFLATIONHEDGES FUND	0	74.487	74.487
**D	M INTERNATIONAL EQUITY FUND	0	43.401	43.401
**D	INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	0	69.759	69.759
**D	LAZARD INTERNATIONAL EQUITY PORTFOLIO	0	2.716.910	2.716.910
**D	PUBLIC AUTHORITY FOR SOCIAL INSURANCE	0	71.402	71.402
**D	ZURICH ASSURANCE LTD	0	7.989.058	7.989.058
**D	ES ALLIANCEBERNSTEIN UK LOW VOLATILITY GLOBAL EQUITY FUND	0	7.852	7.852
**D	PINEBRIDGE GLOBAL FUNDS	0	175.933	175.933
**D	TIAACREF INTERNATIONAL EQUITY INDEX FUND	0	10.627.522	10.627.522
**D	TIAACREF LIFE FUNDS INTERNATIONAL EQUITY FUND	0	151.595	151.595
**D	ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION	0	3.009.692	3.009.692
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	919.440	919.440
**D	SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD	0	1.162	1.162
**D	MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED SUSTAINABLE FUND	0	596	596
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE	0	200.571	200.571
**D	INTERNATIONAL MONETARY FUND	0	261.758	261.758
**D	THE NOMURA ASSET MANAGEMENT INSTITUTIONAL GLOBAL TRUSTS	0	146.414	146.414
**D	DWS INVESTMENT GMBH FOR DEAM FUNDS DKS 1	0	68.000	68.000
**D	DWS INVESTMENT GMBH FOR DEUTSCHE INLM	0	60.000	60.000
**D	PARIBARA FUND LTD	0	629	629
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	62.381	62.381
**D	ALLIANZ GLOBAL INVESTORS FUND	0	10.220.534	10.220.534
**D	RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	0	46.335	46.335
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	54.747	54.747
**D	STB DEUTSC HE GLOBAL HIGH DIVIDEND EQUITY MOTHER FUND	0	30.324	30.324
**D	DWS GARANT	0	62.608	62.608
**D	DWS ESG MULTI ASSET INCOME KONTRÖLLIERT	0	670.242	670.242
**D	EATON VANCE RICHARD BERNSTEIN EQUITY STRATEGY FUND	0	589.511	589.511
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	0	83.622	83.622
**D	PRINCIPAL EXCHANGE-TRADED FUNDS-PRINCIPAL INTERNATIONAL ADAPTIVE MULTI-FACTOR ETF	0	4.086	4.086
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	292.300	292.300
**D	AMERICAN FUNDS INTERNATIONAL VANTAGE FUND	0	317.930	317.930
**D	ALLIANZ STIFTUNGSFONDS NACHHALTIGKEIT	0	27.605	27.605
**D	AMERICAN BUREAU OF SHIPPING	0	9.149	9.149
**D	MTBJ PINEBRIDGE GLOBAL TECHNOLOGY INFRASTRUCTURE MOTHER FND	0	220.000	220.000
**D	ALLIANZ SUISSE - STRATEGY FUND	0	22.808	22.808
**D	MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND	0	272	272
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	0	2.233.412	2.233.412
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	4.119.225	4.119.225
**D	NATWEST ST JAMES'S PLACE STRATEGIC INCOME UNIT TRUST	0	353.077	353.077
**D	NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST	0	6.254.258	6.254.258
6457	GABRIELI ALESSIO	44	0	44

Pagina 55

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
6475	D'AGNITO GIULIANA	1.000	0	1.000
6578	PESCHINI GIANCARLO	10	15.000	15.010
6832	VISCONTI DI MODRONE RAIMONDO	146.500	0	146.500
DE*	FINANZIARIA GOLD - FINGOLD SPA	0	300.000	300.000
6853	ROSICA MASSIMO	0	0	0
***	ZURICH COMPANHIA SEGUROS SA	0	169.436	169.436
***	NILSSON URBAN	0	2.500	2.500
***	GALETTA ILARDO ROSANNA	0	700	700
***	PUB INSTITUTIONAL FUND UMBRELLA- PUB EQUITIES EUROPE (EX SWITZERLAND) 1	0	203.675	203.675
***	JPMORGAN CHASE RETIREMENT PLAN	0	1.031.778	1.031.778
***	TEACHERS RETIREMENT SYSTEM OF GEORGIA	0	14.151.004	14.151.004
***	PENSKONKASSE DES BUNDES PUBLICA	0	228.502	228.502
***	EMPLOYEES RETIREMENT SYSTEM OF GEORGIA	0	2.765.477	2.765.477
***	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	1.251.746	1.251.746
***	AXA AVENIR INFRASTRUCTURE	0	422.409	422.409
***	AXA ACT CARBON OFFSET EUROBLON EQUITY QI	0	625.583	625.583
***	AXA INDICE EURO	0	423.167	423.167
***	AXA AA DIVERSIFIE INDICIEL 1	0	502.289	502.289
***	GREENWICH IVY LONG-SHORT FUND	0	21.406	21.406
***	ZURICH INSURANCE COMPANY LTD - BRANCH ITALIANA	0	69.325	69.325
***	ZURICH INSURANCE PLC	0	143.682	143.682
***	ZURICH VIDA COMPAÑIA DE SEGUROS Y REASEGUROS SA	0	29.274	29.274
***	RANCO SARADELL	0	168.273	168.273
***	PIR EQUITY AXA ASSICURAZIONI	0	557.000	557.000
***	MONDRIAN GLOBAL EQUITY VALUE FUND	0	690.237	690.237
***	MONDRIAN INTERNATIONAL VALUE EQUITY FUND	0	3.990.745	3.990.745
***	MONDRIAN ALL COUNTRIES WORLD EX-U.S. EQUITY COLLECTIVE INVESTMENT TRUST	0	1.991.923	1.991.923
***	MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND	0	27.109	27.109
***	MONDRIAN INTERNATIONAL EQUITY COLLECTIVE INVESTMENT TRUST	0	723.020	723.020
***	MONDRIAN GLOBAL LISTED INFRASTRUCTURE FUND	0	13.620	13.620
***	GOVERNMENT SUPERANNUATION FUND	0	399.237	399.237
***	JPMORGAN CHASE 401(K) SAVINGS PLAN	0	2.032.244	2.032.244
***	PZENA INTERNATIONAL VALUE FUND	0	159.051	159.051
***	WILSHIRE MUTUAL FUNDS, INC. - WILSHIRE INTERNATIONAL EQUITY FUND	0	147.172	147.172
***	COVENANT HEALTH INVESTMENT TRUST	0	208.323	208.323
***	FONDAZIONE ROMA - GLOBAL EQUITY SATELLITE II	0	272.559	272.559
***	PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST. LOUIS	0	279.097	279.097
***	ARAMCO US RETIREMENT INCOME PLAN TRUST	0	129.178	129.178
***	MASTER TR FOR DEFINED CONTRIBUT PLNS OF AIRLINES, INC., US AIRWAYS, INC. AND AFF	0	1.379.967	1.379.967
***	NFS LIMITED	0	1.490.586	1.490.586
***	PRUDENTIAL PENSIONS LIMITED	0	100.005	100.005
***	GLOBAL X MANAGEMENT (AUS) LIMITED	0	127.442	127.442
***	MFS UTILITIES FUND	0	11.837.954	11.837.954
***	EQ ADVISORS TRUST - EQ/MFS UTILITIES SERIES PORTFOLIO	0	841.562	841.562
***	FAM SERIES UCITS ICAV - GLOBAL LISTED INFRASTRUCTURE FAM FUND	0	3.220.532	3.220.532
***	IPAC SPECIALIST INVESTMENT STRATEGIES - INTERNATIO	0	299.084	299.084
***	MCP INTERNATIONAL FUND LLC	0	1.379	1.379
***	R-CO WM RDT-DBI	0	23.334	23.334
***	UBS ASSET MANAGEMENT LIFE LTD	0	2.564.327	2.564.327
***	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	53.974	53.974

Pagina 56

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Argomento: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMP INTERNATIONAL EQUITY INDEX FUND	0	781.338	781.338
**D	MACQUARIE WHOLESALE FUNDS	0	30.134	30.134
**D	UBS FTSE RAFI DEVELOPED 1000 INDEX FUND	0	348.182	348.182
**D	UBS GLOBAL EQUITY CLIMATE TRANSITION FUND	0	97.199	97.199
**D	SHL3EF - LM LIMITED	0	195.000	195.000
**D	LEGACY LM LP	0	195.000	195.000
**D	NYX GLOBAL CLEAN EQUITY FUND	0	37.809	37.809
**D	WILSHIRE SOLUTIONSFUNDS TRUST	0	29.975	29.975
**D	CAUSEWAY CONCENTRATED EQUITY FUND	0	38.477	38.477
**D	UNISYS MASTER TRUST	0	657.333	657.333
**D	CAUSEWAY GLOBAL VALUE UCITS FUND	0	161.132	161.132
**D	ROCKWELL AUTOMATION MASTER TRUST	0	205.013	205.013
**D	OIL INVESTMENT CORP LTD	0	709.860	709.860
**D	DIVERSIFIED TRUST COMPANY INTERNATIONAL EQUITY COMMON TRUST FUND	0	526.967	526.967
**D	NATIONAL BANK FINANCIAL INC	0	54.800	54.800
**D	RICHARD KING MELLON FDN	0	445.668	445.668
**D	R K MELLON INTERNATIONAL FUND	0	128.556	128.556
**D	WELLS FARGO AND COMPANY CASH BALANCE PLAN	0	335.619	335.619
**D	CAUSEWAY INTERNATIONAL OPPORTUNITIES FUND	0	498.717	498.717
**D	PENSIONDANPARK PENSIONSFORSKRINGSKIESELSKAB	0	929.553	929.553
**D	NON US EQUITY MANAGERS PORTFOLIO 1 ERISA	0	2.620.000	2.620.000
**D	VANGUARD GLOBAL EQUITY FUND	0	271.168	271.168
**D	PUBLIC EMPLOYEES PENSION PLAN	0	5.891.680	5.891.680
**D	MUNICIPAL EMPLOYEES PENSION PLAN	0	1.366.629	1.366.629
**D	CAUSEWAY INTERNATIONAL VALUE FUND	0	389.236	389.236
**D	CAUSEWAY GLOBAL VALUE FUND	0	32.486.900	32.486.900
**D	OVERSEAS FUND	0	253.000	253.000
**D	AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	0	5.104.466	5.104.466
**D	OSF HEALTHCARE SYSTEM	0	2.400.000	2.400.000
**D	SISTERS OF THE THIRD ORDER ST FRANCIS EMPLOYEE PENSION PLAN	0	919.584	919.584
**D	FIRE AND POLICE EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	526.688	526.688
**D	TUCSON SUPPLEMENTAL RETIREMENT SYSTEM	0	902.655	902.655
**D	CAUSEWAY INTERNATIONAL VALUE EQUITY CIT	0	366.199	366.199
**D	THE BANK OF AMERICA PENSION PLAN FOR LEGACY COMPANIES	0	9.904.940	9.904.940
**D	FARMERS GROUP INC 401 K SAVINGS PLAN	0	2.065.638	2.065.638
**D	WHEATON STOCK FUND	0	951.755	951.755
**D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	0	183.698	183.698
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	11.697.014	11.697.014
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	0	3.070.338	3.070.338
**D	CHERRY TREE FUND A SERIES TRUS	0	99.328	99.328
**D	INTERNATIONAL EQUITY FUND	0	1.783.411	1.783.411
**D	BRIDGE BUILDER INT EQUITY FUND	0	1.810.515	1.810.515
**D	INSPIRE INTERNATIONAL ETF	0	33.632.010	33.632.010
**D	NORTHERN LIGHTS FUND TRUST IV	0	148.153	148.153
**D	DMS QIAIF PLAT ICAV-GR INV EQ	0	60.354	60.354
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	158.194	158.194
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	3.418.892	3.418.892
**D	UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	0	1.071.495	1.071.495
**D	UBS FUND MANAGEMENT(LUXEMBOURG) SA	0	43.726	43.726
**D		0	1.569.624	1.569.624

Pagina 57

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MIGROS BANK (LUX) FONDS 40 (EUR)	0	21.450	21.450
**D	UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	0	25.872	25.872
**D	MIGROS BANK (LUX) FONDS 30	0	13.438	13.438
**D	UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	0	14.220	14.220
**D	UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	0	58.458	58.458
**D	UBS (LUX) EQUITY SICAV GLOBAL DEFENSIVE (USD)	0	44.221	44.221
**D	STRATEGY SICAV	0	21.845	21.845
**D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	20.880	20.880
**D	MIGROS BANK (LUX) FONDS 50	0	23.009	23.009
**D	UBS (LUX) SICAV 1	0	58.961	58.961
**D	MTAA SUPERANNUATION FUND	0	1.486.213	1.486.213
**D	MLC INVESTMENTS, MLC LIMITED	0	2.289.090	2.289.090
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	3.738.171	3.738.171
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIE WELT	0	453.613	453.613
**D	COMPASS OFFSHORE HTV FCC	0	3.268.372	3.268.372
**D	COMPASS HTV LLC.	0	5.144.928	5.144.928
**D	CPPIB GLOBAL OPPORTUNITIES LP	0	18.867.885	18.867.885
**D	PZENA VALUE FUNDS PLC C/O SANNE	0	607.254	607.254
**D	MONDRIAN FUNDS PUBLIC LIMITED COMPANY MONDRIAN FUNDS PUBLIC LIMITED COMPANY	0	109.572	109.572
**D	DANABER CORPORATION RETIREMENT PLANS MASTER TRUST	0	676.967	676.967
**D	GANNETT RETIREMENT PLAN MASTER TRUST GANNETT RETIREMENT PLAN MASTER TRUST	0	135.632	135.632
**D	MASTER TRUST FOR CERTAIN TAX-QUALIFIED BECHTEL RETIREMENT PL	0	163.108	163.108
**D	PFTZER INC. MASTER TRUST	0	505.939	505.939
**D	MONDRIAN INTERNATIONAL EQUITY ESG FUND L.P	0	485.313	485.313
**D	MONDRIAN GLOBAL EQUITY ESG FUND LP	0	48.343	48.343
**D	MONDRIAN INTERNATIONAL EQUITY FOCUSED FUND L.P.	0	338.432	338.432
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND LP.	0	969.180	969.180
**D	CAUSEWAY MULTI-FUND LLC-INTERNATIONAL VALUE INSTITUTIONAL SE	0	3.229.544	3.229.544
**D	MS FUND LP	0	508.620	508.620
**D	PZENA GLOBAL VALUE FUND 2 DST	0	334.128	334.128
**D	PZENA INTERNATIONAL EX-US FOCUSED VALUE FUND DST A SERIES O	0	277.730	277.730
**D	PZENA VALUE TRUST	0	26.592	26.592
**D	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	0	31.154	31.154
**D	MONDRIAN GLOBAL EQUITY FUND L.P	0	497.417	497.417
**D	MONDRIAN INTERNATIONAL EQUITY FUND L.P.	0	16.602.922	16.602.922
**D	MONDRIAN ALL COUNTRIES WORLD EX-US EQUITY FUND LP	0	4.242.831	4.242.831
**D	PZENA GLOBAL FOCUSED VALUE FUND	0	141.458	141.458
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.	0	2.513.413	2.513.413
**D	INSURANCE COMMISSION OF WESTERN AUSTRALIA	0	1.453.062	1.453.062
**D	HALLIBURTON COMPANY EMPLOYEE BENEFIT MASTER TRUST	0	947.196	947.196
**D	CATERPILLAR INVESTMENT TRUST.	0	579.305	579.305
**D	CATERPILLAR INC. MASTER RETIREMENT TRUST.	0	498.182	498.182
**D	EMERSON ELECTRIC CO RETIREMENT MASTER TRUST	0	339.498	339.498
**D	EAST SUSSEX PENSION FUND	0	43.999	43.999
**D	THE MOTOROLA PENSION SCHEME.	0	105.005	105.005
**D	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0	2.283.680	2.283.680
**D	THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	0	15.710	15.710
**D	OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.870.272	2.870.272
**D	SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION	0	1.541.372	1.541.372
**D	THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	0	217.334	217.334

Pagina 58

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971



Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ILLINOIS MUNICIPAL RETIREMENT FUND	0	2.923.280	2.923.280
**D	BAPTIST FOUNDATION OF TEXAS.	0	383.572	383.572
**D	TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	0	2.527.628	2.527.628
**D	UBS COMMON CONTRACTUAL FUND.	0	86.026	86.026
**D	VALUE QUEST PARTNERS LLC - EUROPEAN FOCUSED VALUE	0	43.160	43.160
**D	PZENA INVESTMENT MANAGEMENT LLC	0	5.893	5.893
**D	AMERICAN FRIENDS OF THE HEBREW UNIVERSITY INC	0	36.510	36.510
**D	PZENA INVESTMENT MANAGEMENT LLC EUROPE EX-UK FOCUSED VALUE	0	6.353	6.353
**D	VALUEQUEST PARTNERS LLC -GLOBAL	0	97.851	97.851
**D	TD AMERITRADE CLEARING INC..	0	500	500
**D	ZURICH LIFE ASSURANCE PLC	0	5.186.139	5.186.139
**D	LATVIJAS BANKA	0	341.976	341.976
**D	UNITED CORPORATIONS LIMITED	0	352.811	352.811
**D	THE WINNIPEG CIVIC EMPLOYEES' PENSION PLAN	0	174.417	174.417
**D	LETKO BROSEAU INFRASTRUCTURE EQUITY FUND	0	38.750	38.750
**D	THE ENDEAVOUR II FUND.	0	21.154	21.154
**D	UBS (LUX) INSTITUTIONAL SICAV	0	34.300	34.300
**D	EUROAGENTES UNIVERSAL FL	0	18.000	18.000
**D	QE/IT MKT AIF STD	0	498.476	498.476
**D	UBS IQ MSCI WORLD EX AUSTRALIA ETHICAL ETF	0	7.967	7.967
**D	PEOPLE'S BANK OF CHINA	0	2.422.717	2.422.717
**D	BMO CANADA PENSION PLAN	0	1.119.985	1.119.985
**D	UBS LUX FUND SOLUTIONS	0	6.909.048	6.909.048
**D	M&G (LUX) INVESTMENT FUNDS 1	0	20.921.680	20.921.680
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND	0	236.621	236.621
**D	AXA WORLD FUNDS	0	383.525	383.525
**D	MFS INVESTMENT FUNDS	0	5.067	5.067
**D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	366.601	366.601
**D	SUNAMERICA SERIES TRUST SA TEMPLETON FOREIGN VALUE PORTFOLIO	0	1.295.711	1.295.711
**D	CIS GLOBAL EQUITY FUND LP	0	57.595	57.595
**D	MERCER QIF COMMON CONTRACTUAL FUND	0	4.255.611	4.255.611
**D	CAUSEWAY INTERNATIONAL OPPORTUNITIES GROUP TRUST	0	898.432	898.432
**D	TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	0	8.461.755	8.461.755
**D	UBS (IRL) ETF PLC - S&P 500 ESG UCITS ETF (ENGLISH)	0	2.160.318	2.160.318
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	1.778.012	1.778.012
**D	SEASONS SERIES TRUST SA PUTNAM ASSET ALLOCATION DIVERSIFIED GROW	0	45.639	45.639
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	17.160	17.160
**D	JNL/CAUSEWAY INTERNATIONAL VALUE SELECT FUND	0	8.380.873	8.380.873
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	0	52.070	52.070
**D	SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	0	106.776	106.776
**D	SUNAMERICA SERIES TRUST- SA SCHROEDERS VCP GLOBAL ALLOCATION PORT	0	4.921	4.921
**D	LIVIP MONDRIAN INTERNATIONAL VALUE FUND	0	5.636.040	5.636.040
**D	SANJAY GHEMWAT LIVING TRUST	0	43.962	43.962
**D	WELLS FARGO BK DECL OF TRUST ESTABL INVEST FUNDS EMPLOYEE BEN TR	0	361.309	361.309
**D	EMPOWER ANNUITY INSURANCE COMPANY	0	126.829	126.829
**D	FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	0	5.631.257	5.631.257
**D	INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	0	1.117.520	1.117.520
**D	LSAM SF 3 PLC	0	878.681	878.681
**D	SASKATCHEWAN HEALTHCARE EMPLOYEES' PENSION PLAN	0	1.737.385	1.737.385
**D	GOLDMAN SACHS TRUST II - GOLDMAN SACHS MULTI-MANAGER ALTERNATIVE	0	281.791	281.791

Pagina 59

Azionisti:

2.981 Teste:

20

Azionisti in proprio:

10 Azionisti in delega:

2.971



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST	0	17.961.567	17.961.567
**D	AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - GLOBAL EQUITY CHF	0	24.761	24.761
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	3.707.356	3.707.356
**D	MFS VARIABLE INSURANCE TRUST MFS UTILITIES SERIES	0	4.633.240	4.633.240
**D	GOLDMAN SACHS TRUST II MULTIMANAGER INTERNATIONAL EQUITY FUND	0	1.820.660	1.820.660
**D	GENERAL CONFERENCE CORPORATION OF SEVENTH DAY ADVENTISTS	0	217.831	217.831
**D	PACE INTERNATIONAL EQUITY INVESTMENTS	0	1.594.137	1.594.137
**D	HARTFORD REAL ASSET FUND	0	984.834	984.834
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	1.775.205	1.775.205
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	1.295.640	1.295.640
**D	SUN CHEMICAL LIMITED PENSION SCHEME	0	53.058	53.058
**D	M&G INVESTMENT FUNDS (1) - M&G GLOBAL THEMES FUND	0	4.506.665	4.506.665
**D	MG INVESTMENT FUNDS (10) MG GLOBAL LISTED INFRASTRUCTURE FUND	0	4.531.636	4.531.636
**D	MG INVESTMENT FUNDS (1) MG EUROPEAN INDEX TRACKER FUND	0	112.838	112.838
**D	HARBOR CAPITAL GROUP TRUST FOR DEFINED BENEFIT PLANS	0	23.508	23.508
**D	AXA IM EFF ICAP	0	726.752	726.752
**D	OBULATE INTERNATIONAL PASTORAL INVESTMENT TRUST	0	12.974	12.974
6926	DRIGO FRANCESCO	0	0	0
DE*	ALLEANZA ASSICURAZIONI SPA	0	5.227.000	5.227.000
DE*	GENERALI ESPANA S.A. DE SEGUROS Y REASEG PENSION F	0	196.151	196.151
DE*	GENERALI ESPANA SA DE SEGUROS Y REASEGUROS	0	933	933
DE*	GENERALI ITALIA SPA	0	1.836.275	1.836.275
DE*	GENERELIFE SPA	0	1.252.265	1.252.265
DE*	GF A CARAIBES	0	23.858	23.858
DE*	L EQUIT ASSURANCES ET DE REA.	0	57.752	57.752
DE*	SOCIETA CATTOLICA DI ASSICURAZIONE SPA	0	814.000	814.000
7024	GENOVESE STEFANO	0	0	0
DE*	ARCA ASSICURAZIONI S.P.A.	0	260.000	260.000
DE*	ARCA VITA S.P.A.	0	53.000	53.000
DE*	COMPAGNIA ASSICURATRICE LINEAR S.P.A.	0	281.000	281.000
DE*	UNIPOL GRUPPO S.P.A.	0	500.000	500.000
DE*	UNIPOL INVESTMENT S.P.A.	0	1.390.000	1.390.000
DE*	UNIPOLSAI ASSICURAZIONI S.P.A.	0	4.760.380	4.760.380
DE*	UNISALUTE S.P.A.	0	275.000	275.000
7280	TABELLINI MAURO	0	2.237.161	2.237.161
DE*	FINANZIARIA CERAMICA CASTELLARANO S P A	0	1.125.711	1.125.711
DE*	GRANTIFIANORE SOCIETA' PER AZIONI	0	3.167.161	3.167.161
DE*	IRIS CERAMICA GROUP SOCIETA' PER AZIONI	0	6.523.920	6.523.920
7317	DI STEFANO STEFANO	0	0	0
DE*	MINISTERO DELL'ECONOMIA E DELLE FINANZE	0	2.397.856.331	2.397.856.331
7437	LO GIUDICE ENRICO	0	0	0
DE*	COVALIS CAPITAL ENHANCED MASTER FUND LTD	0	21.290.623	21.290.623
DE*	COVALIS CAPITAL MASTER FUND LTD	0	29.206.109	29.206.109
DE*	COVALIS CAPITAL STRATEGIC OPPORTUNITIES MASTER FUND SPC	0	6.094.950	6.094.950
DE*	COVALIS CAPITAL TACTICAL OPPORTUNITIES MASTER FUND LTD	0	20.324.314	20.324.314
7613	AROSSA FABRIZIO	0	0	0
DE*	COVALIS CAPITAL TACTICAL OPPORTUNITIES MASTER FUND LTD	0	654.362	654.362

Totale voti

6.122.024.757

Pagina 60

Azionisti:

2.981

Azionisti in proprio: 10

Teste: 20

Azionisti in delega: 2.971

Indirizzo

ENEL S.p.A.

10 maggio 2023 16.39.06

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: **Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)**
FAVOREVOLI

Badge Regione Sociale 93,049031
Percentuale votanti % 60,216558
Percentuale Capitale %

Proprio Delega Totale

861

Azionisti: 2.981 Teste: 20
Azionisti in proprio: 10 Azionisti in delega: 2.971

Pagina 61



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
6080	DI PAOLO LUIGI	1.250	0	1.250
6091	COLLEONI ANGELO	5.115	9.518	14.633
6127	BUDA RENATO	3.000	0	3.000
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO EX ART 135 UNDECIES TUF NELLA PERSONA DI CARUSO ENRICO	0	0	0
D**	POGGI GIANNI	0	750	750
6278	BASILI SIMONE	6.531	0	6.531
6282	MAURO STEFANO	200	0	200
6421	TREVISAN DARIO	0	0	0
**D	MEAG FLEXCONCEPT-EUROGROWTH	0	14.547	14.547
**D	CANDRIAM BUSINESS EQUITIES SA	0	851.005	851.005
**D	BELFIUS PENSION FUND HIGH EQUITIES	0	2.682.798	2.682.798
**D	BELFIUS PENSION FUND LOW EQUITIES	0	310.743	310.743
**D	BELFIUS PENSION FUND BALANCED PLUS	0	959.290	959.290
**D	BELFIUS SUSTAINABLE PLACE	0	1.008.160	1.008.160
**D	BAVERNINVEST EURO-AKTIEIN DIVIDENDEN NON-	0	61.879	61.879
**D	BAVERNINVEST KVG MBH	0	4.694.702	4.694.702
**D	INVESTERINGSFORENINGEN NORDEA INVEST - BAEREDYGTIGE AKTIER KL	0	393.425	393.425
**D	STICHTING PENSIOENFONDS VOOR HUISARTSEN	0	900.264	900.264
**D	FIDELITY INVESTMENT FUNDS-FIDELITY GLOBAL ENHANCED INCOME FUND	0	1.031.341	1.031.341
**D	NORDEA SUSTAINABLE SELECTION BALANCED FUND	0	32.760	32.760
**D	NORDEA SUSTAINABLE SELECTION GROWTH FUND	0	35.485	35.485
**D	NORDEA DISCRETIONARY GLOBAL EQUITY FUND	0	481.041	481.041
**D	NORDEA GLOBAL EQUITY ALLOCATION FUND	0	761.292	761.292
**D	NORDEA INVESTMENT FUNDS S.A / NORDEA ASSET ALLOCATION FUND	0	326.809	326.809
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBAL ENHANCED KL	0	451.906	451.906
**D	NORDEA GENERATIONSFOND 90-TAL	0	43.539	43.539
**D	NORDEA 2 SICAV	0	2.144.819	2.144.819
**D	NORDEA 1 SICAV	0	2.262.064	2.262.064
**D	INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL	0	25.477	25.477
**D	FIDELITY INVESTMENT FUNDS - FIDELITY EUROPEAN FUND	0	19.126.129	19.126.129
**D	FIDELITY EUROPEAN TRUST PLC	0	7.333.236	7.333.236
**D	NORDEA SUSTAINABLE SELECTION RETURN FUND	0	4.248	4.248
**D	NORDEA EUROPEAN PASSIVE FUND	0	133.792	133.792
**D	NORDEA STRATEGA 90 FUND	0	6.916	6.916
**D	VERDIPAPIRFONDET NORDEA GLOBAL	0	167.252	167.252
**D	INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER	0	290.758	290.758
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE UDBYTTEAKTIER KL	0	269.185	269.185
**D	NORDEA GENERATIONSFOND SENIOR	0	69.169	69.169
**D	NORDEA GENERATIONSFOND 50-TAL	0	636.695	636.695
**D	VERDIPAPIRFONDET NORDEA PLAN VERSTORIENTERT	0	16.744	16.744
**D	NORDEA GENERATIONSFOND 80-TAL	0	320.531	320.531
**D	VERDIPAPIRFONDET NORDEA PLAN BALANSERT	0	25.827	25.827
**D	NORDEA GLOBAL PASSIVE FUND	0	294.847	294.847
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	74.330	74.330
**D	INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL	0	17.843	17.843
**D	VERDIPAPIRFONDET NORDEA PLAN KONSERVATIV NO	0	8.502	8.502
**D	NORDEA WORLD FUND	0	1.273.676	1.273.676
**D	NORDEA GLOBAL DIVIDEND FUND	0	3.902.254	3.902.254
**D	VERDIPAPIRFONDET NORDEA PLAN OFFENSIV	0	52.994	52.994
**D	NORDEA AKTIEALLOKERING	0	302.503	302.503

Pagina 62

Azionisti: 372 Teste: 9
Azionisti in proprio: 6 Azionisti in delega: 365



LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NORDEA GENERATIONSFOND 60-TAL	0	1.524.424	1.524.424
**D	VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER	0	877.841	877.841
**D	VERDIPAPIRFONDEN NORDEA AKSJER VERDEN	0	22.808	22.808
**D	NORDEA GENERATIONSFOND 70-TAL	0	597.933	597.933
**D	LIVFORSIKRINGSSELSKAPET NORDEA LIV NORGE AS	0	16.315	16.315
**D	NORDEA SUSTAINABLE SELECTION MODERATE FUND	0	17.361	17.361
**D	NORDEA INSTITUTIONAL INVESTMENT FUND, SICAV- FIS	0	84.387	84.387
**D	NORDEA GLOBAL ENHANCED FUND	0	991.725	991.725
**D	INVESTERINGSFORENINGEN NORDEA INVEST EUROPE ENHANCED KL	0	139.799	139.799
**D	NORDEA SUSTAINABLE EQUITIES GLOBAL FUND	0	345.701	345.701
**D	NORDEA STRATEGA 15	0	53.942	53.942
**D	NORDEA STRATEGA 70	0	336.743	336.743
**D	NORDEA STRATEGA 50	0	242.392	242.392
**D	NORDEA STRATEGA 30	0	308.130	308.130
**D	NORDEA WORLD PASSIVE FUND	0	154.164	154.164
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL	0	32.250	32.250
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL	0	124.458	124.458
**D	VERDIPAPIRFONDEN NORDEA PLAN MODERAT	0	20.313	20.313
**D	FIDELITY INVESTMENT FUNDS - FIDELITY GLOBAL DIVIDEND FUND	0	8.205.000	8.205.000
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL	0	38.102	38.102
**D	NORDEA AVTALSPENSIONSFOND MIDI	0	80.553	80.553
**D	MEAG MM-FONDS 100	0	13.340	13.340
**D	ERAPP ACTIONS PAB EURO I	0	108.414	108.414
**D	FCP IRCOM RETRAITE DIVERSIFIE 2	0	59.600	59.600
**D	FCP KLESIA K ACTIONS EURO	0	22.406	22.406
**D	FCP KLESIA K RETRAITE EURO	0	2.394.685	2.394.685
**D	MEAG EUROERTRAG	0	370.879	370.879
**D	STICHTING AHOLD DELHAIZE PENSIOEN	0	188.417	188.417
**D	DNCA INVEST VALDE EUROPE	0	2.476.911	2.476.911
**D	MEAG PREMIUM	0	2.901.460	2.901.460
**D	FCP GARANCE EUROPE 2	0	457.326	457.326
**D	FCP CNP ACTIONS EUR.FID.	0	1.844.957	1.844.957
**D	FCP ALBA VALEUR	0	290.000	290.000
**D	ERAPP ACTIONS EURO VIII	0	345.066	345.066
**D	MEAG EUROINVEST	0	445.599	445.599
**D	MEAG BENEDICT	0	10.080	10.080
**D	MEAG EUROKAPITAL	0	202.015	202.015
**D	MEAG EUROBALANCE	0	350.023	350.023
**D	FAM SERIES UCITS ICAP	0	1.661.264	1.661.264
**D	ERGO VERMOGENSMANAGEMENT FLEXIBEL	0	10.862	10.862
**D	MEAG VERMOGENSANLAGE KOMFORT	0	21.384	21.384
**D	ERGO VERMOGENSMANAGEMENT AUSGEWOGEN	0	37.016	37.016
**D	MEAG VERMOGENSANLAGE RETURN	0	26.832	26.832
**D	MEAG DIVIDENDE	0	50.000	50.000
**D	ERGO VERMOGENSMANAGEMENT ROBUST	0	15.714	15.714
**D	FIDELITY SICAV EUROPE	0	3.138.097	3.138.097
**D	INVESTITORI PIAZZA AFFARI	0	300.000	300.000
**D	INVESTITORI FLEXIBLE EQUITY ESG	0	21.430	21.430
**D	DNCA INVEST BEYOND CLIMATE	0	790.000	790.000
**D	DNCA INVEST EURO SMART CITIES	0	683.317	683.317

Pagina 63

Azionisti: 372 Teste: 9
Azionisti in proprio: 6 Azionisti in delega: 366



Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DNCA INVEST-EURO DIVIDEND GROWER	0	1.163.952	1.163.952
**D	INVESTITORI FLESSIBILE	0	800.000	800.000
**D	INVESTITORI EUROPA	0	85.000	85.000
**D	DNCA BEYOND ENGAGE	0	660.000	660.000
**D	DNCA OPPORTUNITES ZONE EURO	0	387.800	387.800
**D	SICAV PIANA	0	72.500	72.500
**D	DNCA VALUE EUROPE	0	1.499.473	1.499.473
**D	FIDELITY FUNDS - ABSOLUTE RETURN GLOBAL EQUITY POOL	0	52.104	52.104
**D	FIDELITY FUNDS - SUSTAINABLE GLOBAL DIVIDEND PLUS POOL	0	1.011.699	1.011.699
**D	CREDIT SUISSE INDEX FUND (LUX)	0	8.433.753	8.433.753
**D	FIDELITY FUNDS - GLOBAL DIVIDEND POOL	0	24.450.000	24.450.000
**D	CREDIT SUISSE INDEX FUND (IE) ETF ICAP	0	261.975	261.975
**D	FIDELITY FUNDS - SUSTAINABLE CLIMATE SOLUTIONS POOL	0	1.280.533	1.280.533
**D	FIDELITY FUNDS - SUSTAINABLE EUROPEAN DIVIDEND PLUS POOL	0	458.680	458.680
**D	FIDELITY FUNDS - SUSTAINABLE CLIMATE SOLUTIONS POOL	0	23.051	23.051
**D	FIDELITY FUNDS - SUSTAINABLE CLIMATE SOLUTIONS POOL	0	538.111	538.111
**D	FIDELITY FUNDS - CLEAN ENERGY POOL	0	450.827	450.827
**D	FIDELITY UCITS ICAP - FIDELITY SUSTAINABLE RESEARCH ENHANCED GLOBAL EQUITY UCITS ETF	0	20.329	20.329
**D	FIDELITY FUNDS - SUSTAINABLE CLIMATE SOLUTIONS POOL 2	0	33.749	33.749
**D	FIDELITY FUNDS - ITALY POOL	0	4.918.918	4.918.918
**D	FIDELITY FUNDS - SUSTAINABLE EUROPE EQUITY POOL	0	1.194.427	1.194.427
**D	FIDELITY UCITS ICAP - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	0	315.253	315.253
**D	FIDELITY FUNDS - GLOBAL ENHANCED INCOME POOL	0	888.465	888.465
**D	CSIF12 CREDIT SUISSE LUX PORTFOLIO FUND GROWTH USD	0	6.104	6.104
**D	CSIF12 CREDIT SUISSE LUX PORTFOLIO FUND BALANCED EUR	0	71.200	71.200
**D	CSIF4 CREDIT SUISSE LUX GLOBAL HIGH INCOME FUND USD	0	56.000	56.000
**D	CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND CREDIT SUISSE FUNDS AG	0	46.698	46.698
**D	CSIF 2 CREDIT SUISSE LUX ITALY EQUITY FUND	0	252.862	252.862
**D	CSIF 12 CREDIT SUISSE LUX PORTFOLIO FUND YIELD CHF	0	17.680	17.680
**D	CSIF12 CREDIT SUISSE LUX PORTFOLIO FUND GROWTH CHF	0	5.120	5.120
**D	CSIF CH EQUITY EMU CREDIT SUISSE FUNDS AG	0	532.531	532.531
**D	CSIF 2 CREDIT SUISSE LUX EUROPEAN DIVIDEND PLUS EQUITY FD	0	502.057	502.057
**D	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE CREDIT SUISSE FUNDS AG	0	817.634	817.634
**D	CSIF 2 CREDIT SUISSE LUX GLOBAL DIVIDEND PLUS EQUITY FUND	0	849.758	849.758
**D	CS INVESTMENT FUNDS 2 CS LUX INFRASTRUCTURE EQUITY FUND	0	2.764.000	2.764.000
**D	CSIF 2 CREDIT SUISSE LUX SMALL MID CAP ALPHA LONG SHORT FUND	0	320.000	320.000
**D	FINREON WORLD EQUITY ECONOMIC EXPOSURE PENSION CREDIT SUISSE FUNDS AG	0	32.616	32.616
**D	BALFOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ PASSIV CREDIT SUISSE FUNDS AG	0	49.668	49.668
**D	PK CSG WORLD EQUITY CREDIT SUISSE FUNDS AG	0	235.632	235.632
**D	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS CREDIT SUISSE FUNDS AG	0	770.796	770.796
**D	CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSION FUND PLUS CREDIT SUISSE FUNDS AG	0	5.350	5.350
**D	FCP ALM ACTIONS EUROPE ISR	0	583.983	583.983
**D	ALM ACTIONS ZONE EURO ISR	0	1.830.313	1.830.313
**D	CS FUNDS AG LB INTERNATIONAL PORTFOLIO	0	6.832.548	6.832.548
**D	BALFOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ CREDIT SUISSE FUNDS AG	0	22.400	22.400
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	19.544	19.544
**D	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPEAN EQUITY FUND	0	1.465.615	1.465.615
**D	HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	58.728	58.728
**D	HSBC INSTITUTIONAL TRUST SERVICE (ASIA) LIMITED	0	142.278	142.278
**D		0	54.485	54.485

Azionisti:

372 Teste:

9

Azionisti in proprio: 372 Teste: 9

6 Azionisti in delega:

366

Pagina 64

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	0	23.973	23.973
**D	AVIVA LIFE & PENSIONS UK LIMITED	0	5.233.365	5.233.365
**D	HSBC GLOBAL FUNDS ICAV	0	467.358	467.358
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	1.562.988	1.562.988
**D	HSBC ETFs PUBLIC LIMITED COMPANY	0	379.856	379.856
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND	0	2.692.419	2.692.419
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE CLIMATE PARIS ALIGNED UCITS ETF	0	4.161	4.161
**D	HSBC GLOBAL FUNDS ICAV - MULTI-FACTOR EMU EQUITY FUND	0	288.679	288.679
**D	CHIYO BANKING CORPORATION LIMITED	0	240.560	240.560
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	887.290	887.290
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	67.553	67.553
**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 DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	557.618	557.618
**D	HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	0	834.076	834.076
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	0	374.880	374.880
**D	HSBC INSTITUTIONAL TRUST SERVICES IRELAND LIMITED RE	0	1.207.481	1.207.481
**D	HSBC GLOBAL INVESTMENT FUNDS	0	225.683	225.683
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF	0	111.692	111.692
**D	HSBC ETFs PLC	0	876.811	876.811
**D	HSBC ETFs PUBLIC LIMITED COMPANY - HSBC MULTI FACTOR WORLDWIDE EQUITY UCITS ETF	0	270.691	270.691
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	0	1.022.691	1.022.691
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH	0	2.126.651	2.126.651
**D	AVIVA LIFE & PENSIONS IRELAND DAC	0	4.280.752	4.280.752
**D	AVIVA INVESTORS	0	137.541	137.541
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	115.270	115.270
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	7.001	7.001
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS GLOBAL EQUITY INCOME FUND	0	1.467.149	1.467.149
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	14.648	14.648
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	1.168	1.168
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	4.570	4.570
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	9.455	9.455
**D	LBPM ISR AVENIR EURO	0	42.232	42.232
**D	OFI INVEST	0	245.000	245.000
**D	CSIF12 CREDIT SUISSE LUX PORTFOLIO FUND BALANCED CHF	0	10.880	10.880
**D	CSIF12 CREDIT SUISSE LUX PORTFOLIO FUND BALANCED USD	0	9.680	9.680
**D	CSIF12 CREDIT SUISSE LUX PORTFOLIO FUND GROWTH EUR	0	37.120	37.120
**D	CSIF 12 CREDIT SUISSE LUX PORTFOLIO FUND YIELD EUR	0	4.512	4.512
**D	CSIF 12 CREDIT SUISSE LUX PORTFOLIO FUND YIELD EUR	0	54.160	54.160
**D	STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL	0	1.307.908	1.307.908
**D	STICHTING DEPOSITARY APG DEVELOPED EQUITIES RI INDEX POOL	0	434.691	434.691
**D	STICHTING PENSIONFONDS ABP	0	15.663.985	15.663.985
**D	HSBC EUROPEAN FUND	0	61.316	61.316
**D	HSBC GLOBAL EQUITY VOLATILITY FOCUSED FUND	0	70.076	70.076
**D	HSBC INTERNATIONAL EQUITY INDEX FUND	0	123.503	123.503
**D	OFI INVEST ESG EQUITY CLIMATE	0	1.540.000	1.540.000
**D	OFI INVEST ESG EURO EQUITY	0	1.554.773	1.554.773
**D	SG DNCA ACTIONS EUROPE ISR	0	95.745	95.745
**D	ES OFI INVEST ESG ACTIONS CROI	0	250.000	250.000
**D	OFI INVEST ACTIONS CROISSANCE	0	4.389	4.389
**D	SOGECAP PROTECTED EQUITIES	0	704.045	704.045

Pagina 65

Azionisti: 372 Teste: 9
Azionisti in proprio: 6 Azionisti in delega: 366

865

LISTA ESITO DELLE VOTAZIONE

Oggetto: **Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)**
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SG DNCA ACTIONS EUROPE CLIM	0	143.650	143.650
**D	ALLIANZ RETRAITE	0	106.714	106.714
**D	ALLIANZ	0	55.000	55.000
**D	ALLIANZ	0	321.613	321.613
**D	OFI INVEST ESG ACTIONS CROISSA	0	630.000	630.000
**D	OFI INVEST ESG DYNAMIQUE EURO	0	411.108	411.108
**D	OFI INVEST ESG EQUILIBRE EURO	0	444.698	444.698
**D	OFI INVEST ESG PRUDENT EURO	0	180.166	180.166
**D	OFI INVEST EUROPE	0	30.087	30.087
**D	OFI INVEST ISR ACTIONS EURO	0	369.112	369.112
**D	OFI INVEST PATRIMOINE	0	69.964	69.964
**D	FER ACTIONS MONDE	0	374.315	374.315
**D	OFI INVEST DIVERSIFIE	0	8.426	8.426
**D	OFI INVEST DYNAMIQUE MONDE M	0	896.296	896.296
**D	OFI INVEST ISR VALEURS EURO	0	343.498	343.498
**D	AFTER PATRIMOINE	0	7.804	7.804
**D	AFTER ACTIONS EURO ISR	0	3.789.630	3.789.630
**D	OFI INVEST PERFORMANCE	0	19.636	19.636
**D	OFI INVEST ISR PATRIMOINE MOND	0	11.834	11.834
**D	OFI INVEST REBOND	0	5.588	5.588
**D	OFI INVEST ISR VALEURS EUROPE	0	118.885	118.885
**D	OFI INVEST EQUILIBRE MONDE	0	479.540	479.540
**D	GLOBAL FUND-OFI INVEST ACT4	0	510.000	510.000
**D	STOK ERIK	0	10	10
**D	MTAA SUPERANNUATION FUND	0	167.766	167.766
**D	CREDIT SUISSE FUNDS AG	0	99.714	99.714
**D	STICHTING INSTITUUT GAK	0	24.247	24.247
**D	WEST YORKSHIRE PENSION FUND	0	1.750.000	1.750.000
**D	MERXESIDE PENSION FUND	0	230.126	230.126
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	0	220.217	220.217
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET BEROEPSVERVOER OVER DE WEG	0	42.090	42.090
**D	OP CUSTODY LTD	0	158.054	158.054
**D	STICHTING MN SERVICES	0	3.125.583	3.125.583
**D	STICHTING PENSIOENFONDS METAAL EN TECHNIEK MN SERVICES	0	907.517	907.517
**D	STICHTING MN SERVICES ANDELENFO ND TRENDS FUND	0	492.754	492.754
**D	ALLIANZ GLOBAL INVESTORS GLOBAL ECO TRENDS FUND	0	347.000	347.000
**D	OLD MUTUAL ARTEMIS UK SPECIAL SITUATIONS FUND (FIDELITY OLD MUTUAL GLOBAL INVESTORS (UK) LIMITED	0	70.000	70.000
**D	SELIGSON AND CO EUROPE INDEX FUND	0	417.400	417.400
**D	UNITED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	0	45.999	45.999
**D	CLEOME INDEX - EMU EQUITIES	0	321.000	321.000
**D	INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	0	185.900	185.900
**D	CANDRIAM L CONSERVATIVE ASSET ALLOCATION	0	63.787	63.787
**D	CANDRIAM L DYNAMIC ASSET ALLOCATION	0	3.954	3.954
**D	CANDRIAM L MULTI ASSET INCOME AND GROWTH	0	97.261	97.261
**D	CANDRIAM L BALANCED ASSET ALLOCATION	0	49.584	49.584
**D	CLEOME INDEX - WORLD EQUITIES	0	28.534	28.534
**D	INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	0	6.516	6.516
**D	CLEOME INDEX - EUROPE EQUITIES	0	990.491	990.491
**D	CANDRIAM L MULTI ASSET INCOME	0	142.423	142.423
**D	SEEBYOND EUROPE MINVOL	0	414.687	414.687

Stefano Baccinelli

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MANDAT ACTION HGAM	0	606.528	606.528
**D	MANDAT LBP PREVIOVANCE	0	80.000	80.000
**D	CNP RETRAITE	0	43.776	43.776
**D	270..POSTE AVENIR	0	10.750.000	10.750.000
**D	CNP ASS. NAM ACT. EUR.	0	144.986	144.986
**D	NEUFILIZE VIE OPPORTUNITES	0	190.048	190.048
**D	TOTALENERGIES DIVERSIFIE EQUILIBRE ET SOLIDAIRE	0	253.618	253.618
**D	MONGELAS	0	51.495	51.495
**D	DASSAULT SYSTEMES ISR MODERE S	0	17.277	17.277
**D	ARRCO LONG TERME F	0	303.371	303.371
**D	FCPE IBM FRANCE F	0	97.019	97.019
**D	HSBC EE ACTIONS RESPONSABLES_F	0	316.036	316.036
**D	FONDATION EUROPE	0	10.838	10.838
**D	FCP BOURBON 7	0	134.709	134.709
**D	ERISA ACTION EUROPE N 2	0	238.206	238.206
**D	FCP TESLA - POCH ACTIONS	0	63.827	63.827
**D	WORLD EQUITIES	0	12.719	12.719
**D	ORANO DIVERSIFIE EQUILIBRE	0	29.659	29.659
**D	ROPS ACTIONS EUROPEENNES 1	0	26.025	26.025
**D	LBPAM ISR ACTIONS FOCUS EURO	0	531.144	531.144
**D	VIVACCIO ISR ACTIONS	0	1.922.008	1.922.008
**D	LBPAM ACTIONS DIVIDENDES EUROP	0	1.876.086	1.876.086
**D	LBPAM ISR STRATEGIE FEA 2	0	1.377.864	1.377.864
**D	TONI ACTIONS ISR 100	0	82.647	82.647
**D	LBPAM ISR STRATEGIE PEA 1	0	422.958	422.958
**D	CNP TOCQUEVILLE VALUE EUROPE I	0	55.138	55.138
**D	LBPAM ISR ACTIONS EUROPE 50	0	781.767	781.767
**D	LBPAM 3 MOIS	0	843.804	843.804
**D	FGV - ACTIONS EUROPE LM B	0	3.389.795	3.389.795
**D	LBPAM ISR ACTIONS 80	0	353.734	353.734
**D	LBPAM ISR ACTIONS MONDE	0	421.302	421.302
**D	OFI AF DYNAMIQUE	0	323.000	323.000
**D	AEMA OBJECTIF NEUTRE CARBONE 2050	0	52.197	52.197
**D	AA NATIXIS ACTIONS MIN VAR	0	75.819	75.819
**D	UNIVERS CNP 1	0	764.706	764.706
**D	FCP NATEXIS PERFORMANCE 09	0	116.235	116.235
**D	FCP CNP ACP ACTIONS LT	0	88.370	88.370
**D	ESEPARGNE 2 DIVERSIFIE	0	285.148	285.148
**D	A.A. CANDRIAM DIVERSIFIE	0	87.020	87.020
**D	APICIL ACTIONS EURO	0	1.102.370	1.102.370
**D	FRUCTI CHOIX SOLIDAIRE	0	45.870	45.870
**D	HSBC MULTI-ASSET DYNAMIC EURO	0	243.452	243.452
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI BALANCED	0	131.121	131.121
**D	HSBC EUROPE EQUITY INCOME	0	295.843	295.843
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI DYNAMIC	0	46.150	46.150
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI EUROLAND EQUITY	0	455.317	455.317
**D	HSBC ACTIONS EUROPE	0	102.333	102.333
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI MODERATE	0	1.791.967	1.791.967
**D		0	608.656	608.656
**D		0	65.215	65.215

Pagina 67

Azionisti: 372 Teste: 9
Azionisti in proprio: 6 Azionisti in delega: 366

867

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LBAM ISR ACTIONS EURO LARGE CAP	0	436.932	436.932
**D	TOCQUEVILLE VALUE EURO ISR	0	5.106.835	5.106.835
**D	LBAM ISR ACTIONS EURO MIN VOL	0	13.283	13.283
**D	LBAM DIVERSIFIE FOCUS OBLIG 3-5	0	34.591	34.591
**D	TOCQUEVILLE VALUE EUROPE ISR	0	660.359	660.359
**D	TOCQUEVILLE DIVIDENDE ISR	0	1.880.000	1.880.000
**D	LBAM ISR PRO ACTIONS EURO	0	178.159	178.159
**D	GLOBAL ALLOCATION M	0	140.904	140.904
**D	RENDEMENT DIVERSIFIE M	0	41.409	41.409
**D	EURO VALEUR ISR M	0	1.137.849	1.137.849
**D	SEYOND ACTIONS EUROPEENNES	0	377.545	377.545
**D	CNP ASSUR VALUE ET MOMENTUM	0	62.287	62.287
**D	SEYOND EURO SUSTAINABLE MINVOL	0	47.534	47.534
**D	NATIXIS LCR ACTIONS EURO ESG	0	40.638	40.638
**D	REGARD ACTIONS DEVELOPEMENT D	0	374.200	374.200
**D	AMPEGEST LONG/SHORT	0	198.000	198.000
**D	ADARA	0	75.000	75.000
**D	ECOFI OPTIM VARIANCE	0	64.332	64.332
**D	EPARGNE ETHIQUE FLEXIBLE	0	13.317	13.317
**D	MANAGED PENSION FUNDS LIMITED	0	2.271.874	2.271.874
**D	MACKENZIE GLOBAL LEADERSHIP IMPACT ETF	0	4.176	4.176
**D	MACKENZIE GLOBAL WOMAN'S LEADERSHIP FUND	0	6.389	6.389
**D	PAX INTERNATIONAL SUSTAINABLE ECONOMY FUND	0	297.743	297.743
**D	MEAG MONICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG VISION	0	143.656	143.656
**D	MEAG ANGLO CELTIC FUND	0	1.421.220	1.421.220
**D	MEAG PENSION INVEST	0	110.653	110.653
**D	MEAG MONICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	0	4.321.644	4.321.644
**D	TFB IN ITS CAP AS MASTER CUSTODIAN OF FIDELITY (TAIWAN) SUSTAINABLE REDUCED CARBON OPPORTUNITIES	0	25.809	25.809
**D	MEAG MONICH ERGO KAPITALANLAGEGES MBH FOR MEAG EUROSTAR	0	39.969	39.969
**D	PAX ELLEVATE GLOBAL WOMEN'S LEADERSHIP FUND	0	171.111	171.111
**D	PAX GLOBAL SUSTAINABLE INFRASTRUCTURE FUND	0	302.472	302.472
**D	SSB MSC1 ACFT EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	247.043	247.043
**D	MEAG MONICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ATLAS	0	1.661.131	1.661.131
**D	MEAG MULTI LIFE	0	933.141	933.141
**D	OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY LEADERS FUND	0	1.495.423	1.495.423
**D	ROYAL LONDON ASSET MANAGEMENT FUNDS PLC	0	75.351	75.351
**D	ALLIANZ GLOBAL INVESTORS FUND	0	565.657	565.657
**D	GAZZONI EMANUEL	300	0	300
6576	ROSICA MASSIMO	0	0	0
6853	AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL	0	255.746	255.746
**D	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES LARGE CAP	0	63.671	63.671
**D	SYN ACTIONS EUROPE (EX-CH) B-UBS	0	599.979	599.979
**D	SYN ACT EUROPE EX-CH-A-AMUNDI	0	572.930	572.930
**D	CAPACITY - FONDS INSTITUTIONNEL - ACTIONS ETRANGERES RENDEMENT ABSOLU	0	181.227	181.227
**D	CAPACITY - FONDS INSTITUTIONNEL - ACTIONS ETRANGERES	0	76.000	76.000
**D	SYN TARGET NET ZERO GLOBAL EQUITIES	0	30.766	30.766
**D	FONDS DE PLACEMENT UNIGE - ACTIONS ETRANGERES	0	72.698	72.698
**D	CIERP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE	0	754.103	754.103
**D	SIEMENS-FONDS SIEMENS-RENTE	0	958.409	958.409
**D	KAPITALFORENINGEN LD, SMART BETA - MANDAT	0	20.597	20.597

Pagina 68

Azionisti: 372 Teste: 9
Azionisti in proprio: 6 Azionisti in delega: 366



10 maggio 2023 16.39.06

ENEL S.p.A.

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HC RENTE	0	47.226	47.226
**D	KAPITALFORENINGEN LP, GLOBAL QUANT - MANDAT	0	260.275	260.275
**D	BERNISCHE PENSIONSKASSE BPK RUBR ES AKTIEN EUROPA	0	1.000.000	1.000.000
**D	BERNISCHE LEHRERVERSICHERUNGSKASSE	0	232.575	232.575
**D	CAISSE DE PENSIONS DU PERSONNEL COMMUNAL DE LAUSANNE (CPCL)	0	71.804	71.804
**D	WFA WF CLEARING SVCS FBO CUST 320043	0	79	79
**D	SIEMENS DIVERSIFIED GROWTH	0	139.188	139.188
**D	SIEMENS EMU EQUITIES	0	586.913	586.913
**D	SIEMENS ABSOLUTE RETURN	0	76.151	76.151
**D	SIEMENS EUROINVEST AKTIEN	0	120.498	120.498
**D	SIEMENS BALANCED	0	137.619	137.619
**D	CAMBRIA GLOBAL VALUE ETF	0	196.574	196.574
**D	PENSIONSKASSE BASEL-STADT	0	824.514	824.514
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF FAZY GLOBAL ASSET ALLOCATION - DEVELOPED MARKETS EQUITIES	0	64.088	64.088
**D	PENSIONSKASSE POST	0	1.306.780	1.306.780
**D	TRIUM UCITS PLATFORM PLC	0	193	193
**D	HEXAVEST EUROPAC FUND HEXAVEST INC	0	1	1
**D	HEXAVEST ACWI FUND	0	1	1
**D	DESJARDINS GLOBAL ASSET MANAGEMENT INC.	0	1.514	1.514
**D	FONDS COMMUN DE PLACEMENT DES REGIMES DE RETRAITE DE L'UNIVE MAISON OMER-GINGRAS	0	49.284	49.284
**D	DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	0	50.828	50.828
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	9.515	9.515
**D	DESJARDINS GLOBAL DIVIDEND FUND	0	4.183.563	4.183.563
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	50.862	50.862

Totale voti 292.404.994
Percentuale votanti % 4,444282
Percentuale Capitale % 2,876111



Azionisti: 372 Teste: 9
Azionisti in propria: 6 Azionisti in delega: 366



869

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
6006	SCARAMUZZO PIERPAOLO	60	0	60
6139	BONAFACCIA FAUSTO	5.868	10.326	16.194
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO EX ART 135 UNDECIES TUF NELLA PERSONA DI CARUSO ENRICO	0	0	0
D**	LEMMI GUALTIERO	0	7.500	7.500
D**	PELLEGRINO GIACOMO	0	1.743	1.743
6273	RUGIERO FLORICEL	262	0	262
6421	TREVISAN DARIO	0	0	0
**D	THEAM QUANT- MULTI ASSET DIVERSIFIED DEFENSIVE	0	817.147	817.147
**D	BNP PARIBAS EASY - ECPI GLOBAL ESG INFRASTRUCTURE	0	488.547	488.547
**D	G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES	0	29.311	29.311
**D	THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	0	485.141	485.141
**D	BNP PARIBAS EASY - ESG QUALITY EUROPE	0	1.214.857	1.214.857
**D	THEAM QUANT - CROSS ASSET HIGH FOCUS	0	4.113	4.113
**D	BNP PARIBAS EASY - MSCI EUROPE SMALL CAPS SRI S-SERIES 5 CAPPED	0	1.689.520	1.689.520
**D	LITHIUM RENEWMENT	0	1.610.069	1.610.069
**D	ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	0	40.340	40.340
**D	THEAM QUANT- EQUITY WORLD GLOBAL GOALS	0	655.369	655.369
**D	THEAM QUANT- EQUITY ISSG EUROZONE INCOME DEFENSIVE	0	573.433	573.433
**D	ZEPHYR - OPTIMISED PLUS 2	0	54.663	54.663
**D	G.A.-FUND-B - WORLD EQUITIES	0	108.713	108.713
**D	BNP S BETA/LOT133/FRRIIDE	0	161.640	161.640
**D	AMSELECT - SYCOMORE EURO EQUITY GROWTH	0	178.464	178.464
**D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	145.052	145.052
**D	BNP PARIBAS EASY - ECPI GLOBAL ESG HYDROGEN ECONOMY	0	244.059	244.059
**D	BNP PARIBAS EASY - EQUITY LOW VOL EUROPE	0	10.746	10.746
**D	BNP PARIBAS EASY - MSCI WORLD ESG FILTERED MIN TE	0	94.884	94.884
**D	BNP PARIBAS FUNDS - GLOBAL CLIMATE SOLUTIONS	0	61.084	61.084
**D	THEAM QUANT - EQUITY EUROPE DEFI	0	238.893	238.893
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	6.845	6.845
**D	BNP PARIBAS EASY - ESG GROWTH EUROPE	0	3.688	3.688
**D	THEAM QUANT - BOND EUROPE CLIMATE CARBON OFFSET PLAN	0	186.568	186.568
**D	HORIZON EPARGNE ACTIONS	0	2.466	2.466
**D	THEAM QUANT - EQUITY WORLD EMPLOYEE SCHEME III	0	745.437	745.437
**D	BNP PARIBAS EASY - MSCI EUROPE EX CW	0	653.286	653.286
**D	BNP PARIBAS DEEP VALUE	0	5.771	5.771
**D	THEAM QUANT - LEIS SELECTION	0	260.795	260.795
**D	BNP PARIBAS RENDACTIS	0	512.654	512.654
**D	BNP PARIBAS ACTIONS PATRIMOINE RESPONSABLE	0	11.391	11.391
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB BNP PARIBAS EUROPE EQUITY INCOME AND GROWTH MOTHER FUND	0	341.195	341.195
**D	BNP PARIBAS ACTIONS RENEWMENT	0	2.895.047	2.895.047
**D	BNP PARIBAS FUNDS - EUROPE VALUE	0	107.903	107.903
**D	BNP PARIBAS SUSTAINABLE FUNDS EUROPE DIVIDEND	0	1.134.499	1.134.499
**D	SICAV BNP EASY EURO STOXX 50	0	2.358.030	2.358.030
**D	BNP PARIBAS VALEURS EURO ISR	0	1.602.740	1.602.740
**D	CARDIF ASSURANCE VIE	0	36.118	36.118
**D	STICHTING PENSIOENFONDS PROVIDUM	0	613.514	613.514
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	38.008	38.008
**D	STELLAR INSURANCE, LTD.	0	929.821	929.821
**D	ABU DHABI PENSION FUND	0	0	0

Azionisti:

Azionisti in proprio:

177 Teste:

7 Azionisti in delega:

Pagina 70

10

170

Inviolabile

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONI

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATION	0	0	750.262
750.262				
**D	SBC MASTER PENSION TRUST	0	63.243	63.243
**D	1934 GLOBAL INVESTMENT FUND LP	0	310.918	310.918
**D	FUNDACAO CALOUSTE GULBENKIAN	0	132.221	132.221
**D	ING DIRECT SICAV	0	410.605	410.605
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB4000211492	0	220.104	220.104
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTB400025521	0	30.513	30.513
**D	BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	0	142.590	142.590
**D	INTEL RETIREE MEDICAL PLAN TRUST	0	49.044	49.044
**D	HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	54.423	54.423
**D	ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	61.780	61.780
**D	BRUNSWICK UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	119.229	119.229
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEUBELI NDUSTRIEEN MEUBILIERINGSBEDRIJ	0	635.253	635.253
**D	THE AMERICAN UNIVERSITY IN CAIRO	0	9.084	9.084
**D	ARIZONA PSERS TRUST	0	1.063.164	1.063.164
**D	SEMPRA ENERGY PENSION MASTER TRUST	0	103.068	103.068
**D	BELLSOUTH CORP RCA VEGA TRUST	0	95.118	95.118
**D	EUROPEAN CENTRAL BANK	0	322.397	322.397
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	41.251	41.251
**D	PG AND E POSTRETIREMENT MEDICAL PLAN TRUST MANAGEMENT AND NON IREES	0	96	96
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	295.170	295.170
**D	ALASKA PERMANENT FUND CORPORATION	0	466.044	466.044
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	2.357.291	2.357.291
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	45.929	45.929
**D	DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	0	352.308	352.308
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	73.660	73.660
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	0	60.217	60.217
**D	ENERGY INSURANCE MUTUAL LIMITED	0	50.254	50.254
**D	CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY	0	2.000.000	2.000.000
**D	PRIME SUPER	0	36.116	36.116
**D	WHEELS COMMON INVESTMENT FUND.	0	21.539	21.539
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	64.595	64.595
**D	NEW IRELAND ASSURANCE COMPANY PLC.	0	4.164.531	4.164.531
**D	STICHTING HEINEKEN PENSIOENFONDS	0	90.906	90.906
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	1.954.999	1.954.999
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	89.408	89.408
**D	UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	0	35.398	35.398
**D	IBM PERSONAL PENSION PLAN TRUST	0	20.193	20.193
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	67.067	67.067
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	958.322	958.322
**D	THE FONDO DE PENSIOES	0	77.212	77.212
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	30.577	30.577
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	991.573	991.573
**D	QIC INTERNATIONAL EQUITIES FUND.	0	66.644	66.644
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	33.420	33.420
**D	COMBUSTION ENGINEERING 524 (G) ASBESTOS PI TRUST	0	13.108	13.108
**D	CSAA INSURANCE EXCHANGE	0	45.852	45.852
**D	GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	182.905	182.905
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	15.213	15.213

Azionisti:

177 Teste:

10

Azionisti in proprie

7 Azionisti in delega:

170

Pagina 71

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	277.871	277.871
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	118.482	118.482
**D	SUSTAINABLE WORLD EQUITY MANDATE 1	0	106.135	106.135
**D	AA SSGA ACTIONS INDICE EURO	0	1.267.755	1.267.755
**D	FCP HAMELIN DIVERSIFIE FLEX II	0	44.000	44.000
**D	FCPE IBM FRANCE C	0	120.000	120.000
**D	FCP CARPINKO EUROPE	0	490.000	490.000
**D	WINDWISE MSCI EAFE INDEX NON-LENDING, FUND FOR EXEMPT ORG.	0	271.432	271.432
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	2.549.346	2.549.346
**D	UNITED TECHNOLOGIES CORPORATIONEMPLOYEE SAVINGS PLAN MASTER TRU	0	2.079.365	2.079.365
**D	BEAR CREEK INC	0	48.052	48.052
**D	GOVERNMENT PENSION INVESTMENT FUND	0	12.324.574	12.324.574
**D	TANGERINE DIVIDEND PORTFOLIO	0	188.175	188.175
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	16.621	16.621
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	1.584.048	1.584.048
**D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	1.583.881	1.583.881
**D	MBB PUBLIC MARKETS I LLC	0	583.742	583.742
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	67.185	67.185
**D	TANGERINE BALANCED PORTFOLIO	0	109.448	109.448
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	135.373	135.373
**D	SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	0	75.742	75.742
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	144.666	144.666
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	224.632	224.632
**D	NORTHROP GRUMMAN CORPORATION VEBIA MASTER TRUST I	0	26.125	26.125
**D	THE BANK OF KOREA	0	551.744	551.744
**D	STATE STREET IRELAND UNIT TRUST	0	776.710	776.710
**D	SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	0	1.116.947	1.116.947
**D	SSGA SPDR ETFs EUROPE II PUBLICLIMITED COMPANY	0	5.588.975	5.588.975
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	91.174	91.174
**D	TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	0	37.281	37.281
**D	STICHTING ING CDC PENSIOENFONDS	0	195.739	195.739
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	164.402	164.402
**D	LVIP SSGA INTERNATIONAL INDEX FUND	0	1.170.072	1.170.072
**D	MGI FUNDS PLC	0	556.222	556.222
**D	STICHTING NN CDC PENSIOENFONDS	0	34.173	34.173
**D	STATE STREET CCF	0	60.852	60.852
**D	WASHINGTON STATE INVESTMENT BOARD	0	2.978.981	2.978.981
**D	SYLVAN PARTNERS, LLC	0	14.338	14.338
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	35.848.614	35.848.614
**D	STATE STREET TOTAL RETURN VIS FUND	0	132.554	132.554
**D	KAISER PERMANENTE GROUP TRUST	0	203.961	203.961
**D	IBM RETIREMENT PLAN	0	31.410	31.410
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	5.952	5.952
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	13.695	13.695
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	38.597	38.597
**D	THRIFT SAVINGS PLAN	0	6.846.131	6.846.131
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	2.091.880	2.091.880
**D	SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND	0	72.698	72.698
**D	STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND	0	59.616	59.616
**D	SONOMA COUNTY EMPLOYEES RETIREMENT ASSOCIATION	0	67.778	67.778

Pagina 72

Azionisti:

177 Teste:

10

Azionisti in proprio:

7 Azionisti in delega:

170



ENEL S.p.A.

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	KAISER FOUNDATION HOSPITALS	0	151.630	151.630
**D	IBM 401(K) PLUS PLAN TRUST	0	1.570.214	1.570.214
**D	SPDR MSCI ACWI EXUS ETF	0	512.738	512.738
**D	SPDR S&P INTERNATIONAL DIVIDENDET	0	1.628.861	1.628.861
**D	SSB MSCI ITALY INDEX SECURITIES	0	6.806.049	6.806.049
**D	STATE STREET WORLD ENHANCED SECURITIES LENDING COMMON TRUST FUND	0	9.700	9.700
**D	MANAGED PENSION FUNDS LIMITED	0	2.188.807	2.188.807
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	173.232	173.232
**D	SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	0	248.867	248.867
**D	SSB SP GLOBAL INFRASTRUCTURE INDEX NONLENDING COMMON TRUST FUND	0	2.833.666	2.833.666
**D	ARKWRIGHT, LLC	0	36.285	36.285
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	204.016	204.016
**D	SPDR MSCI WORLD QUALITY MIX FUND	0	2.742	2.742
**D	SPDR S+P GLOBAL INFRASTRUCTURE ETF ONE	0	1.897.691	1.897.691
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	5.383.062	5.383.062
**D	STATE OF MINNESOTA	0	3.439.532	3.439.532
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONAL FUND	0	111.825	111.825
**D	THE MONETARY AUTHORITY OF SINGAPORE MAS	0	37.000	37.000
**D	HSBC BANK SSB AUT EU SCREEN EX CONTROVERSIES CW INDEX EQ FND	0	5.315.622	5.315.622
**D	FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	0	239.303	239.303
**D	INTERNATIONAL MONETARY FUND	0	267.354	267.354
**D	SPDR PORTFOLIO EUROPE ETF	0	287.143	287.143
**D	SPDR EURO STOXX 50 ETF	0	6.186.990	6.186.990
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	143.540	143.540
6726	DE MARIA COSIMO	1.000	0	1.000
6797	SALOMONI STEFANO	555	0	555
6806	CINQUINI ALESSIO	25	0	25
6853	ROSICA MASSIMO	0	0	0
***	DREYFUSS FREDERIC	0	0	0
**D	HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND	0	2.500	2.500
6966	VIGNOLI CLAUDIO	2.700	2.456	2.456
			0	2.700

Totale voti 164.923.805
Percentuale votanti % 2,506687
Percentuale Capitale % 1,622199

Azionisti:
Azionisti in proprio:

177 Teste:
7 Azionisti in delega:

10
170

Pagina 73

Stefano

LISTA ESITO DELLE VOTAZIONE

Objetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
NON VOTANTI E, PERTANTO ESCLUSI DAL QUORUM DELIBERATIVO

Badge	Ragione Sociale	Proprio	Delega	Totale
6421	TREVISAN DARIO	0	0	0
**D	MEDIOBANCA SICAV	0	334.000	334.000
**D	FONDO PENSIONE NAZIONALE PER IL PERSONALE DELLE BANCHE DI CREDITO COOPERATIVO CASSE RURALI ED ARTIGIANE	0	8.335	8.335
**D	MEDIOBANCA SGR - MEDIOBANCA ESG EUROPEAN EQUITY	0	450.300	450.300
**D	EPSILON SGR - EPSILON EUROPEAN EQUITY LARGE CAP INDEX	0	27.145	27.145
**D	EPSILON SGR - EPSILON QVALDE	0	11.421	11.421
**D	EPSILON SGR - EPSILON QRETURN	0	69.838	69.838
**D	EPSILON SGR - EPSILON QLONGRUN	0	1.999	1.999
**D	EPSILON SGR - EPSILON QEQUITY	0	10.058	10.058
**D	EURIZONCAPITALSGR-EURIZONGLOBALDIVIDENDSG50LUGLIO2025	0	576.809	576.809
**D	EURIZONCAPITALSGR- EURIZON STEP 70 PIR ITALIA GIUGNO 2027	0	70.000	70.000
**D	EURIZONCAPITALSGR-EURIZONGLOBALDIVIDENDSG50-OTTOBRE2025	0	607.311	607.311
**D	EURIZON CAPITAL SGR - EURIZON AM FLEXIBLE TRILOGY	0	30.719	30.719
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASSET 30	0	13.722	13.722
**D	EURIZON CAPITAL SGR - EURIZON AM GLOBAL MULTIASSET II	0	7.941	7.941
**D	EURIZON CAPITAL SGR - EURIZON AM OBIETTIVO CONTROLLO	0	12.001	12.001
**D	EURIZON CAPITAL SGR - EURIZON AM OBIETTIVO STABILITA	0	3.803	3.803
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	54.222	54.222
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	13.934	13.934
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND II	0	202.957	202.957
**D	EURIZON CAPITAL SGR - EURIZON AM TR MEGATREND I	0	33.043	33.043
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	298	298
**D	EURIZON CAPITAL SGR - EURIZON GLOBAL DIVIDEND	0	63.651	63.651
**D	EURIZONCAPITALSGR-EURIZONGLOBALDIVIDENDSG50-MAGGIO2025	0	95.604	95.604
**D	EURIZON CAPITAL SGR - EURIZON PIR ITALIA AZIONI	0	446.690	446.690
**D	EURIZON CAPITAL SGR - EURIZON AZIONI EUROPA	0	798.216	798.216
**D	EURIZON CAPITAL SGR - EURIZON AZIONI ITALIA	0	8.571.433	8.571.433
**D	EURIZON CAPITAL SGR - EURIZON AZIONI INTERNAZIONALI	0	617.103	617.103
**D	EURIZON CAPITAL SGR - EURIZON RENDITA	0	25.924	25.924
**D	EURIZON CAPITAL SGR - EURIZON AZIONARIO INTERNAZIONALE ETICO	0	425.000	425.000
**D	EURIZON CAPITAL SGR - EURIZON AZIONI AREA EURO	0	778.640	778.640
**D	EURIZON CAPITAL SGR - EURIZON AZIONI PMI ITALIA	0	260.000	260.000
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	408	408
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	911	911
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	931	931
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	1.261	1.261
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	782	782
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	1.289	1.289
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	1.543	1.543
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	1.133	1.133
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO12/2027	0	1.540	1.540
**D	EURIZON CAPITAL SGR - EURIZON PROGETTO ITALIA 70	0	2.498.949	2.498.949
**D	EURIZON CAPITAL SGR - EURIZON PROGETTO ITALIA 40	0	2.144.685	2.144.685
**D	EURIZONCAPITALSGR-EURIZONSTEP50OBIETTIVONETZERO03/2028	0	24.426	24.426
**D	EURIZON FUND - TOP EUROPEAN RESEARCH	0	5.222.022	5.222.022
**D	EURIZON FUND - ENHANCED CONSTANT RISK CONTRIB	0	32.631	32.631
**D	EURIZON FUND - ITALIAN EQUITY OPPORTUNITIES	0	2.350.000	2.350.000
**D	EURIZON FUND - EUROPEAN Q-EQUITY	0	416.733	416.733
**D	EURIZON FUND - Q-FLEXIBLE	0	1.110.205	1.110.205
**D	EURIZON FUND - EQUITY EUROPE LTE	0	630.254	630.254

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
NON VOTANTI E, PERTANTO ESCLUSI DAL QUORUM DELIBERATIVO

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	EURIZON FUND - EQUITY EURO LTE	0	341.155	341.155
**D	EURIZON FUND - EQUITY ITALY SMART VOLATILITY	0	729.580	729.580
**D	EURIZON FUND - ACTIVE ALLOCATION	0	1.800.000	1.800.000
**D	EURIZON NEXT - STRATEGIA MEGATREND	0	967.593	967.593
**D	EURIZON FUND - EQUITY EUROPE ESG LTE	0	417.648	417.648
**D	EURIZON FUND - EQUITY WORLD EX-EUROPE ESG LEADERS LTE	0	94.160	94.160
**D	EUF - EQUITY PEOPLE	0	2.047.227	2.047.227
**D	ENEXT - STRATEGIA AZIONARIA DINAMICA	0	43.793	43.793
**D	ISFSIF - MONTECUC.C.DIVERSIFIEDMULTI-ASSETFUND-SLEEVEINMAMUNDI	0	31.730	31.730
**D	EUF - EQUITY HIGH DIVIDEND	0	438.624	438.624
**D	EURIZON AM SICAV - ITALIAN EQUITY	0	1.400.000	1.400.000
**D	EURIZON AM SICAV - LOW CARBON EURO	0	285.599	285.599
**D	EURIZON AM SICAV - OBIETTIVO CONTROLLO	0	55.995	55.995
**D	EURIZON AM SICAV - OBIETTIVO EQUILIBRIO	0	111.154	111.154
**D	EURIZON AM SICAV - OBIETTIVO STABILITA	0	6.652	6.652
**D	EURIZON AM SICAV - OBIETTIVO SVILUPPO	0	8.578	8.578
**D	EURIZON AM SICAV - EUROPEAN EQUITY	0	24.425	24.425
**D	EURIZON AM SICAV - GLOBAL DYNAMIC ALLOCATION	0	201.501	201.501
**D	EURIZON AM SICAV - GLOBAL EQUITY	0	40.801	40.801
**D	EURIZON AM SICAV - GLOBAL MULTIASSET 15	0	43.285	43.285
**D	EURIZON AM SICAV - GLOBAL MULTIASSET 30	0	48.562	48.562
**D	EURIZONINVESTMENTSICAV-EUROPEEQUITY NSURANCECAPITALLIGHT	0	73.172	73.172
**D	EURIZON INVESTMENT SICAV - MULTIASSET RISK OVERLAY	0	67.897	67.897
**D	EURIZON INVESTMENT SICAV - MULTIASSET RISK OVERLAY MODERATO	0	7.174	7.174
**D	EIS - DONATELLO 2	0	35.000	35.000
**D	ISFSIF - DIVERSIFIED ALLOCATION FUND 4 - SLEEVE IN AZIMUT	0	17.165	17.165
6934	FORLANI MATTEO	1.992	0	1.992
7683	TIBERTI SERGIO	0	0	0
**R	S.M.A. SERVIZI MEDICI AZIENDALISISTEMI SANITARI S.R.L.	1.260	0	1.260
Totale voti				
Percentuale votanti %				
Percentuale Capitale %				

Azionisti:

Azionisti in proprio:

77 Teste:

2 Azionisti in delega:

4

75

Pagina 75



ENEL S.p.A.

10 maggio 2023 16.39.06

Assemblea Ordinaria del 10 maggio 2023

LISTA ESITO DELLE VOTAZIONE

Oggetto: Relazione sulla politica di remunerazione e sui compensi corrisposti - Prima Sezione: relazione sulla politica di remunerazione per il 2023 (deliberazione vincolante)
VOTI NON COMPUTATI (Non Votati)

Badge	Ragione Sociale	Proprio	Delega	Totale
RA	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO EX ART 135 UNDECIES TUF NELLA PERSONA DI CARUSO ENRICO	0	0	0
D**	BATTISTUTTI LORIS	0	6.000	6.000
D**	COLACCHIA ELISABETTA	0	10.700	10.700
Totale voti				
Percentuale votanti %				
Percentuale Capitale %				

856

Azionisti: 2 Teste: 1
Azionisti in proprio: 0 Azionisti in delega: 2

Luca Caviglioli



ATLANTE - CERASI
STUDIO NOTARILE ASSOCIATO

AUTENTICA NOTARILE DI DICHIARAZIONE RESA AI SENSI DELL'ART.

46 DEL D.P.R. 445 DEL 28 DICEMBRE 2000 - ESENTE DA BOLLO AI

SENSI DELL'ART. 14 DELLA TABELLA ALLEGATA AL D.P.R. 642 DEL

26 OTTOBRE 1972

Roma, dieci maggio duemilaventitre

(10/5/2023)

Certifico io Dr. Nicola ATLANTE, Notaio in Roma iscritto al

Collegio Notarile di Roma che, dichiaratosi consapevole delle

sanzioni penali conseguenti a dichiarazioni mendaci, il

firmatario infraindicato - della cui identità personale io

Notaio sono certo - ha sottoscritto in mia presenza la

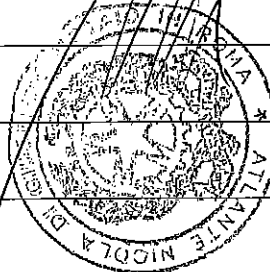
documentazione che precede:

- Veronica Ciciriello nata a Roma il 26 giugno 1970,

domiciliata per la carica in Milano, Via Lorenzo Mascheroni

n. 19, presso Computershare S.p.A., nell'interesse di detta

persona giuridica.



857