

Assemblea Ordinaria del 23 maggio 2024

Att. H e
 Acc. 36525

ESITO VOTAZIONE

Oggetto: **5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)**

Hanno partecipato alla votazione:

- n° 3.659 azionisti,
 portatori di n° 6.602.436.776 azioni ordinarie, tutte ammesse al voto,
 pari al 64,941916% del capitale sociale.

Hanno votato:

		% su Azioni Ordinarie che hanno partecipato alla votazione
Favorevoli	6.446.636.411	97,640260
Contrari	122.859.926	1,860827
SubTotale	<u>6.569.496.337</u>	99,501087
Astenuti	32.940.439	0,498913
Totale	<u>6.602.436.776</u>	100,000000
Non votanti	0	

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LISTA ESITO DELLE VOTAZIONI

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***	MINOZZI ROMANO	0	6.743.384	6.743.384
***D	GRANITIFIANDRE SOCIETA' PER AZIONI	0	11.813.780	11.813.780
***D	IRIS CERAMICA GROUP SOCIETA' PER AZIONI	0	1.941.000	1.941.000
***D	PREVEDI	0	79.646	79.646
***D	FONDO PENSIONE FONDENERGIA	0	974.829	974.829
***D	PREVIDENZA COOPERATIVA	0	38.580	38.580
***D	FINANZIARIA CERAMICA CASTELLARANO S P A	0	1.425.711	1.425.711
***D	PORCELAINGRES GMBH	0	300.000	300.000
***D	IRIS CERAMICA GROUP SOCIETA' PER AZIONI	0	9.363.920	9.363.920
***	FERRAMOLA ANDREA	0	707	707
***D	FONDO SCUOLA ESPERO - CRESCITA AZIONARIO	0	9.804	9.804
***D	FONCHIM	0	1.158.049	1.158.049
***D	FONDO PEGASO	0	79.086	79.086
***D	ARCO FONDO NAZIONALE PENSIONE COMPLEMENTARE	0	5.792	5.792
***D	FONDO GOMMA PLASTICA	0	60.179	60.179
***D	SOLIDARIETA' VENETO - FONDO PENSIONE	0	53.989	53.989
2	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-NOVIES IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***D	MINISTERO DELL'ECONOMIA E DELLE FINANZE	0	2.397.856.331	2.397.856.331
***D	CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	0	52.417.000	52.417.000
3	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO QUALE SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***D	LVUI EQUITY EUROPE	0	315.000	315.000
***D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH	0	2.527.203	2.527.203
***D	UNIVERSAL INVESTMENT GMBH	0	49.000	49.000
***D	DBCI-UNIVERSAL-FONDS I	0	15.631	15.631
***D	DEGUSA AKTIEN UNIVERSAL-FONDS	0	56.448	56.448
***D	DEGUSA BANK-UNIVERSAL-RENTENFONDS	0	250.000	250.000
***D	FONS DE RESERVA DE LA JUBILACIO	0	90.783	90.783
***D	UNION INVESTMENT INSTITUTIONAL GMBH	0	382.106	382.106
***D	UNION INVESTMENT PRIVATFONDS GMBH	0	29.520	29.520
***D	DELEN PRIVATE BANK	0	2.645.891	2.645.891
***D	UNIVERSAL INVEST SICAV	0	5.643.449	5.643.449
***D	LP C+F VERY LOW	0	425.475	425.475
***D	LP C+F GLOBAL ROUTE	0	7.000	7.000
***D	C+F GLOBAL LINE	0	33.000	33.000
***D	DEKA INVESTMENT GMBH KHN AKTIEN EX EMER	0	40.170	40.170
***D	DEKA INVESTMENT GMBH BV PAR FONDS	0	76.870	76.870
***D	LBBW ZYKLUS STRATEGIE	0	200.000	200.000
***D	HELABA INV KAPITALANL GES MBH HI SZVA 17	0	470.600	470.600
***D	HELABA INVEST KAG MBH HI KAPPA 3 SFONDS	0	87.898	87.898
***D	DEKA INVESTMENT GMBH SHC AKTIEN	0	16.000	16.000
***D	LBBW AM-REM-STIFTUNGEN	0	3.500	3.500
***D	HELABA INVEST KAG MBH HI KAPPA 25 SFONDS	0	348.100	348.100
***D	HELABA INVEST KAG MBH HI SZVA 23 SFONDS	0	242.800	242.800
***D	DEKA INVESTMENT GMBH KSKBB FM I U03	0	207.000	207.000
***D	DEKA INVESTMENT GMBH A SFUE LBBW	0	104.070	104.070
***D	LBBW AM-ALME INVEST	0	80.000	80.000
***D	DEKA INVESTMENT GMBH GLOBALE AKTIEN	0	305.795	305.795




LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	LBBW AM-400 KARLSRUHER EUROPA-AKTIFONFOND	0	61.897	61.897
**D	LBBW AM INVESTMENTGES MBH LBBW AM MARTIN	0	25.000	25.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM ELISABETH FONDS SEGM 1	0	88.000	88.000
**D	DEKA INVESTMENT GMBH A FU 2 FONDS	0	131.549	131.549
**D	DEKA INVESTMENT GMBH A FU 1 FONDS AKTIEN	0	100.000	100.000
**D	LBBW DIVIDENDEN STRATEGIE EUROLAND	0	1.045.930	1.045.930
**D	HELABA INVEST KAG MBH HI SZVA 24	0	20.411	20.411
**D	DEKA INVESTMENT GMBH DEKA VALUE EXTRA SE	0	313.544	313.544
**D	DEKA INVESTMENT GMBH A SFUE AKT DIVIDEND	0	82.738	82.738
**D	DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1	0	482.233	482.233
**D	LBBW AM-BUEHL 2020	0	13.950	13.950
**D	LBBW AM INVESTMENTGES MBH LBBW AM 70 AKT	0	200.000	200.000
**D	HELABA INV KAPITALANL GES MBH HI SZVA 21	0	100.355	100.355
**D	DEKA INVESTMENT GMBH KVR FONDS AKTIEN E	0	302.486	302.486
**D	LBBW AM-PENSION DATA1	0	28.000	28.000
**D	LBBW AM-SUEDINVESTI32	0	8.715	8.715
**D	HELABA INV KAPITALANL GES MBH HI KAPPA 1	0	191.600	191.600
**D	LBBW AM INVESTMENTGES MBH LBBW AKTIEN EU	0	170.720	170.720
**D	LBBW AM INVESTMENTGES MBH LBBW AM 77	0	165.611	165.611
**D	LBBW ASS MAN INVESTM GES MBH LBBW AM NOR	0	36.454	36.454
**D	LBBW AM INVESTMENTGES MBH LBBW AM LZK	0	4.000	4.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM FSG	0	8.000	8.000
**D	LBBW AM INVESTMENTGES MBH PR3 FONDS	0	6.850	6.850
**D	LBBW AM INVESTMENTGES MBH LBBW AM, 65 SEG	0	120.000	120.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM SKAN D	0	70.000	70.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM AAA SE	0	55.300	55.300
**D	LBBW AM INVESTMENTGES MBH LBBW AM DKHS	0	17.000	17.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM DBU	0	36.882	36.882
**D	LBBW AM INVESTMENTGES MBH LBBW AM RENDIT	0	150.000	150.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM 48	0	150.000	150.000
**D	LBBW AM INVESTMENTGES MBH LBBW AM TVNW	0	16.200	16.200
**D	LBBW AM INVESTMENTGES MBH LBBW AM MASTER	0	36.840	36.840
**D	LBBW AM INVESTMENTGES MBH LBBW AM RS INV	0	17.000	17.000
**D	HMT GLOBAL OPTIMAL DYNAMICS	0	27.880	27.880
**D	LEANVAL EQUITY PROTECT	0	5.506	5.506
**D	CASTELL GLOBAL GROWTH OPPORTUNITIES	0	20.000	20.000
**D	CASTELL GLOBAL EQUITY SELECT	0	114.200	114.200
**D	WOWI VERMOEGEN	0	16.500	16.500
**D	H H STIFTUNGSFONDS	0	30.000	30.000
**D	FIVV-MIC-MANDAT-DEFENSIV	0	8.690	8.690
**D	HMT EURO SEASONAL LONGSHORT	0	34.319	34.319
**D	SENTIX RISK RETURN -M-	0	88.000	88.000
**D	HANNOVERSICHEMEDIUMINVEST	0	53.465	53.465
**D	HANNOVERSICHEMAXINVEST	0	82.264	82.264
**D	AG OSTALB GLOBAL FONDS	0	130.000	130.000
**D	CANDRIAM BUSINESS EQUITIES SA	0	1.222.394	1.222.394
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON	0	25.000	25.000
**D	BELFIUS PENSION FUND HIGH	0	2.743.076	2.743.076
**D	BELFIUS PENSION FUND LOW EQUITIES	0	303.815	303.815
**D	IQ AKTIENSTRATEGIE	0	55.195	55.195



LISTA ESITO DELLE VOTAZIONE

Objetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	BASTI 1 METZLER	0	9.350	9.350
**D	HEILIGENFELD VERMORGEN	0	8.860	8.860
**D	TIMM INVEST EUROPA PLUS	0	8.571	8.571
**D	HMT HANSEMERKUR AKTIEN INVEST	0	22.023	22.023
**D	CASTELL GLOBAL INCOME OPPORTUNITIES	0	148.000	148.000
**D	ART AI EURO BALANCED	0	3.339	3.339
**D	SENTIX RISK RETURN -A-	0	6.140	6.140
**D	UNIVERSAL IMW	0	51.072	51.072
**D	WAVE TOTAL RETURN FONDS	0	80.883	80.883
**D	BELFIUS PENSION FUND BALANCED PLUS	0	1.050.534	1.050.534
**D	MASTERINVEST KAPITALANLAGE GMBH	0	291.186	291.186
**D	BELFIUS EQUITIES NV	0	137.717	137.717
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT	0	105.340	105.340
**D	VIVEK GOGIA VIVEK GOGIATOD BENEFICIARIES	0	250	250
**D	LYRON K MULLIGAN LYRON K MULLIGAN20420 E	0	10	10
**D	MLFF S CUST FPO MLFF S CUST PFOVIVEK GOG	0	310	310
**D	PREVINDAI BIL AXA	0	295.306	295.306
**D	WERNER WILD MARKUS	0	4.000	4.000
**D	PREVINDAI SVI AXA	0	311.792	311.792
**D	CHEKALIN YURY	0	4.000	4.000
**D	PEREIRA GILBERTO LU?S SOUSA	0	107.850	107.850
**D	DE VOS MARIA MAGDALENA	0	25.000	25.000
**D	LLB INVEST AGMKV FUR LLB AKTIEN GLOBAL PASSIV (USD)	0	40.097	40.097
**D	PREVINDAI BIL EURIZON	0	89.323	89.323
**D	CSIF CH III EQUITY WORLD EX CH CLIMATE CHANGE BLUE PENSTON FUND PLUS UBS FM SWITZERLAND AG	0	5.560	5.560
**D	CONVICTION PATRIMOINE	0	44.600	44.600
**D	ZELLWEGER JOSEF	0	100	100
**D	MAXIMCHUK ALEXEY	0	32.200	32.200
**D	OCCHETTA LUCA	0	5.000	5.000
**D	M?HR GUIDO	0	5.000	5.000
**D	DPAM L	0	10.000	10.000
**D	STOLL DANIEL	0	6.000	6.000
**D	TROUBOUNIS GEORGE	0	4.500	4.500
**D	DP PATRIMONIAL	0	2.277.205	2.277.205
**D	MOSBURGER KARL	0	5.200	5.200
**D	REUSS ANNETTE	0	5.840	5.840
**D	ARGIMON VITAS	0	750	750
**D	DPAM B	0	1.249.844	1.249.844
**D	GRIGORE ADRIAN-MARIAN	0	200	200
**D	CAVALLON MICHEL	0	1.765	1.765
**D	DP GL STRATEGY	0	4.764.470	4.764.470
**D	WOLFENBERGER STEFAN	0	11.400	11.400
**D	ROWLAND HILL MATTHEW JAMES	0	10.000	10.000
**D	BEST OF FUNDS	0	2.011.530	2.011.530
**D	LLB FUND SERV. AG AFD LLB AKTIEN EUROPA ESG (EUR)	0	75.000	75.000
**D	PREVINDAI SVI EURIZON	0	105.394	105.394
**D	SALA EMANUELE	0	600	600
**D	AL JABR HESHA ABDULLATIFE	0	42.954	42.954
**D	NEMETH BERNADETT	0	5.400	5.400
**D	LE DUC HERB NICOLE JACQUELINE	0	30.000	30.000

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Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***	ABBERSOLD MANUELA	0	2.000	2.000
***	LGT FUND MANAGEMENT COMPANY LTD.	0	43.745	43.745
***	SEB EUROLAND FREE OF MANAGEMENT FEE	0	113.908	113.908
***	LLB INVEST AGMKV FUR LLB AKTIEN GLOBAL PASSIV (USD) I2	0	40.177	40.177
***	J. SAFRA SARASIN INVESTMENTFONDS AG - NCM GLOBAL EQUITY SELECTION	0	119.171	119.171
***	CREDIT SUISSE LUX GLOBAL QUALITY DIVIDEND EQUITY FUND	0	716.180	716.180
***	BAJPAI VIKRAMADITYA	0	2.300	2.300
***	CSIF CH EQUITY EMU UBS FUND MANAGEMENT SWITZERLAND AG	0	317.766	317.766
***	LUPI STEFANO EMILIO LAZZARO	0	4.900	4.900
***	EVENSHOR PAUL DIETER	0	3.000	3.000
***	K?NG LUKAS	0	2.475	2.475
***	HANSON CAROLINE	0	1.700	1.700
***	KREISEL THOMAS	0	10.000	10.000
***	MICHELETTI FULVIO	0	4.000	4.000
***	MARCIN RYLSKI OLIVER	0	47	47
***	ULUSSEVERLER SUAY	0	900	900
***	BASTERRA LARROUDE MAGDALENA SOFIA	0	42.900	42.900
***	DPAM DBI B	0	376.300	376.300
***	CSIF CH III EQUITY WORLD EX CH VALUE WEIGHTED PENSION FUND UBS FUND MANAGEMENT SWITZERLAND AG	0	38.691	38.691
***	ANNE ENGSTROM-BONDY BEATRICE	0	6.000	6.000
***	BRUGGER ELISABETH HELENE	0	3.070	3.070
***	B?SINGER STEFAN GERHARD	0	1.500	1.500
***	MEYER PETER PREBEN	0	8.000	8.000
***	DIETER STUCKI RUDOLF	0	5.000	5.000
***	ELBHAR VINCENT DAVID	0	4.575	4.575
***	GUTERMANN URI DAN	0	5.300	5.300
***	SALICE ANNA LUISA ANGELA MARIA	0	9.100	9.100
***	SEB FD 1 -SEB EUROPE EXPOSURE FUND	0	848.452	848.452
***	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS PASSIVE UBS FUND MANAGEMENT SWITZERLAND AG	0	904.094	904.094
***	BALOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ PASSIV UBS FUND MANAGEMENT SWITZERLAND AG	0	49.668	49.668
***	KOLUMBAN BALANCED UBS FUND MANAGEMENT SWITZERLAND AG	0	572.218	572.218
***	NMMS GIEP BRI ACCOUNT	0	20.167	20.167
***	FINREON WORLD EQUITY MULTI PREMIA DEFENSIVE PENSION UBS FUND MANAGEMENT SWITZERLAND AG	0	19.792	19.792
***	CSIF4 CREDIT SUISSE LUX GLOBAL HIGH INCOME FUND USD	0	38.680	38.680
***	CREDIT SUISSE LUX EUROPEAN QUALITY DIVIDEND EQUITY FUND	0	323.491	323.491
***	AXA VORSORGE FONDS II EQUITIES GLOBAL MARKETS UBS FUND MANAGEMENT SWITZERLAND AG	0	770.796	770.796
***	AESCHBACHER BRUNO	0	4.000	4.000
***	CSIF 2 CREDIT SUISSE LUX SMALL AND MID CAP ALPHA LONG SHORT FUND	0	314.945	314.945
***	MORRISON & CO HIGH CONVICTION INFRASTRUCTURE FUND	0	126.409	126.409
***	SEB FUND 3--SEB PENSION FUND	0	191.418	191.418
***	WIF-DWS QI EURO SHT EXT	0	40.317	40.317
***	CS INVESTMENT FUNDS 2 CS LUX INFRASTRUCTURE EQUITY FUND	0	811.200	811.200
***	SEB FD 3 - SEB GLOBAL EXPOSURE FUND	0	996.440	996.440
***	AQR LUX FUNDS--AQR DIVERSIFIED-RISK PREMIA FUND/INTL TRADING	0	174.738	174.738
***	SEB FUND 3 - SEB PENSION FUND PLUS	0	32.574	32.574
***	FINREON WORLD EQUITY ECONOMIC EXPOSURE PENSION UBS FUND MANAGEMENT SWITZERLAND AG	0	20.762	20.762
***	SEB FUND 3 - SEB PENSION FUND EXTRA	0	16.747	16.747
***	CSIF 2 C SUISSE LUX THEMATIC OPPORTUNITIES EQUITY FUND	0	103.641	103.641
***	BALOISE FUND INVEST 2 CH IF AKTIEN WELT EX SCHWEIZ UBS FUND MANAGEMENT SWITZERLAND AG	0	9.309	9.309
***	PREVOYANCE NE FUND PREVOYANCE NE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG	0	3.052	3.052



LISTA ESITO DELLE VOTAZIONI

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SWISS NATIONAL BANK	0	20.566.503	20.566.503
**D	AFIR HOLDING AND MANAGEMENT COMPANY	0	485.683	485.683
**D	UNIINSTITUTIONAL EUROPEAN BONDS & EQUITIES	0	65.526	65.526
**D	EKSLUSIV PORTFOLIO SICAV - CHANCE	0	48.830	48.830
**D	EKSLUSIV PORTFOLIO SICAV-ERTRAG	0	41.400	41.400
**D	DEKA INVESTMENT GMBH W/A-HECKER-FONDS I	0	104.000	104.000
**D	DEKA INVESTMENT GMBH W/SPARKASSE-SHG-FONDS	0	50.000	50.000
**D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS NBP SEGMENT NBP-AKTIE	0	83.033	83.033
**D	DEKA INTERNATIONAL S.A. W/DEKA-EUROPARAGRANT 90	0	20.976	20.976
**D	UNIGLOBAL DIVIDENDE	0	117.902	117.902
**D	DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT AKTIEN EUROPA	0	2.162.800	2.162.800
**D	DZPB II - FLEX 2	0	2.308.000	2.308.000
**D	DEKA INVESTMENT GMBH W/MASTER 172 W/AKTIE	0	263.000	263.000
**D	DEKA INVESTMENT GMBH W/PALATIA FONDS W/U3 DEKA AKTIE	0	157.300	157.300
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH W/INKA F100 W/S200	0	120.000	120.000
**D	DZPB II - FLEX 3	0	910.025	910.025
**D	DEKA VERMOEGENSMANAGEMENT GMBH W/ES-DIVIDENDENSTRATEGIE	0	360.644	360.644
**D	DEKA INTERNATIONAL S.A. W/HASPA MULTINVEST CHANCE	0	68.893	68.893
**D	DWS INVESTMENT GMBH W/DEAM-FONDS ZDB 2	0	200.000	200.000
**D	DEKA INTERNATIONAL S.A. W/DEKA-EUROPARAGRANT	0	620.748	620.748
**D	DEKA INVESTMENT GMBH W/SCHAUISLAND U01	0	26.919	26.919
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION (490306)	0	89.950	89.950
**D	ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWCO-AKTIE	0	116.635	116.635
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IFM-INVEST AKTIEN EUROPA	0	92.675	92.675
**D	DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF	0	429.264	429.264
**D	DEKA INTERNATIONAL S.A. W/DEKA-EUROPAVALUE	0	28.000	28.000
**D	DEKA INVESTMENT GMBH W/KAISERSTUHL-FONDS	0	15.607	15.607
**D	DEKA INVESTMENT GMBH W/TREMONIUS-FONDS	0	11.123	11.123
**D	PICTET CH - GLOBAL EQUITIES	0	72.487	72.487
**D	PICTET GLOBAL SELECTION FUND - GLOBAL UTILITIES EQUITY CURRENCY HEDGED FUND	0	295.075	295.075
**D	UNIDIVIDENASS	0	60.164	60.164
**D	AVADIS FUND-AKTIE WELT AST 2	0	142.425	142.425
**D	DEKA INTERNATIONAL S.A. W/DEKA-NACHHALTIGKEIT BALANCE	0	4.829	4.829
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH W/VECO (AKTIEN)	0	65.895	65.895
**D	DWS INVESTMENT GMBH W/DEAM-FONDS HBS 1	0	18.568	18.568
**D	EKSLUSIV PORTFOLIO SICAV-AKTIE	0	98.025	98.025
**D	PICTET - CLEAN ENERGY TRANSITION	0	12.030.184	12.030.184
**D	DEKA INVESTMENT GMBH W/COYO COBA	0	14.218	14.218
**D	DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF	0	447.895	447.895
**D	PICTET-EUROLAND INDEX	0	524.642	524.642
**D	PICTET GLOBAL SELECTION FUND - GLOBAL UTILITIES EQUITY FUND	0	19.431.813	19.431.813
**D	DEKA INVESTMENT GMBH W/ MULDETAL MULTI ASSET FONDS	0	6.170	6.170
**D	PICTET - MULTI ASSET GLOBAL OPPORTUNITIES	0	64.731	64.731
**D	DZPB II - FLEX 1	0	136.500	136.500
**D	DEKA INVESTMENT GMBH W/AFONDS-KIEL	0	41.769	41.769
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/INVEST EVOLUTION	0	48.000	48.000
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/HASPA SUBSTANZ	0	35.000	35.000
**D	IF IST - GLOBE INDEX	0	283.858	283.858
**D	PKG FONDS - AKTIE INDEX	0	382.272	382.272
**D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/SPK MUENSTERLAND OST AKTIE PLUS	0	794.500	794.500

Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

OGGETTO: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

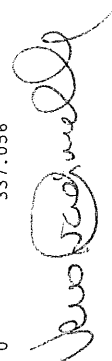
Badge	Ragione Sociale	Proprio	Delega	Totale
***D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL	0	93.385	93.385
***D	DEKA INVESTMENT GMBH W/DONAU-MULTI-ASSET-FUNDMASTER U01 AKTIEN	0	341.693	341.693
***D	DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/AACHEN-INVEST SELECT	0	175.000	175.000
***D	WORLD TRADE ORGANIZATION PENSION PLAN	0	68.070	68.070
***D	DEKA INVESTMENT GMBH W/FULDA-FONDS	0	5.600	5.600
***D	PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES	0	2.309	2.309
***D	PICTET - EUROPE INDEX	0	811.060	811.060
***D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE	0	44.891	44.891
***D	QUERO CAPITAL FUNDS (LUX) - ACCESSIBLE CLEAN ENERGY	0	159.136	159.136
***D	PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER	0	229.722	229.722
***D	PERPETUAL INVESTMENT FUND S.C.A. SICAV-RAIF - EXCELSIOR PORTFOLIO	0	54.707	54.707
***D	QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES	0	16.168	16.168
***D	PICTET GLOBAL SELECTION FUND - GLOBAL INCOME STOCK FUND	0	91.184	91.184
***D	PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER	0	195.089	195.089
***D	PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER	0	271.038	271.038
***D	PICTET GLOBAL SELECTION FUND - GLOBAL HIGH YIELD UTILITIES EQUITY FUND	0	59.478	59.478
***D	BANQUE PICTET AND CIE SA	0	26.233	26.233
***D	DEKA INVESTMENT GMBH W/A-WEBI-FONDS	0	16.018	16.018
***D	DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT DIVIDENDENSTRATEGIE	0	1.500.000	1.500.000
***D	DEKA INVESTMENT GMBH W/A-FELD-AKTIE-FONDS	0	43.050	43.050
***D	DEKA INVESTMENT GMBH W/VRS-FONDS I	0	14.000	14.000
***D	PICTET - GLOBAL MEGATREND SELECTION	0	2.537.931	2.537.931
***D	DEKA INVESTMENT GMBH W/NOSPA-U01-AKTIE	0	53.851	53.851
***D	RAIFFEISEN INDEX FONDS -EURO STOXX 50	0	157.450	157.450
***D	EXKLUSIV PORTFOLIO SICAV-WACHSTUM	0	87.595	87.595
***D	DEKA INVESTMENT GMBH W/ARGO NAVIS U2	0	11.000	11.000
***D	DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF	0	116.841	116.841
***D	AVADIS FUND-AKTIE WELT CO2 SELECT AST 2	0	39.658	39.658
***D	DEKA INVESTMENT GMBH W/S-GELSEN-FONDS W/GE AKTIEN GLOBAL	0	138.429	138.429
***D	ALLIANZ GLOBAL INVESTORS GMBH W/VBOK	0	13.358	13.358
***D	DEKA INVESTMENT GMBH W/HD-PHILOSOPHENWEG	0	51.532	51.532
***D	DEKA INVESTMENT GMBH W/A-TURTLE-FONDS	0	26.360	26.360
***D	PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL	0	260.789	260.789
***D	TURICUM - AKTIEN - UND IMMOBILIENWERTSCHRIFTEN	0	438.468	438.468
***D	DEKA INVESTMENT GMBH W/MV-FONDS	0	89.000	89.000
***D	DEKA INVESTMENT GMBH W/DEKA-DIVIDENDENSTRATEGIE	0	14.620.000	14.620.000
***D	DEKA VERMOEGENSMANAGEMENT GMBH W/DEKA-BOULIQUE SELECT OFFENSIV	0	50.350	50.350
***D	DEKA INVESTMENT GMBH W/MKG W/U2 MKG EUROLAND	0	11.916	11.916
***D	DEKA INVESTMENT GMBH W/DEKA-DIVIDENDENSTRATEGIE-EUROPA	0	655.400	655.400
***D	DEKA INVESTMENT GMBH W/A-ASD-FONDS	0	31.000	31.000
***D	DEKA INVESTMENT GMBH W/S BROKER I FONDS	0	10.000	10.000
***D	DEKA INVESTMENT GMBH W/SVN II-FONDS	0	25.495	25.495
***D	DEKA INVESTMENT GMBH W/DEKA-ABSOLUTE RETURN DEFENSIV	0	3.241	3.241
***D	DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02	0	5.684	5.684
***D	DEKA INVESTMENT GMBH W/NM1 - FONDS U01	0	5.500	5.500
***D	DEKA INVESTMENT GMBH W/NULLI-FONDS W/U01 AKTIEN	0	49.500	49.500
***D	DEKA INVESTMENT GMBH W/DOHAMON-FONDS	0	3.801	3.801
***D	DEKA INVESTMENT GMBH W/A-LANDGRAF PHILIPP FONDS W/U01 WERTPAPIERE	0	33.250	33.250
***D	DEKA INVESTMENT GMBH W/EKO-FONDS	0	20.000	20.000
***D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH W/LIBI - FONDS	0	79.541	79.541




LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	DEKA INVESTMENT GMBH W/A-BAD HERSFELD-FONDS W/U01	0	34.350	34.350
**D	DEKA INVESTMENT GMBH W/SVRP-FONDS	0	15.545	15.545
**D	DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL	0	144.820	144.820
**D	DEKA INVESTMENT GMBH W/DEKA-EURO-IST. EX FIN DI.+UC.ETF	0	1.292.408	1.292.408
**D	DEKA INVESTMENT GMBH W/VER 03-FONDS W/U1	0	8.766	8.766
**D	ALLIANZ GLOBAL INVESTORS GMBH W/LIFCO III	0	18.524	18.524
**D	DEKA INVESTMENT GMBH W/A-AMISIA-FONDS	0	76.000	76.000
**D	DEKA INVESTMENT GMBH W/DEKA IHKLW W/U01	0	7.324	7.324
**D	DEKA INVESTMENT GMBH W/ROLAND-MASTERFONDS W/ROLAND U1	0	57.401	57.401
**D	DEKA INVESTMENT GMBH W/DEKA EURO STOXX 50 ESG UCITS ETF	0	682.618	682.618
**D	DEKA INVESTMENT GMBH W/BEVOS DEKA FONDS	0	25.000	25.000
**D	DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN	0	58.907	58.907
**D	DEKA INVESTMENT GMBH W/DEKA-EUROPA AKTIEN STRATEGIE	0	101.500	101.500
**D	DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF	0	339.835	339.835
**D	DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER STIFTUNGSFONDS	0	130.000	130.000
**D	DEKA INVESTMENT GMBH W/DEKA BIV-B	0	1.137	1.137
**D	DEKA INVESTMENT GMBH W/A-BGLN-FONDS W/A-BGLN-BANTLEON	0	3.626	3.626
**D	DEKA INVESTMENT GMBH W/HIMMELSTUERMER	0	13.000	13.000
**D	DEKA INVESTMENT GMBH W/A-DIM-WETZLAR-FONDS	0	19.696	19.696
**D	DEKA INVESTMENT GMBH W/OBERES-SCHLOSS-U2	0	82.000	82.000
**D	DEKA INVESTMENT GMBH W/A-HFD-FONDS W/S2 AKTIEN	0	90.000	90.000
**D	DEKA INVESTMENT GMBH W/DEKA-BR 85	0	265.978	265.978
**D	DEKA INVESTMENT GMBH W/A-DIM-WETZLAR-BALANCED-FONDS	0	25.200	25.200
**D	DEKA INVESTMENT GMBH W/KOMMUNAL-TUT-BALANCED-FONDS	0	15.261	15.261
**D	DEKA INVESTMENT GMBH W/DEKA-BR 35	0	125.537	125.537
**D	DEKA INVESTMENT GMBH W/NEO-FONDS AKTIEN	0	235.209	235.209
**D	DEKA INVESTMENT GMBH W/INTER-ESSEN-FONDS W/SEGMENT 2	0	38.203	38.203
**D	DEKA INVESTMENT GMBH W/ARIDEKA	0	7.000.000	7.000.000
**D	DEKA INVESTMENT GMBH W/MAULBRONN-STROMBERG-FONDS	0	39.638	39.638
**D	DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS	0	236.000	236.000
**D	DEKA INVESTMENT GMBH W/DEKA EURO STOXX 50 UCITS ETF	0	1.825.428	1.825.428
**D	DEKA INVESTMENT GMBH W/A-PERSPEKTIVE	0	19.170	19.170
**D	DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U23	0	131.550	131.550
**D	DEKA VERMOEGENSMANAGEMENT GMBH W/PRIVATE BANKING STRUKTUR	0	38.000	38.000
**D	DEKA INVESTMENT GMBH W/DEKA-BR 75	0	35.325	35.325
**D	DEKA INVESTMENT GMBH W/A-VSA-FONDS W/BALANCE	0	69.400	69.400
**D	DEKA INVESTMENT GMBH W/A-WOLFACH-FONDS	0	6.000	6.000
**D	DEKA INVESTMENT GMBH W/DEKA-BR 55	0	20.169	20.169
**D	DEKA INVESTMENT GMBH W/AUEW-FONDS W/1-FONDS	0	8.000	8.000
**D	DEKA INVESTMENT GMBH W/DEKA-BAV-FONDS	0	198.002	198.002
**D	DEKA INVESTMENT GMBH W/DEKA STOXX EUROPE 50 UCITS ETF	0	123.253	123.253
**D	DEKA INVESTMENT GMBH W/DEKA-BR 100	0	1.040.500	1.040.500
**D	DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF	0	841.696	841.696
**D	ALLIANZGI-FONDS VSBW	0	127.635	127.635
**D	PRCO-COFONDS I	0	40.000	40.000
**D	ALLIANZGI-FONDS DUNHILL	0	24.940	24.940
**D	GENERALI ITALIA SPA	0	1.903.813	1.903.813
**D	GENERELIFE SPA	0	1.193.925	1.193.925
**D	WC PENSIONINVEST	0	90.673	90.673
**D	SAEV MASTERFONDS INKA	0	337.056	337.056



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LISTA ESITO DELLE VOTAZIONE

Objetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprrio	Delega	Totale
**D	ARCA AZIONI ITALIA	0	6.747.348	6.747.348
**D	SUWE-COFONDS	0	70.000	70.000
**D	SGD RS 2015 2	0	61.169	61.169
**D	SGD GE 2014-1	0	44.306	44.306
**D	BNP PARIBAS CARDIF VITA COMPAGNIA DI ASSICURAZIONE E RIASSICURAZ SPA	0	155.182	155.182
**D	COV WACHSTUM MF	0	41.474	41.474
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	420.000	420.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V	0	176.764	176.764
**D	FIDELITY SICAV EUROPE	0	2.259.047	2.259.047
**D	AXA OPTIMAL INCOME	0	724.052	724.052
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	28.000	28.000
**D	HI-AKTIEK-AKTIV-FUNDAMENTAL-SFONDS	0	965.000	965.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF ARSD-UNIVERSAL-FONDS	0	140.031	140.031
**D	ALLIANZGI-FONDS GANO 2	0	30.835	30.835
**D	ALLIANZGI-SUBFONDS TOB -NEU-	0	59.162	59.162
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BAYVK AI-FONDS	0	253.727	253.727
**D	ALLIANZGI-FONDS PFD	0	6.519	6.519
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF FEHO-UNIVERSAL-FONDS	0	120.000	120.000
**D	ALLIANZGI-FONDS SIV	0	8.827	8.827
**D	FCP ALM ACTIONS EUROPE ISR	0	708.901	708.901
**D	HI-172915-FONDS	0	57.170	57.170
**D	FCP GARANCE EUROPE 2	0	328.824	328.824
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF MS-B HAUPFONDS	0	287.631	287.631
**D	AXA ACT CARBON OFFSET EUROBLOC EQUITY QI	0	401.205	401.205
**D	ALLIANZ GLOBAL INVESTORS GMBH	0	7.067.870	7.067.870
**D	PSVAG MASTERFONDS	0	370.238	370.238
**D	ERI BAYERNINVEST FONDS AKTIEN EUROPA	0	347.745	347.745
**D	ALM ACTIONS ZONE EURO ISR	0	4.817.466	4.817.466
**D	VWLAKH MASTER	0	61.000	61.000
**D	ALLIANZGI-FONDS WERT	0	7.200	7.200
**D	ALM ACTIONS EURO	0	1.145.092	1.145.092
**D	PEGASUS-UI-FONDS	0	600.680	600.680
**D	SYCOMORE PARTNERS	0	2.300.000	2.300.000
**D	DEKA-MASTER-HAEC I	0	182.766	182.766
**D	ZURICH INSURANCE COMPANY LTD - BRANCH ITALIANA	0	43.285	43.285
**D	ALLIANZGI-FONDS DPF DILLINGER PENSIONS FONDS MF	0	61.318	61.318
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS	0	8.077	8.077
**D	UI-NSNFT-BAP-FONDS	0	9.698	9.698
**D	AZIMUT CAPITAL MANAGEMENT SGR S.P.A	0	213.652	213.652
**D	HI-AKTIEK-AKTIV-VALUE-SFONDS	0	1.876.501	1.876.501
**D	ATCP-UI-FONDS	0	31.466	31.466
**D	ZURICH INVESTMENTS LIFE S P A	0	689.979	689.979
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS	0	10.268	10.268
**D	ALLIANZGI-FONDS AFE SEGMENT AFE-AA3	0	80.923	80.923
**D	ALLIANZGI-FONDS GANO	0	5.710	5.710
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-OCO	0	235.452	235.452
**D	LHCO-FONDS	0	150.000	150.000
**D	ARABELLE VEGA IM	0	10.000	10.000
**D	CAND EXANE/LOT136/FRR10H	0	1.046.063	1.046.063
**D	FONDS DE RESERVE POUR LES RETRAITES	0	978.744	978.744



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	DPCTA-MASTERFONDS	0	18.420	18.420
**D	AKTIEN EUROPA - UI	0	56.874	56.874
**D	ALLIANZGI-FONDS AVP	0	4.019	4.019
**D	HI-PNWL-DIVIDENDP-PLUS-FONDS	0	550.008	550.008
**D	KAIROS INTERNATIONAL SICAV - EUROPEAN LONG/SHORT	0	600.000	600.000
**D	BOSTON PARTNERS GLOBAL EQUITY FUND	0	540.062	540.062
**D	AQUARIUS INTERNATIONAL FUND	0	225.672	225.672
**D	PZENA INTERNATIONAL VALUE FUND	0	238.917	238.917
**D	BROOKFIELD GLOBAL RENEWABLES & SUSTAINABLE INFRASTRUCTURE FUND	0	372.490	372.490
**D	RLA INTERNATIONAL EQUITIES FUND	0	230.724	230.724
**D	INFO-COMMUNICATIONS MEDIA DEVELOPMENT AUTHORITY	0	11.222	11.222
**D	PHILADELPHIA GAS WORKS PENSION PLAN	0	8.354	8.354
**D	AZ FUND 1 AZ ALLOCATION GLOBAL	0	9.320	9.320
**D	FULCRUM DIVERSIFIED ABSOLUTE RETURN FUND	0	16.680	16.680
**D	DBI-STIFTUNGSFONDS WISSENSCHAFT	0	19.931	19.931
**D	LA FRANCAISE LUX - MULTI-ASSET INCOME	0	2.188	2.188
**D	SHIRES INCOME PIC	0	308.099	308.099
**D	ALLIANZGI-FONDS BREMEN	0	21.131	21.131
**D	SVCO III-FONDS	0	50.000	50.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY	0	87.833	87.833
**D	GLOBAL EQUITIES ENHANCED INDEX FUND	0	1.244.645	1.244.645
**D	RUSSELL INVESTMENTS GLOBAL LISTED INFRASTRUCTURE FUND	0	83.862	83.862
**D	AZ FUND 1 - AZ EQUITY WATER AND RENEWABLE RESOURCES	0	115.000	115.000
**D	TRUESHARES EAGLE GLOBAL RENEWABLE ENERGY INCOME ETF	0	27.100	27.100
**D	AMERICAN HEART ASSOCIATION, INC.	0	28.976	28.976
**D	CARILLON CLARIVEST INTERNATIONAL STOCK FUND	0	332.199	332.199
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VE-UNIVERSAL-FONDS	0	883.551	883.551
**D	EXANE FUNDS 2	0	2.673.416	2.673.416
**D	AZ FUND 1 AZ EQUITY GLOBAL INFRASTRUCTURE	0	708.000	708.000
**D	LA FRANCAISE LUX - GTS REACTIF	0	22.565	22.565
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA MEDICI (E.N.P.A M	0	2.939.450	2.939.450
**D	ALLIANZGI-FONDS TOSCA	0	75.411	75.411
**D	ECOFIN GLOBAL RENEWABLES INFRASTRUCTURE FUND	0	1.148.555	1.148.555
**D	CONSERVATION INTERNATIONAL FOUNDATION, INC.	0	4.337	4.337
**D	HUBER CAPITAL INVESTMENTS, LLC	0	3.085	3.085
**D	GENERALI INVESTMENTS SICAV	0	430.025	430.025
**D	KAYNE ANDERSON RENEWABLE INFRASTRUCTURE FUND	0	113.760	113.760
**D	CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES	0	141.846	141.846
**D	AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA	0	170.300	170.300
**D	STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND	0	186.975	186.975
**D	DEKA-RAB- SEGMENT DWS-RAB	0	37.813	37.813
**D	CAIXABANK WEALTH SICAV	0	50.000	50.000
**D	BROOKFIELD REAL ASSETS INCOME FUND INC	0	14.243	14.243
**D	AAM S&P DEVELOPED MARKETS HIGH DIVIDEND VALUE ETF	0	5.335	5.335
**D	JANUS HENDERSON GLOBAL EQUITY INCOME FUND	0	1.495.672	1.495.672
**D	KAYNE ANDERSON RENEWABLE INFRASTRUCTURE PARTNERS, LP	0	612.730	612.730
**D	AZ FUND 1 AZ ALLOCATION TREND	0	3.208.600	3.208.600
**D	KAIROS INTERNATIONAL SICAV-ITALIA	0	1.598.434	1.598.434
**D	AZ FUND 1 AZ ALLOCATION INTERNATIONAL	0	50.000	50.000
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COMMERZBANK FLEXIBLE ALLOCATION EUROLAND	0	416.132	416.132



Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	DNCA INVEST VALUE EUROPE	0	2.404.961	2.404.961
**D	KREBSHILFE-2-FONDS	0	28.000	28.000
**D	BPI GLOBAL INVESTMENT FUND- PERSEO FUND	0	10.893	10.893
**D	FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY	0	55.433	55.433
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS	0	53.189	53.189
**D	MERCER UNHEDGED OVERSEAS SHARES TRUST	0	203.089	203.089
**D	COVENANT HEALTH INVESTMENT TRUST	0	114.170	114.170
**D	FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES	0	25.230	25.230
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT GLOBAL AKTIEN INFRASTRUKTUR	0	69.031	69.031
**D	PACER TRENDPILOT INTERNATIONAL ETF	0	65.059	65.059
**D	BPI GLOBAL INVESTMENT FUND- MAVERICK GLOBAL FUND	0	13.061	13.061
**D	GID-FONDS GPRET MULTIFLEX II	0	5.627	5.627
**D	BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND	0	158.802	158.802
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF EPOTIF MASTERFONDS	0	163.859	163.859
**D	ALLIANZGI-FONDS PFI SEGMENT PFI-GMI-G-MA	0	33.717	33.717
**D	ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI	0	32.036.296	32.036.296
**D	GID-FONDS GPRET MULTIFLEX	0	2.979	2.979
**D	DEE STREET GLOBAL EQUITY FUND	0	93.002	93.002
**D	KAIROS INTERNATIONAL SICAV-KEY	0	980.608	980.608
**D	ALLIANZGI F PENCABEV PENSIONS	0	389.522	389.522
**D	AMP WHOLESALE GLOBAL EQUITIES FUND	0	1.247.180	1.247.180
**D	ALLIANZGI-FONDS SHL	0	10.000	10.000
**D	PINEBRIDGE SELECT FUNDS VCC	0	64.162	64.162
**D	INNOVATOR GRADIENT TACTICAL ROTATION STRATEGY ETF	0	209.216	209.216
**D	CAIXABANK GLOBAL ALBUS FUND	0	120.000	120.000
**D	GUIDEMARK WORLD EX-US FUND	0	21.901	21.901
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70	0	1.327.000	1.327.000
**D	ECOFIN SUSTAINABLE AND SOCIAL IMPACT TERM FUND	0	512.946	512.946
**D	AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30	0	59.800	59.800
**D	ALLIANZGI FONDS OB PENSION	0	37.577	37.577
**D	DNCA INVEST BEYOND CLIMATE	0	1.609.690	1.609.690
**D	KAIROS INTERNATIONAL SICAV - MADE IN ITALY	0	421.386	421.386
**D	FONDAZIONE ROMA - GLOBAL EQUITY SATELITE II	0	170.314	170.314
**D	DNCA INVEST MIURI	0	450.000	450.000
**D	PRAXIS INTERNATIONAL INDEX FUND	0	63.194	63.194
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BROCKEN-UI-FONDS	0	236.464	236.464
**D	MAFFRE VIDA SA DE SEGUROS Y REASEGUROS SOBRE LA VIDA HUMANA	0	3.033.663	3.033.663
**D	BIDEPENSION EPSV	0	6.185	6.185
**D	AZ FUND 1 AZ EQUITY EUROPE	0	320.000	320.000
**D	GENERALI EMLEO PYME FONDO DE PENSIONES	0	116	116
**D	LEMANIA GLOBAL EQUITY	0	33.126	33.126
**D	FIRST SENTIER RESPONSIBLE LISTED IN FRASTRUCTURE FUND	0	180.704	180.704
**D	WINTERTHUR EPSV PRUDENTE	0	23.245	23.245
**D	BANCO SABADELL	0	223.557	223.557
**D	MAFFRE SEGUROS GERAIS SA	0	9.009	9.009
**D	GENERALI PREVISION EPSV	0	11.682	11.682
**D	WORLD MULTI ASSET MOTHER FUND	0	1.500	1.500
**D	BANKINTER SEGUROS DE VIDA SA DE SEGUROS Y REASEGUROS	0	63.994	63.994
**D	LAGUN ARO EPSV DE EMPLEO	0	625.000	625.000
**D	VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO	0	155.822	155.822



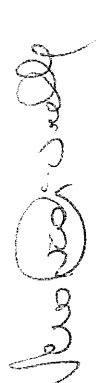
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LISTA ESITO DELLE VOTAZIONE

Objetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SYCOMORE INCLUSIVE JOBS	0	217.940	217.940
**D	AMP CAPITAL GLOBAL QUALITY FUND	0	17.410	17.410
**D	UNISUPER	0	129.058	129.058
**D	WILSHIRE MUTUAL FUNDS, INC. - WILSHIRE INTERNATIONAL EQUITY FUND	0	119.052	119.052
**D	ZWITSERLEVEN INSTITUTIONELE BELEGINGSFONDSEN - ZWITSERLEVEN DUURZAAM INDEX AANDELENFONDS EUROPA	0	239.809	239.809
**D	WINTERTHUR EPSV EQUILIBRADO	0	13.737	13.737
**D	VERTI VERSICHERUNG AG	0	356.115	356.115
**D	FONECONOMISTES, FONS DE PENSIONS	0	868	868
**D	WINTERTHUR XI FP	0	63.713	63.713
**D	GENERALI UNO FONDO DE PENSIONES	0	37.818	37.818
**D	MAPPRE ESPANA COMPANIA DE SEGURO Y REASEGUROS S A	0	983.024	983.024
**D	GLOBAL ASSET ALLOCATION TV3 (RISK CONSTRAINED TYPE) MOTHER FUND	0	2.678	2.678
**D	ALTO AMERICA AZIONARIO	0	380.038	380.038
**D	FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND	0	201.925	201.925
**D	TOTALENERGIES GESTION FLEXIBLE PATRIMONIALE	0	4.643	4.643
**D	CARMIGNAC LONG-SHORT EUROPEAN EQUITIES	0	20.090	20.090
**D	ACTINIUM	0	2.180.000	2.180.000
**D	FIDELITY FUNDS - ITALY POOL	0	5.364.528	5.364.528
**D	MASTERFONDS BANTHUS	0	49.200	49.200
**D	AXA PEA REGULARITE	0	6.272.085	6.272.085
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 90	0	92.500	92.500
**D	KEMPEN INTERNATIONAL FUNDS-KEMPEN (LUX) GLOBAL LISTED INFRASTRUCTURE FUND	0	233.910	233.910
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX 50 EX BANKS (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	0	61.526
**D	61.526			
**D	JPMORGAN ETFs (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF	0	43.011	43.011
**D	AZ FUND 1 AZ ALLOCATION EUROPEAN DYNAMIC	0	45.000	45.000
**D	RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND	0	44.583	44.583
**D	VERTI ASSICURAZIONI SPA	0	195.671	195.671
**D	BS PENTAPENSION EMPRESA	0	4.047	4.047
**D	BANSABADELL 18 FP	0	7.221	7.221
**D	FOREIGN STOCK INDEX MOTHER FUND	0	436.823	436.823
**D	BS PREVISION EMPRESAS EPSV DE EMPLEO	0	1.778	1.778
**D	ENHANCED INDEX INTERNATIONAL SHARE FUND	0	188.251	188.251
**D	WINTERTHUR EPSV	0	20.976	20.976
**D	INVERSABADELL 50, FI	0	13.564	13.564
**D	AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND	0	126.609	126.609
**D	CENTRE GLOBAL INFRASTRUCTURE FUND	0	123.896	123.896
**D	FCP ALBA VALEUR	0	245.000	245.000
**D	GLOBAL ASSET ALLOCATIONTV4 MOTHER FUND	0	1.513	1.513
**D	SHINKO GLOBAL EQUITY INDEX MOTHER FUND	0	1.372	1.372
**D	BANKINTER SEGUROS GENERALES SA DE SEGURO Y REASEGUROS	0	9.271	9.271
**D	ZWITSERLEVEN BELEGINGSFONDSEN - ZWITSERLEVEN EUROPEES AANDELENFONDS	0	3.117.001	3.117.001
**D	STICHTING AHOLD DELHAIZE PENSIOEN	0	199.297	199.297
**D	AXA INDICE EURO	0	382.300	382.300
**D	SEI INSTITUTIONAL INVESTMENTS TRUST-WORLD EQUITY EX-US FUND	0	3.203.732	3.203.732
**D	LORENTZ POCKET CROISSANC	0	15.032	15.032
**D	LA FRANCAISE GREEN TECH EUROPE	0	177.856	177.856
**D	CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)	0	117.633	117.633
**D	KAIROS INTERNATIONAL SICAV - ACTIVESG	0	731.328	731.328
**D	ALLIANZGI FONDS OLB PENSIONEN	0	47.319	47.319



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprrio	Delega	Totale
**D	AXA BELGIUM SA	0	45.460	45.460
**D	WINTERTHUR II FP	0	71.458	71.458
**D	ALLEANZA OBBLIGAZIONARIO	0	551.860	551.860
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN VOLCONTROL	0	78.684	78.684
**D	ALLIANZGI-FONDS PFI SEGMENT PFI-AA2-E_EUA	0	609.622	609.622
**D	MERCER WHOLESALF FUNDS	0	26.690	26.690
**D	GENERALI 2045 FONDO DE PENSIONES	0	426	426
**D	AZ FUND 1-AZ ALLOCATION-LONG TERM EQUITY OPPORTUNITIES	0	620.000	620.000
**D	FAM SERIES UCITS ICAV	0	1.151.292	1.151.292
**D	AMP INTERNATIONAL EQUITY INDEX FUND	0	606.129	606.129
**D	ALLIANZGI FONDS AEF	0	132.483	132.483
**D	FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND	0	3.061.227	3.061.227
**D	GENERALI CUATRO FONDO DE PENSIONES	0	55.651	55.651
**D	CARTERA MAPFRE SL	0	261.888	261.888
**D	MAPFRE SEGUROS DE VIDA SA	0	45.518	45.518
**D	FIDELITY COMMON CONTRACTUAL FUND II - FIDELITY EUROPE EX-UK EQUITY FUND (INVESCO)	0	588.770	588.770
**D	BUSS (QUEBENSIA) POOLED SUPERANNUATION TRUST	0	8.968	8.968
**D	AUROFONDO EQUILIBRADO	0	121.424	121.424
**D	VERTI ASEGURADORA COMPANIA DE SEGUROS Y REASEGUROS SA	0	58.333	58.333
**D	ACTIAM DUURZAAM INDEX AANDELENFONDS WERELD	0	646.905	646.905
**D	JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND	0	12.999	12.999
**D	CREDIT SUISSE INDEX FUND (LUX)	0	9.334.213	9.334.213
**D	FCP IRCOM RETRAITE DIVERSIFIE	0	122.198	122.198
**D	PHOSPHORE	0	233.724	233.724
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536	0	521.449	521.449
**D	ALLIANZGI-FONDS CT-DRÆCO	0	49.103	49.103
**D	MASTER TR FOR DEF.CONTRIBUTN PLNS OF AMER AIRLINES, INC.,US AIRWAYS, INC.AND AF	0	1.168.440	1.168.440
**D	FIDELITY FUNDS - SUSTAINABLE GLOBAL DIVIDEND PLUS POOL	0	1.450.533	1.450.533
**D	VANGUARD FUNDS PUBLIC LIMITED COMPANY	0	9.813.597	9.813.597
**D	JPMORGAN ETFs (IRELAND) ICAV-EUROPE RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	0	560.403	560.403
**D	JPMORGAN ETFs (IRELAND) ICAV-GLOBAL RESEARCH ENHANCED IN EQ (ESG) UCITS ETF	0	297.889	297.889
**D	GENERALI EMPLEO TRES FONDO DE PENSIONES	0	4.018	4.018
**D	FAM SERIES UCITS ICAV - GLOBAL LISTED INFRASTRUCTURE FAM FUND	0	1.720.686	1.720.686
**D	GENERALI 2035 FP	0	534	534
**D	GENERALI DOS FONDO DE PENSIONES	0	71.718	71.718
**D	BANSABADELL 2000 FP	0	610	610
**D	VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY	0	8.265.106	8.265.106
**D	MONDRIAN INTERNATIONAL VALUE EQUITY FUND	0	3.946.848	3.946.848
**D	INVERSABADELL 70, FI	0	4.758	4.758
**D	MAPFRE RE COMPANIA DE REASEGUROS SA	0	1.324.701	1.324.701
**D	INVERSABADELL 25, FI	0	19.738	19.738
**D	BANSABADELL 36, F.P.	0	2.959	2.959
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7105	0	849.691	849.691
**D	MERCER PROPERTY AND INFRASTRUCTURE TRUST	0	397.788	397.788
**D	COMPANIA DE SERVICIOS DE BEBIDAS REFRESCANTES PENSIONES, F.P	0	3.277	3.277
**D	ING DIRECT SICAV	0	360.928	360.928
**D	MANDARINE EQUITY INCOME	0	11.548	11.548
**D	AXA AA DIVERSIFIE INDICIEL 1	0	588.241	588.241
**D	FCP SODIUM I	0	336.406	336.406
**D	LA FRANCAISE ACTIONS EURO CAPITAL HUMAIN	0	276.740	276.740



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ACTIAM DUURZAAM EUROPEES AANDELENFONDS	0	24.038	24.038
**D	FONDS OBJECTIF CLIMAT ACTIONS 2	0	418.835	418.835
**D	VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF	0	135.744	135.744
**D	ING DIRECT SICAV	0	186.193	186.193
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492	0	151.488	151.488
**D	FIDELITY FUNDS - CLEAN ENERGY POOL	0	370.291	370.291
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY GLOBAL EQUITY / GLOBAL BOND MOTHER FUND	0	30.274	30.274
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521	0	32.365	32.365
**D	FIDELITY FUNDS - SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY POOL	0	746.268	746.268
**D	PINEBRIDGE DYNAMIC ASSET ALLOCATION FUND	0	33.247	33.247
**D	GOLDMAN SACHS FUNDS III	0	9.217.338	9.217.338
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMAM GLOBAL RENEWABLE ENERGY INCOME EQUITY MF	0	84.357	84.357
**D	VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF	0	179.740	179.740
**D	SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND	0	6.030.948	6.030.948
**D	SCHRODER DIVERSIFIED GROWTH TRUST	0	54.851	54.851
**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 STABILIZED INCOME MOTHER FUND	0	14.347	14.347
**D	FIDELITY FUNDS - SUSTAINABLE EUROPEAN DIVIDEND PLUS POOL	0	28.277	28.277
**D	CUSTODY BANK OF JAPAN, LTD. RE: RB TOKKIN 18420-7106	0	849.877	849.877
**D	FIDELITY UCITS II ICAP/FIDELITY MSCI WORLD INDEX FUND	0	3.931	3.931
**D	SEI INSTITUTIONAL INTERNATIONAL TRUST INTERNATIONAL EQUITY FUND	0	121.835	121.835
**D	THORNBERG INTERNATIONAL EQUITY FUND (O.P.), LLC	0	5.730.147	5.730.147
**D	BARROW HANLEY INTERNATIONAL VALUE FUND	0	120.093	120.093
**D	MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND	0	148.885	148.885
**D	SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND	0	21.681	21.681
**D	MONDRIAN INTERNATIONAL EQUITY COLLECTIVE INVESTMENT TRUST	0	3.748.194	3.748.194
**D	FIDELITY UCITS II ICAP/FIDELITY MSCI EUROPE INDEX FUND	0	630.801	630.801
**D	MASTER TRUST BANK OF JAPAN LTD. RE: JPM KOKUSAI REI MOTHER FUND (LDN)	0	45.734	45.734
**D	VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF	0	15.919	15.919
**D	SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST	0	300.873	300.873
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD	0	550.023	550.023
**D	NUVEEN GLOBAL INFRASTRUCTURE FUND	0	137.271	137.271
**D	BARROW HANLEY NON-US VALUE CIT	0	1.094.024	1.094.024
**D	MASTER TRUST BANK OF JAPAN LTD. RE: JA INTERNATIONAL STOCK MOTHER FUND	0	84.967	84.967
**D	FIDELITY FUNDS EUROPEAN DIVIDEND POOL	0	77.700	77.700
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND	0	1.491.486	1.491.486
**D	MACQUARIE GLOBAL LISTED INFRASTRUCTURE CIT	0	844.797	844.797
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND (CURRENCY HEDGED)	0	34.311	34.311
**D	DWS GLOBAL MACRO FUND	0	92.678	92.678
**D	MONDRIAN ALL COUNTRIES WORLD EX-U.S. EQUITY COLLECTIVE INVESTMENT TRUST	0	161.128	161.128
**D	FIDELITY FUNDS - FS SUSTAINABLE EUROZONE EQUITY POOL	0	1.993.332	1.993.332
**D	ZURICH VIDA COMPANIA DE SEGUROS Y REASEGUROS SA	0	1.636.675	1.636.675
**D	JANUS HENDERSON HORIZON FUND - EUROLAND FUND	0	5.683	5.683
**D	SABADELL PLANIFICACION 25, FI	0	2.206.937	2.206.937
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN PROTECT 95	0	6.177	6.177
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STEV-NW-UNIVERSAL-FONDS	0	40.025	40.025
**D	GLOBAL MULTI ASSET PLUS MOTHER FUND	0	36.707	36.707
**D	THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND	0	5.978	5.978
**D	FRANCE D ACTIONS 2	0	11.634	11.634
**D		0	158.096	158.096



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Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND	0	3.288.019	3.288.019
**D	ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND	0	10.313	10.313
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II	0	69.793	69.793
**D	PIR EQUITY AXA ASSICURAZIONI	0	520.000	520.000
**D	THORNBERG INTERNATIONAL EQUITY FUND II	0	33.614	33.614
**D	TWU SUPERANNUATION FUND	0	125.579	125.579
**D	ZURICH INSURANCE EUROPE AG SUC EN ESPANA	0	126.720	126.720
**D	NATIXIS AM FUNDS	0	283.119	283.119
**D	FIDELITY FUNDS - SUSTAINABLE EUROPE EQUITY POOL	0	789.157	789.157
**D	FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED GLOBAL EQUITY UCITS ETF	0	20.514	20.514
**D	ACTIAM DOURZAAM INDEX AANDELENFONDS EUROPA	0	833.448	833.448
**D	VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF	0	157.775	157.775
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NISSAY RISK CONTROLLED BALANCE MOTHER FUND	0	112.771	112.771
**D	MONDRIAN GLOBAL EQUITY VALUE FUND	0	825.926	825.926
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)	0	708.001	708.001
**D	CATHOLIC RESPONSIBLE INVESTMENTS INTERNATIONAL EQUITY FUND	0	1.960.761	1.960.761
**D	FIDELITY UCITS ICAV - FIDELITY SUSTAINABLE RESEARCH ENHANCED EUROPE EQUITY UCITS ETF	0	120.308	120.308
**D	FIDELITY FUNDS - EURO 50 INDEX POOL	0	1.235.708	1.235.708
**D	MONDRIAN GLOBAL LISTED INFRASTRUCTURE FUND	0	11.002	11.002
**D	SEI INSTITUTIONAL MANAGED TRUST - TAX-MANAGED INTL MANAGED VOLATILITY FUND	0	38.590	38.590
**D	THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND	0	184.810	184.810
**D	VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD	0	171.739	171.739
**D	CUSTODY BANK OF JAPAN, LTD. RE: MAYE NEW RESOURCES MOTHER FUND	0	244.942	244.942
**D	JPMORGAN EFTS (IRELAND) ICAV - EUROZONE RESEARCH ENHAN INDEX EO (ESG) UCITS ETF	0	394.435	394.435
**D	MASTER TRUST BANK OF JAPAN LTD. RE: TMA GLOBAL EQUITY MOTHER FUND	0	100.000	100.000
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB DAIWA OUSHU KOU-HAITOU KABU MOTHER FUND	0	49.350	49.350
**D	DEMOCRACY INTERNATIONAL FUND	0	2.843	2.843
**D	CREDIT SUISSE INDEX FUND (IE) ETF ICAV	0	202.109	202.109
**D	BARROW HANLEY NON-U.S. VALUE FUND, LP	0	168.913	168.913
**D	BBP INKA	0	54.418	54.418
**D	KAPITALFORENINGEN PENSAM INVEST, PSI 2 GLOBALE AKTIER 2	0	1.673.057	1.673.057
**D	BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	72.233.078	72.233.078
**D	FIDELITY INVESTMENT FUNDS-FIDELITY GLOBAL ENHANCED INCOME FUND	0	922.027	922.027
**D	NEW YORK STATE COMMON RETIREMENT FUND	0	13.167.947	13.167.947
**D	BLACKROCK INDEX SELECTION FUND	0	6.992.811	6.992.811
**D	CONNECTICUT GENERAL LIFE INSURANCE COMPANY	0	151.451	151.451
**D	SANTANDER SICAV	0	2.358.978	2.358.978
**D	DEGROEF PETERCAM ASSET MANAGEMENT REPRESENTING ERGO FUND	0	51.330	51.330
**D	EUROPE EQUITY INDEX ESG SCREENED FUND B (EURXCWB)	0	27.807	27.807
**D	1290 FUNDS - 1290 SMARTBETA EQUITY FUND	0	114.379	114.379
**D	FLEXSHARES STOXX GLOBAL BROAD INFRASTRUCTURE INDEX FUND	0	6.068.184	6.068.184
**D	F M KIRBY TRUST DATED 1/3/75 FBO JEFFERS	0	14.260	14.260
**D	KATHERINE C MOORE CHARITABLE LEAD ANNUIT	0	3.828	3.828
**D	SIEMENS-FONDS SIEMENS-RENTE	0	909.074	909.074
**D	FONSOBANK FP	0	4.151	4.151
**D	AMP INTERNATIONAL EQUITY INDEX FUND HEDGED	0	69.782	69.782
**D	NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND	0	400.011	400.011
**D	WHOLESALE GLOBAL EQUITY - VALUE FUND	0	127.660	127.660
**D	FERRATLANITICA 92 FP	0	806	806
**D	CASTELLANA PENSIONES FP	0	805	805

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SABADELL EMERGENTE MIXTO FLEXIBLE FI	0	4.927	4.927
**D	AXA AVENIR INFRASTRUCTURE	0	584.688	584.688
**D	GENERALI EURO ACTIONS	0	127.754	127.754
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS	0	28.818	28.818
**D	FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND	0	1.138.593	1.138.593
**D	AZ FUND 1 AZ ALLOCATION GLOBAL INCOME	0	600.000	600.000
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND	0	769.084	769.084
**D	TM FULCRUM DIVERSIFIED CORE ABSOLUTE RETURN FUND	0	21.432	21.432
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO	0	93.888	93.888
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	614.296	614.296
**D	MSCI EUROPE EQUITY INDEX FUND B (EUROSECB	0	513.393	513.393
**D	FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND	0	17.776	17.776
**D	ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDED) INDEXPOOL	0	708.215	708.215
**D	TM FULCRUM INCOME FUND	0	6.353	6.353
**D	VARIABLE PORTFOLIO-PARTNERS INTERNATIONAL VALUE FUND	0	1.926.783	1.926.783
**D	EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG	0	102.593	102.593
**D	TFL PENSION FUND	0	1.782.105	1.782.105
**D	JPMORGAN GLOBAL RESEARCH ENHANCED INDEX EQUITY TRUST	0	17.220	17.220
**D	BUREAU OF PUBLIC SERVICE PENSION FUND	0	1.465.555	1.465.555
**D	PUERTO RICO TELEPHONE COMPANY MASTER TRUST	0	83.972	83.972
**D	SCHRODER DIVERSIFIED GROWTH PORTFOLIO, L.P.	0	44.174	44.174
**D	NATIONWIDE BALLARD INTERNATIONAL EQUITIES FUND	0	235.000	235.000
**D	JPMORGAN INVESTMENT FUNDS	0	4.167.489	4.167.489
**D	VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST	0	1.123.643	1.123.643
**D	BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND	0	1.324.351	1.324.351
**D	NFS LIMITED	0	34.189	34.189
**D	INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC	0	42.752	42.752
**D	PCFG EQUITY FUND LTD	0	24.233	24.233
**D	DISCOVERY LIFE COLLECTIVE INVESTMENTS (PTY) LTD	0	65.222	65.222
**D	JPMORGAN FUND ICVC - JPM GLOBAL RESEARCH ENHANCED INDEX EQUITY FUND	0	60.757	60.757
**D	UBS ASSET MANAGEMENT LIFE LTD	0	2.535.471	2.535.471
**D	SCHRODER GLOBAL DIVERSIFIED INCOME FUND	0	33.146	33.146
**D	BUREAU OF LABOR FUNDS-LABOR PENSION FUND	0	6.988.224	6.988.224
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O S. D	0	29.179	29.179
**D	ALLIANZGI-FONDS DSPT	0	89.839	89.839
**D	JPMORGAN FUND ICVC - JPM EUROPE (EX-UK) RESEARCH ENHANCED INDEX EQUITY FUND	0	55.089	55.089
**D	INVESTINGFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL	0	368.284	368.284
**D	BLACKROCK FUNDS I ICAV	0	14.484	14.484
**D	T. ROWE PRICE GLOBAL ALLOCATION FUND	0	95.085	95.085
**D	TM FULCRUM DIVERSIFIED ABSOLUTE RETURN FUND	0	32.939	32.939
**D	SAS TRUSTEE CORPORATION POOLED FUND	0	1.147.643	1.147.643
**D	MI-FONDS 392	0	364.059	364.059
**D	BUREAU OF LABOR FUNDS-LABOR INSURANCE FUND	0	499.124	499.124
**D	WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST	0	71.633	71.633
**D	MI-FONDS 391	0	101.134	101.134
**D	ARGENTA DP	0	823.600	823.600
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATI	0	20.859	20.859
**D	MACQUARIE INTERNATIONAL EQUITIES FUND	0	207.544	207.544

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND	0	432.354	432.354
**D	STATE OF NEW MEXICO STATE INVESTMENT COUNCIL	0	1.116.071	1.116.071
**D	VGV FOOLFONDS PAI	0	222.629	222.629
**D	GERANA SICAV-SIF, S.A.	0	191.986	191.986
**D	UBS FTSE RAFI DEVELOPED 1000 INDEX FUND	0	267.639	267.639
**D	SBC MASTER PENSION TRUST	0	120.847	120.847
**D	JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF	0	59.570	59.570
**D	HC RENTE	0	44.372	44.372
**D	VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND	0	183.000	183.000
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION - DANMARK AKKUMULERENDE KL	0	114.683	114.683
**D	KAPITALFORENINGEN PENSAM INVEST, PSI 3 GLOBALE AKTIER 3	0	607.592	607.592
**D	T. ROWE PRICE FUNDS OBIC - CONTINENTAL EUROPEAN EQUITY FUND	0	11.908	11.908
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMITED-UNIT LINKED PENSION	0	140.166	140.166
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION EURO - ACCUMULATING KL	0	68.020	68.020
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER	0	253.204	253.204
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION NORGE - ACCUMULATING KL	0	26.857	26.857
**D	T. ROWE PRICE FUNDS SICAV	0	262.429	262.429
**D	TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND	0	1.649.966	1.649.966
**D	JEFFREY LLC	0	71.813	71.813
**D	VERDIPAPIFONDET EQUINOR AKSJER EUROPA	0	380.000	380.000
**D	F. M. KIRBY TRUST DATED 1/3/1975 F/B/O FR	0	13.758	13.758
**D	DEKA VALUE PLUS	0	2.251.053	2.251.053
**D	HANDELSBANKEN HALLBAR ENERGI	0	6.981.655	6.981.655
**D	T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND	0	16.302	16.302
**D	FULCRUM UCITS SICAV	0	92.655	92.655
**D	KYBURG INSTITUTIONAL FUND - AKTIEN WELT	0	1.437.187	1.437.187
**D	ISHARES WHOLESAL E SCREENED INTERNATIONAL EQUITY INDEX FUND	0	49.846	49.846
**D	TELSTRA SUPERANNUATION SCHEME	0	544.416	544.416
**D	QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN	0	1.946	1.946
**D	STELLAR INSURANCE, LTD.	0	20.998	20.998
**D	SCHRODER PENSION MANAGEMENT LIMITED	0	5.777	5.777
**D	BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B	0	1.589.617	1.589.617
**D	INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL	0	295.320	295.320
**D	AUSTRALIANSUPER	0	373.236	373.236
**D	CLEARBRIDGE RARE INFRASTRUCTURE INCOME FUND UNHEDGED	0	496.464	496.464
**D	SCHRODER GLOBAL ACTIVE ALLOCATION FUND	0	17.886	17.886
**D	THE NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LTD	0	365.964	365.964
**D	CLEARBRIDGE RARE INFRASTRUCTURE VALUE FUND - UNHEDGED	0	3.201.126	3.201.126
**D	EQUITABLE FINANCIAL LIFE INSURANCE COMPANY	0	60.330	60.330
**D	JPMORGAN CHASE RETIREMENT PLAN	0	918.988	918.988
**D	BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND	0	1.268.271	1.268.271
**D	DANSKE INVEST SICAV	0	1.404.055	1.404.055
**D	JPMORGAN INTERNATIONAL HEDGED EQUITY FUND	0	25.152	25.152
**D	MORGAN STANLEY INVESTMENT FUNDS	0	21.952	21.952
**D	THE BOEING COMPANY EMPLOYEE RETIREMENT PLANS MASTER TRUST	0	1.132.595	1.132.595
**D	PTV2	0	606.246	606.246
**D	GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)	0	367.036	367.036
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF	0	48.020	48.020
**D	HANDELSBANKEN DEVELOPED MARKETS INDEX CRITERIA	0	289.413	289.413
**D	CLEARBRIDGE RARE INFRASTRUCTURE INCOME FUND - HEDGED	0	4.959.354	4.959.354



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ESG INSIGHTS WORLD EX USA FUND B	0	315.202	315.202
**D	CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND	0	8.397.083	8.397.083
**D	MORNINGSTAR GLOBAL LISTED INFRASTRUCTURE (HEDGED) FUND	0	123.911	123.911
**D	JPMORGAN SUSTAINABLE INFRASTRUCTURE ETF	0	44.040	44.040
**D	HESTA	0	567.909	567.909
**D	SCHRODER INTERNATIONAL SELECTION FUND	0	1.525.083	1.525.083
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST	0	993.141	993.141
**D	MSCI EQUITY INDEX FUND B - ITALY (WSITB)	0	2.978.433	2.978.433
**D	MINISTRY OF ECONOMY AND FINANCE	0	8.871.504	8.871.504
**D	WHOLESALE SRI INTERNATIONAL CORE EQUITIES	0	8.126	8.126
**D	JPMORGAN INTERNATIONAL RESEARCH ENHANCED EQUITY ETF	0	1.076.943	1.076.943
**D	MACQUARIE INTERNATIONAL INFRASTRUCTURE SECURITIES FUND (UNHEDGED)	0	683.102	683.102
**D	NATIONAL PENSION INSURANCE FUND	0	381.649	381.649
**D	TF-EQUITY	0	1.797.109	1.797.109
**D	JPMORGAN FUNDS	0	419.093	419.093
**D	VANGUARD INTERNATIONAL SHARES INDEX FUND	0	3.062.005	3.062.005
**D	ISHARES MSCI WORLD EX AUSTRALIA VALUE ETF	0	4.519	4.519
**D	CHURCH COMMISSIONERS FOR ENGLAND	0	93.816	93.816
**D	HI-KZYK-AI-FONDS	0	513.000	513.000
**D	SUEBIA-FONDS	0	321.482	321.482
**D	MULTIMIX WHOLESAL INTERNATIONAL SHARES TRUST	0	467.204	467.204
**D	NATIONAL FARMERS UNION MUTUAL INSURANCE SOCIETY LIMITED RETIREMENT BENEFITS SCHEME	0	20.254	20.254
**D	TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK	0	863.142	863.142
**D	LVUI EQUITY WORLD EX EUROPE	0	27.258	27.258
**D	EUROPACIFIC GROWTH FUND	0	4.142.015	4.142.015
**D	ANZ PRIVATE GLOBAL EQUITIES TRUST	0	18.452	18.452
**D	GLOBAL ALPHA TILTS ESG NON-LENDABLE FUND B	0	71.044	71.044
**D	TRINITY COLLEGE CAMBRIDGE	0	168.067	168.067
**D	HANDELSBANKEN EUROPA INDEX CRITERIA	0	1.594.060	1.594.060
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER	0	2.612.575	2.612.575
**D	BLACKROCK MANAGED VOLATILITY V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	16.442	16.442
**D	GOVERNMENT SUPERANNUATION FUND	0	386.077	386.077
**D	BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND	0	216.571	216.571
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL	0	216.544	216.544
**D	COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.	0	4.219.409	4.219.409
**D	CDN MSCI EAFE EXTENDED ESG FOCUS INDEX FUND A	0	2.926.087	2.926.087
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501	0	109.546	109.546
**D	BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II	0	478.284	478.284
**D	STICHTING JURIDISCH EIGENAAR ASR DUURZAAM WERELDWIJD AANDELEN FONDS	0	207.761	207.761
**D	FRANKLIN CLEARBRIDGE SUSTAINABLE GLOBAL INFRASTRUCTURE INCOME FUND	0	395.088	395.088
**D	EQUINOR PENSJON	0	300.000	300.000
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST	0	7.402.474	7.402.474
**D	BLACKROCK SUSTAINABLE BALANCED PORTFOLIO OF BLACKROCK SERIES FUND, INC.	0	311.122	311.122
**D	MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND	0	3.280.586	3.280.586
**D	SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND	0	203.710	203.710
**D	SPIRIT SUPER	0	1.485.156	1.485.156
**D	F. M. KIRBY FOUNDATION, INC.	0	17.047	17.047
**D	SCHRODER GLOBAL VALUE FUND	0	132.165	132.165
**D	SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND	0	48.092	48.092

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND	0	1.276.489	1.276.489
**D	AQR FUNDS - AQR INTERNATIONAL DEFENSIVE STYLE FUND	0	25.117	25.117
**D	FORSTA AP - FONDEN	0	1.335.563	1.335.563
**D	TEACHERS RETIREMENT SYSTEM OF GEORGIA	0	13.500.528	13.500.528
**D	STATE OF WYOMING	0	568.543	568.543
**D	J.P. MORGAN SE	0	133.817	133.817
**D	JPMORGAN GLOBAL CORE REAL ASSETS LIMITED	0	18.670	18.670
**D	MFS UTILITIES FUND	0	8.378.084	8.378.084
**D	MSCI ACWI EX-FOSSIL FUELS ESG FOCUS INDEX FUND B (MSXFFESGB)	0	191.046	191.046
**D	F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC	0	25.772	25.772
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL VALUE MANAGED VOLATILITY PORTFOLIO	0	504.621	504.621
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL EQUITY INDEX PORTFOLIO	0	1.410.621	1.410.621
**D	NEBRIS CORPORATION	0	4.649	4.649
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE	0	1.241.600	1.241.600
**D	1.241.600			
**D	T. ROWE PRICE RETIREMENT HYBRID TRUST	0	1.926.893	1.926.893
**D	INDUSTRIENS PENSIONSFORSIKRING A/S	0	950.000	950.000
**D	EQ ADVISORS TRUST - EQ/MFS UTILITIES SERIES PORTFOLIO	0	691.420	691.420
**D	JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND	0	53.915	53.915
**D	DEKA INVESTMENT GMBH W/DEKA-UMWELTINVEST	0	7.000.000	7.000.000
**D	T. ROWE PRICE INTERNATIONAL VALUE EQUITY FUND	0	18.452.058	18.452.058
**D	VOLTAIRE HOLDINGS LLC	0	110.498	110.498
**D	EMPLOYEES RETIREMENT SYSTEM OF GEORGIA	0	2.564.065	2.564.065
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO	0	148.391	148.391
**D	MBB SMART FUND P LLC	0	38.149	38.149
**D	JPMORGAN SUSTAINABLE INFRASTRUCTURE FUND	0	18.613	18.613
**D	FIDELITY EUROPEAN TRUST PLC	0	5.899.424	5.899.424
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	837.999	837.999
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTA PENSIOENSPAARFONDS DEFENSIVE	0	184.550	184.550
**D	NVIT INTERNATIONAL INDEX FUND	0	672.918	672.918
**D	ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND	0	824.727	824.727
**D	JPMORGAN BETABUILDERS EUROPE ETF	0	5.640.578	5.640.578
**D	SCHRODER OEP GLOBAL ACTIVE VALUE FUND	0	93.498	93.498
**D	FLEXSHARES INTERNATIONAL QUALITY DIVIDEND DEFENSIVE INDEX FUND	0	18.612	18.612
**D	VELLIV, PENSION & LIVSFORSIKRING A/S	0	19.634	19.634
**D	STRATEGIC INTERNATIONAL EQUITY FUND	0	119.047	119.047
**D	T. ROWE PRICE INTERNATIONAL VALUE EQUITY TRUST	0	21.638.038	21.638.038
**D	ARVESTAR ASSET MANAGEMENT SA REPRESENTING ARGENTA PENSIOENSPAARFONDS	0	2.496.700	2.496.700
**D	OB 2	0	76.119	76.119
**D	EPS	0	122.193	122.193
**D	THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST	0	1.177.871	1.177.871
**D	PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY	0	409.959	409.959
**D	LUX-EQUITY GLOBAL	0	1.000.788	1.000.788
**D	SCHRODER MANAGED BALANCED FUND	0	196.844	196.844
**D	EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO	0	204.225	204.225
**D	JPMORGAN GLOBAL ALLOCATION FUND	0	29.521	29.521
**D	DT EQUITY	0	805.355	805.355
**D	NATIONWIDE INTERNATIONAL INDEX FUND	0	467.978	467.978
**D	UI-FONDS BAV RBI AKTIEN	0	860.801	860.801
**D	MAIN I - UNIVERSAL - FONDS	0	113.863	113.863



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

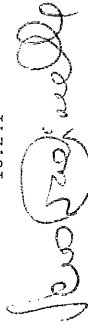
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	VALENCIA INKA	0	257.129	257.129
**D	FOVERUKA PENSION UNIVERSAL	0	271.353	271.353
**D	EMBO-FONDS	0	215.309	215.309
**D	BUMA-UNIVERSAL-FONDS I	0	92.062	92.062
**D	BIL-UNIVERSAL-FONDS	0	263.104	263.104
**D	COMMINGLED PENSION TRUST FUND (INTERNATIONAL RESEARCH ENHANCED EQUITY II) OF JPMORGAN CHASE BANK, N.A.	0	178.734	178.734
**D	HOAG FAMILY TRUST U/A DTD 8-02-94	0	6.299	6.299
**D	IRR K LLC	0	51.651	51.651
**D	1934 GLOBAL INVESTMENT FUND LP	0	310.918	310.918
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	1.950.928	1.950.928
**D	BANCO CENTRAL DE TIMOR-LESTE (BCTL)	0	276.517	276.517
**D	EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO	0	69.519	69.519
**D	WORLD ALPHA TILTS - ENHANCED FUND B	0	63.785	63.785
**D	TM FULCRUM DIVERSIFIED LIQUID ALTERNATIVES FUND	0	1.364	1.364
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL	0	101.685	101.685
**D	INTECH INTERNATIONAL LARGE CAP CORE FUND LLC	0	28.017	28.017
**D	INTERNATIONAL ALPHA TILTS FUND B (INTLTB)	0	99.809	99.809
**D	TRPH CORPORATION	0	4.598	4.598
**D	EARNEST INSTITUTIONAL LLC	0	1.116	1.116
**D	PENSIONSKASSE SBB	0	450.747	450.747
**D	JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF	0	1.888.670	1.888.670
**D	DALLAS POLICE AND FIRE PENSION SYSTEM	0	156.171	156.171
**D	THRIFT SAVINGS PLAN	0	26.953.446	26.953.446
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA HOJT UDBYTT - AKKUMULERENDE KL	0	407.783	407.783
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS - AKKUMULERENDE KL	0	129.955	129.955
**D	UBS GLOBAL EQUITY CLIMATE TRANSITION FUND	0	166.133	166.133
**D	CLEARBRIDGE RARE INFRASTRUCTURE VALUE FUND HEDGED	0	3.512.556	3.512.556
**D	HANDELSBANKEN GLOBAL INFRASTRUKTUR	0	237.638	237.638
**D	THE SAUDI SECOND INVESTMENT COMPANY	0	315.494	315.494
**D	INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL	0	444.798	444.798
**D	MINE SUPERANNUATION FUND	0	307.549	307.549
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974	0	0	0
**D	111.539			111.539
**D	MSCI ACWI EX-U.S. IMI INDEX FUND B2	0	371.589	371.589
**D	FIDELITY INVESTMENT FUNDS - FIDELITY EUROPEAN FUND	0	13.674.373	13.674.373
**D	BRUNEI SHELL RETIREMENT BENEFIT FUND	0	6.410	6.410
**D	JNL INTERNATIONAL INDEX FUND	0	1.060.313	1.060.313
**D	LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G.	0	90.243	90.243
**D	BLACKROCK CDN WORLD INDEX FUND	0	681.657	681.657
**D	PEOPLE'S BANK OF CHINA	0	11.694.425	11.694.425
**D	BLACKROCK INSTITUTIONAL POOLED FUNDS PLC	0	835.423	835.423
**D	EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO	0	546.090	546.090
**D	CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962	0	663.092	663.092
**D	EQ ADVISORS TRUST - EQ/WELLINGTON ENERGY PORTFOLIO	0	95.992	95.992
**D	HOBART FAMILY INVESTMENTS LLC	0	56.475	56.475
**D	MBB SMART FUND C LLC	0	75.631	75.631
**D	KAPITALFORENINGEN SAMPENSON INVEST, GLOBALT AKTIEINDEKS	0	699.973	699.973
**D	INVESTERINGSFORENINGEN DANSKE INVEST SELECT TACTICAL ASSET ALLOCATION SVRIGE - ACCUMULATING KL	0	57.871	57.871
**D	VERMONT PENSION INVESTMENT COMMISSION	0	160.591	160.591
**D	VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II	0	52.212.973	52.212.973



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS	0	11.394	11.394
**D	MAINSTAY WMC INTERNATIONAL RESEARCH EQUITY FUND	0	107.348	107.348
**D	BLACKROCK TACTICAL OPPORTUNITIES FUND OF BLACKROCK FUNDS	0	191.664	191.664
**D	RUSSELL DEVELOPED LARGE CAP EM GEOEXPOSURE INDEX FUND B (REMGEOB)	0	11.719	11.719
**D	HANDELSBANKEN GLOBAL INDEX CRITERIA	0	1.320.805	1.320.805
**D	CAPITAL GROUP EMPLOYEE BENEFIT INVESTMENT TRUST	0	424.578	424.578
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA HOJT UDBYTTTE KL	0	580.323	580.323
**D	FRANKLIN TEMPLETON SINOAM GLOBAL INFRASTRUCTURE FUND	0	348.300	348.300
**D	BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.	0	102.609	102.609
**D	SAMPENSIION LIVSFORSIKRING A/S	0	747.826	747.826
**D	STICHTING PENSIOENFONDS VOOR HUISARTSEN	0	900.264	900.264
**D	FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND	0	158.323	158.323
**D	JPMORGAN INCOME BUILDER FUND	0	1.098.989	1.098.989
**D	BLACKROCK SUSTAINABLE ADVANTAGE GLOBAL EQUITY FUND OF BLACKROCK FUNDS	0	12.778	12.778
**D	T. ROWE PRICE EUROPEAN STOCK FUND	0	1.953.295	1.953.295
**D	F&C INVESTMENT TRUST PLC	0	1.267.536	1.267.536
**D	ANDRA AP-FONDEN	0	2.607.494	2.607.494
**D	STICHTING SHELL PENSIOENFONDS	0	581.854	581.854
**D	T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND	0	460.712	460.712
**D	INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL	0	169.923	169.923
**D	JPMORGAN CHASE 401(K) SAVINGS PLAN	0	1.702.658	1.702.658
**D	BT EUROPEAN SHARE FUND	0	105.664	105.664
**D	ISHARES ALL-COUNTRY EQUITY INDEX FUND	0	22.986	22.986
**D	EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO	0	301.612	301.612
**D	FUNDACAO CALOUSTE GULBENKIAN	0	102.484	102.484
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR DAIDO LIFE FOREIGN EQUITY MOTHER FUND	0	6.430	6.430
**D	JPMORGAN FUND III ICVC-JPM DIVERSIFIED GROWTH FUND	0	4.550	4.550
**D	ROBIN 1-FONDS	0	255.867	255.867
**D	RAGS-FUNDMASTER	0	48.110	48.110
**D	ALASKA COMMON TRUST FUND	0	297.037	297.037
**D	VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND	0	107.496.100	107.496.100
**D	MAIN VI-UNIVERSAL-FONDS	0	14.121	14.121
**D	FORD PENSION UNIVERSAL	0	37.203	37.203
**D	PROVEDA GLOBAL EQUITY LIMITED PARTNERSHI	0	3.936	3.936
**D	T. ROWE PRICE FOREIGN INVESTMENT, INC	0	6.863	6.863
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA KL	0	178.318	178.318
**D	KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 4	0	53.525	53.525
**D	UI-S	0	20.911	20.911
**D	FIDELITY INVESTMENT FUNDS - FIDELITY SUSTAINABLE EUROPEAN EQUITY FUND.	0	730.971	730.971
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA - AKKUMULERENDE KL	0	192.999	192.999
**D	FIDELITY INVESTMENT FUNDS IX - FIDELITY EUROPE (EX UK) FUND	0	311.926	311.926
**D	INVESTERINGSFORENINGEN DANSKE INVEST EUROPA 2 KL	0	66.145	66.145
**D	EPSON FRANCE EURO ACTIONS	0	2.616	2.616
**D	SEB DYNAMISK AKTIEFOND	0	154.712	154.712
**D	SEB STIFTELSEFOND UTLAND	0	157.218	157.218
**D	ACM VIE SA SELR EURO	0	1.148.700	1.148.700
**D	FERTILSODEBO	0	16.609	16.609
**D	AMF AKTIEFOND GLOBAL	0	6.348.277	6.348.277
**D	S ACTIVE ACTIONS ISR	0	845.211	845.211
**D	LARARFOND FORSIKTIG	0	18.241	18.241



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SEB GLOBAL AKTIEFOND	0	1.140.513	1.140.513
**D	STAUBLI 80 20 CREDIT MUTUEL	0	15.771	15.771
**D	DANSKE INVEST EUROPEAN EQUITY FUND	0	581.543	581.543
**D	AMF BALANSFOND	0	873.245	873.245
**D	CONTINENTAL	0	10.518	10.518
**D	DANSKE INVEST EUROPE HIGH DIVIDEND FUND	0	134.564	134.564
**D	CM-AM SUSTAINABLE PLANET	0	1.244.640	1.244.640
**D	OHMAN GLOBAL	0	2.336.978	2.336.978
**D	SICAV PIANA	0	72.500	72.500
**D	SEB VARLDENFOND	0	1.426.271	1.426.271
**D	LARARFOND BALANSERAD	0	190.916	190.916
**D	LARARFOND OFFENSIV	0	402.012	402.012
**D	OHMAN MARKNAD GLOBAL	0	202.600	202.600
**D	DNCA ENGAGE	0	925.000	925.000
**D	OHMAN MARKNAD EUROPA	0	229.722	229.722
**D	AMF AKTIEFOND EUROPA	0	2.621.494	2.621.494
**D	ACM VIE S A CM CIC RETRAITE	0	100.925	100.925
**D	ACM IARD SA	0	1.263.611	1.263.611
**D	ORANO ACTIONS ZONE EURO	0	107.296	107.296
**D	GROUPE ROCHE	0	104.373	104.373
**D	AMORA MAILLE DIVERSIFIE	0	5.092	5.092
**D	LEXMARK DYNAMIQUE	0	10.081	10.081
**D	EUROP ASSISTANCE DIVERSIFIE	0	4.060	4.060
**D	CARGILL MIXTE	0	3.428	3.428
**D	ACM MUT FONDS GENERAL	0	2.194.555	2.194.555
**D	CARGILL ACTIONS	0	10.204	10.204
**D	DNCA VALUE EUROPE	0	1.858.217	1.858.217
**D	ELIOR EPARGNE DIVERSIFIE	0	5.347	5.347
**D	ACM VIE SA PACTE RETRAITE EURO	0	1.001.638	1.001.638
**D	PIPELINE SUD-EUROPEEN	0	6.929	6.929
**D	HENKEL DIVERSIFIE N 1	0	11.316	11.316
**D	ACM ACTIONS	0	16.926	16.926
**D	SCHUCO	0	6.776	6.776
**D	CRYOSTAR SAS	0	1.346	1.346
**D	S ACTIVE DIVERSIFIE ISR	0	52.298	52.298
**D	STAUBLI 50 50 CREDIT MUTUEL	0	19.962	19.962
**D	C ET A	0	2.852	2.852
**D	CAFSUGEL	0	17.345	17.345
**D	CM-AM ADVANCED	0	24.500	24.500
**D	FONCIL	0	40.839	40.839
**D	AMF AKTIEFOND VARLDEN	0	4.171.130	4.171.130
**D	ACM VIE SA FONDS GENERAL	0	9.358.955	9.358.955
**D	CONVERGENCE EQUI SOCI RESP	0	639.592	639.592
**D	CM-AM SOLIDAIRE TEMPERE ISR	0	178.500	178.500
**D	GERARD FERRIER INDUSTRIE	0	11.829	11.829
**D	CM-AM CONVICTIONS EURO	0	780.000	780.000
**D	BALL PACKAGING EUROPE	0	4.141	4.141
**D	CONVERGENCE ACTIONS EUROPE	0	181.967	181.967
**D	COFACE N 1	0	19.503	19.503
**D	ORANO ISR SOLIDAIRE	0	54.251	54.251




LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MILLEIS BANQUE 30-70	0	6.898	6.898
**D	MUTA ACTIONS	0	10.000	10.000
**D	CGI DYNAMIQUE	0	89.772	89.772
**D	CM-AM ALIZES DYNAMIQUE	0	316.328	316.328
**D	CM-AM EUROPE VALUE	0	2.427.128	2.427.128
**D	CH RIVER LABORAT FRANCE	0	7.083	7.083
**D	CM-AM ALIZES TEMPERE	0	176.669	176.669
**D	CM-AM ALIZES EQUILIBRE	0	294.264	294.264
**D	FEDEX	0	9.082	9.082
**D	CMI MEDIA	0	917	917
**D	OCF	0	25.925	25.925
**D	OTIS MOYEN TERME SOLIDAIRE	0	41.517	41.517
**D	THALES AVS FRANCE	0	7.745	7.745
**D	CM-AM EUROPE DIVIDENDES	0	371.390	371.390
**D	DYNAMIC REAL ESTATE AND INFRASTRUCTURE INCOME FUND	0	210.314	210.314
**D	DYNAMIC REAL ESTATE & INFRASTRUCTURE INCOME II FUND	0	719.236	719.236
**D	PACER ETFS ICAV	0	1.916	1.916
**D	AZIMUT STRATEGIC TREND	0	1.000	1.000
**D	ALLIANZGI-FONDS APNIESA SEGMENT APNIESA-NAFO	0	71.890	71.890
**D	AZIMUT TRADING	0	1.000	1.000
**D	IPAC SPECIALIST INVESTMENT STRATEGIES - INTERNATIO	0	157.560	157.560
**D	DEKA INVESTMENT GMBH W/A-KSK FULDA-FONDS	0	20.000	20.000
**D	AZIMUT TREND	0	32.000	32.000
**D	FONDO NAZIONALE PENSIONE COMPLEMENTARE COMETA	0	374.981	374.981
**D	GQG PARTNERS INTERNATIONAL QUALITY DIVIDEND INCOME FUND	0	435.658	435.658
**D	PALAFITTE INVESTMENTS LLC	0	125.000	125.000
**D	FONDOPOSTE	0	70.218	70.218
**D	AZ MULTI ASSET WORLD TRADING	0	50.000	50.000
**D	UNIVERSITIES SUPERANNUATION SCHEME	0	470.612	470.612
**D	AQR ABS RETURN MASTER NON FLIP	0	96.711	96.711
**D	AQR TAX ADVANTGD ABS NON FLIP	0	661.513	661.513
**D	THE PETROLEUM STUDIES AND RESEARCH CENTER ENDORMENT TRUST	0	15.044	15.044
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF SPM 2006-UNIVERSAL-FONDS	0	42.130	42.130
**D	SPM 2006-UNIVERSAL-FONDS	0	20.252	20.252
**D	KOOKMIN BANK ACTING AS TRUSTEE OF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST	0	0	0
**D	72.208			72.208
**D	PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG	0	144.010	144.010
**D	DANICA PENSION LIVSFORSIKRINGSKASSELSKAB	0	2.484.834	2.484.834
**D	VERDIPAPIRFONDET FONDSFINANS FORNYBAR ENERGI	0	90.000	90.000
**D	SUJOUTUSRAHASTO AKTIA EUROPA	0	450.000	450.000
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 4	0	57.501	57.501
**D	TMA UMBRELLA FUND - GLOBAL EQUITY PORTFOLIO	0	24.200	24.200
**D	BEST INVESTMENT CORPORATION	0	261.024	261.024
**D	JPMORGAN GLOBAL PROPERTY INCOME FUND	0	83.259	83.259
**D	SUJOUTUSRAHASTO AKTIA SECURA	0	100.000	100.000
**D	ALLIANZ GLOBAL HIGH PAYOUT FUND	0	24.087	24.087
**D	TMA UMBRELLA FD-TMA ACWI EX-JAPAN PORTFF.	0	37.700	37.700
**D	ALLIANZ GLOBAL INVESTORS CHOICE FUND - ALLIANZ CHOICE BEST STYLES EUROPE FUND	0	159.878	159.878
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8	0	28.181	28.181
**D	SUJOUTUSRAHASTO AKTIA EUROOPAN KASSAKONEET	0	330.000	330.000

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Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SCHRODER INSTITUTIONAL POOLED FUNDS	0	58.626	58.626
**D	SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND	0	97.155	97.155
**D	TAIPEI FUBON COMMERCIAL BANK LTD	0	350.000	350.000
**D	HANWHA KBIZ MULTI ASSET 2	0	55.007	55.007
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21	0	42.838	42.838
**D	ALLIANZ SELECTION EUROPEAN EQUITY DIVIDEND	0	8.423	8.423
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10	0	331.174	331.174
**D	HSC GLOBAL FUNDS ICAV	0	8.130	8.130
**D	NIKKO AM GLOBAL CONSERVATIVE FUND	0	10.890	10.890
**D	AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND	0	9.524	9.524
**D	HSC POOLED INVESTMENT FUND - HSC POOLED EUROPE EQUITY INDEX TRACKING FUND	0	232.122	232.122
**D	TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3	0	520.241	520.241
**D	AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND	0	110.767	110.767
**D	HSC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND	0	411	411
**D	JPMORGAN EUROPE STRATEGIC DIVIDEND FUND	0	22.602	22.602
**D	HSC INSTITUTIONAL TRUST SERVICE (ASIA) LIMITED	0	3.945	3.945
**D	HSC POOLED INVESTMENT FUND	0	117.784	117.784
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND	0	34.344	34.344
**D	GLOBAL X MANAGEMENT (AUS) LIMITED	0	156.039	156.039
**D	ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE	0	8.062.123	8.062.123
**D	FIRST STATE GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY	0	19.217	19.217
**D	AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND	0	625.222	625.222
**D	REASSURE LIMITED	0	2.186.602	2.186.602
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND	0	3.979.117	3.979.117
**D	ELEVA UCITS FUND - ELEVA EUROLAND SELECTION FUND	0	5.315.456	5.315.456
**D	HSC ETFs PLC - HSC EUROPE SUSTAINABLE EQUITY UCITS ETF	0	93.405	93.405
**D	CHIYU BANKING CORPORATION LIMITED	0	202.422	202.422
**D	HSC ETFs PUBLIC LIMITED COMPANY - HSC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF	0	241.303	241.303
**D	M&G (LUX) BLACKROCK EUROPE EX UK EQUITY FUND	0	3.994.075	3.994.075
**D	HSC GLOBAL FUNDS ICAV - MULTI-FACTOR EMU EQUITY FUND	0	323.508	323.508
**D	HSC ETFs PUBLIC LIMITED COMPANY- HSC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF	0	130.005	130.005
**D	HSC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND	0	3.117.954	3.117.954
**D	ELEVA UCITS FUND - ELEVA EUROPEAN SELECTION FUND	0	13.041.441	13.041.441
**D	PHOENIX UNIT TRUST MANAGERS LIMITED	0	13.065.463	13.065.463
**D	PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND	0	3.514.248	3.514.248
**D	AMUNDI ETF ICAV	0	265.818	265.818
**D	AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF	0	460.211	460.211
**D	AMUNDI ETF ICAV - AMUNDI S&P GLOBAL UTILITIES ESG UCITS ETF	0	991.363	991.363
**D	ELEVA UCITS FUND	0	225.036	225.036
**D	HSC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND	0	4.567.921	4.567.921
**D	HSC INSTITUTIONAL TRUST SERVICES IRELAND LIMITED RE	0	2.138.490	2.138.490
**D	SOCIETY OF JESUS TRUST OF 1929 FOR ROMAN CATHOLIC PURPOSES	0	84.404	84.404
**D	AXA INVESTMENT MANAGERS UK LIMITED	0	471.786	471.786
**D	HSC ETFs PUBLIC LIMITED COMPANY - HSC MSCI EUROPE UCITS ETF	0	38.120	38.120
**D	HENDERSON GLOBAL INVESTORS LIMITED	0	1.250.558	1.250.558
**D	HSC ETFs PUBLIC LIMITED COMPANY - HSC MSCI WORLD UCITS ETF	0	81.823	81.823
**D	STANDARD LIFE INTERNATIONAL DESIGNATED ACTIVITY COMPANY	0	468.571	468.571
**D	HSC GLOBAL INVESTMENT FUNDS	0	109.396	109.396
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH	0	4.797.593	4.797.593
**D	BLKB EQUITY SWITZERLAND FOCUS	0	4.326.375	4.326.375



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	ALLIANZ CGI SUBFONDS EQUITIES	0	170.704	170.704
**D	ALLIANZ PV-WS RCM SYSPRO VALUE EUROPE	0	327.761	327.761
**D	ALLIANZ VKA FONDS AGI INSURANCE DEDICATED LARGE CAPS	0	621.122	621.122
**D	INTERNATIONALE APITALANLAGEGESSELLSCHAFT MBH	0	139.073	139.073
**D	BAILLIE GIFFORD WRLDWD FUNDS PLC- BG WRLDWD DIVERSIFIED RETURN YEN FD	0	96.185	96.185
**D	BAILLIE GIFFORD WRLDWD FUNDS PLC- BG WRLDWD DIVERSIFIED RETURN FD	0	151.395	151.395
**D	MAINSTAY VP CBRE GLOBAL INFRASTRUCTURE PORTFOLIO	0	148.624	148.624
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE FUND	0	3.759.053	3.759.053
**D	MAINSTAY CBRE GLOBAL INFRASTRUCTURE MEGATRENDS TERM FUND	0	12.884.084	12.884.084
**D	MJP INTERNATIONAL FUND LLC	0	873	873
**D	LUX-PENSION 100%	0	109.050	109.050
**D	LUX-PENSION 50%	0	99.888	99.888
**D	LUX-PENSION 25%	0	89.692	89.692
**D	LUX-CROISSANCE I	0	211.525	211.525
**D	LUX-PENSION 75%	0	75.739	75.739
**D	LUX-PORTFOLIO GLOBAL FLEXIBLE SERENITY	0	17.406	17.406
**D	LUX-PORTFOLIO GLOBAL FLEXIBLE	0	106.414	106.414
**D	LUX-PORTFOLIO GROWTH	0	35.137	35.137
**D	LUX-PORTFOLIO BALANCED	0	108.684	108.684
**D	LUX-PORTFOLIO DYNAMIC	0	28.743	28.743
**D	LUX-PORTFOLIO DEFENSIVE	0	20.097	20.097
**D	AQR ABSOLUTE RETURN MASTER ACCOUNT LP	0	437.246	437.246
**D	AQR TAX ADVANTAGED ABSOLUTE RETURN FUND, L.P	0	595.407	595.407
**D	NORDEA INSTITUTIONAL INVESTMENT FUND, SICAV- FIS	0	46.415	46.415
**D	INVESTINGSFORENINGEN NORDEA INVEST AKTIER ANSVARLIG KL	0	2.035.454	2.035.454
**D	NORDEA GLOBAL ENHANCED FUND	0	1.458.050	1.458.050
**D	VERDIPAPIRFONDET NORDEA PLAN VEKSTORIENTERT	0	13.880	13.880
**D	NORDEA INVESTMENT FUNDS S.A / NORDEA ASSET ALLOCATION FUND	0	43.794	43.794
**D	NORDEA SUSTAINABLE EQUITIES GLOBAL FUND	0	332.508	332.508
**D	NORDEA SUSTAINABLE SELECTION MODERATE FUND	0	3.102.954	3.102.954
**D	INVESTINGSFORENINGEN NORDEA INVEST GLOBAL ENHANCED KL	0	81.297	81.297
**D	INVESTINGSFORENINGEN NORDEA INVEST EUROPE ENHANCED KL	0	679.435	679.435
**D	NORDEA 2 SICAV	0	142.965	142.965
**D	NORDEA GLOBAL EQUITY ALLOCATION FUND	0	4.582.149	4.582.149
**D	NORDEA GENERATIONSFOND 90-TAL	0	552.267	552.267
**D	NORDEA SUSTAINABLE SELECTION BALANCED FUND	0	69.335	69.335
**D	NORDEA DISCRETIONARY GLOBAL EQUITY FUND	0	164.811	164.811
**D	NORDEA SUSTAINABLE SELECTION GROWTH FUND	0	430.495	430.495
**D	NORDEA GENERATIONSFOND 60-TAL	0	163.547	163.547
**D	NORDEA GENERATIONSFOND 80-TAL	0	1.808.673	1.808.673
**D	NORDEA 1 SICAV	0	453.788	453.788
**D	VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER	0	2.274.510	2.274.510
**D	NORDEA GLOBAL DIVIDEND FUND	0	610.660	610.660
**D	NORDEA STRATEGA 50	0	5.519.840	5.519.840
**D	VERDIPAPIRFONDET NORDEA AKSJER VERDEN	0	236.163	236.163
**D	NORDEA GENERATIONSFOND SENIOR	0	19.148	19.148
**D	INVESTINGSFORENINGEN NORDEA INVEST BASIS 2 KL	0	59.549	59.549
**D	INVESTINGSFORENINGEN NORDEA INVEST ENGRÓS INTERNATIONALE AKTIER	0	16.936	16.936
**D	VERDIPAPIRFONDET NORDEA PLAN KONSERVATIV NO	0	353.855	353.855
**D		0	4.866	4.866



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NORDEA STRATEGA 90 FUND	0	10.459	10.459
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL	0	90.887	90.887
**D	VERDIPAIRFONDET NORDEA GLOBAL	0	479.203	479.203
**D	VERDIPAIRFONDET NORDEA PLAN MODERAT	0	14.295	14.295
**D	INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL	0	27.231	27.231
**D	NORDEA WORLD PASSIVE FUND	0	215.338	215.338
**D	NORDEA GENERATIONSFOND 50-TAL	0	480.612	480.612
**D	NORDEA SUSTAINABLE SELECTION RETURN FUND	0	40.376	40.376
**D	NORDEA STRATEGA 35	0	321.603	321.603
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE UDBYTTEAKTIER KL	0	175.254	175.254
**D	INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL	0	55.334	55.334
**D	VERDIPAIRFONDET NORDEA PLAN BALANSERT	0	20.128	20.128
**D	NORDEA GLOBAL PASSIVE FUND	0	343.197	343.197
**D	NORDEA STRATEGA 70	0	324.397	324.397
**D	NORDEA STRATEGA 15	0	40.009	40.009
**D	NORDEA EUROPEAN PASSIVE FUND	0	142.235	142.235
**D	NORDEA AVTALSPELNSFOND MIDI	0	85.816	85.816
**D	INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL	0	14.247	14.247
**D	INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL	0	19.223	19.223
**D	NORDEA GENERATIONSFOND 70-TAL	0	863.569	863.569
**D	NORDEA WORLD FUND	0	1.081.290	1.081.290
**D	MELLON OFFSHORE FUNDS C/O CIBC BANK AND TRUST COMPANY (CAYMAN) LIMITED	0	440.852	440.852
**D	BG MASTER FUND ICAV	0	10	10
**D	GSF VORSORGESTRATEGIE	0	19.509	19.509
**D	FULCRUM ENERGY-INFRASTRUCTURE-RENEWABLES FUND	0	1.448	1.448
**D	DVAM DIVERSIFIED LIQUID ALTERNATIVE SPCP	0	822	822
**D	KUTXABANK PENSIONS, S.A., SGFP	0	737.886	737.886
**D	KUTXABANK GESTION SGIIC, S.A.	0	1.663.463	1.663.463
**D	NEI CLEAN INFRASTRUCTURE FUND	0	1.080.907	1.080.907
**D	UNIGEST, S.G.I.I.C., S.A.U.	0	452.387	452.387
**D	CIN BELGIUM LIMITED	0	730	730
**D	ROGER	0	33	33
**D	TURCO TRUST	0	1.000	1.000
**D	AZURA	0	12	12
**D	CAIXABANK ASSET MANAGEMENT, SGIIC, S.A.	0	5.895.302	5.895.302
**D	VIDACAIXA, S.A.	0	2.864.537	2.864.537
**D	CMAP SREA FUND LIMITED	0	5.631	5.631
**D	AQR TAX ADVANTAGEDGLOBAL EQUITY MARKET NEUTRAL FUND LP	0	33.901	33.901
**D	AQR TAX AWARETOTAL RETURN FUND LLC	0	27.279	27.279
**D	BESSEMER TRUST CO CLEARING ACCT	0	4.492	4.492
**D	OLD WESTBURY LARGE CAP STRATEGIES FUND	0	387.200	387.200
**D	3M EMPLOYEE RETIREMENT INCOME PLAN TRUST	0	202.569	202.569
**D	BANCO BILBAO VIZCAYA MADRID	0	57.425	57.425
**D	BANCO BILBAO VIZCAYA ARGENTARIA SA	0	6.071.765	6.071.765
**D	BROMPTON SUSTAINABLE REAL ASSETS DIVIDEND ETF	0	57.600	57.600
**D	BROMPTON EUROPEAN DIVIDEND GROWTH ETF	0	83.600	83.600
**D	THE NFU MUTUAL OEIC	0	76.722	76.722
**D	BMO CANADA PENSION PLAN	0	864.212	864.212
**D	BMO PRIVATE INTERNATIONAL EQUITY PORTFOLIO	0	1.522.354	1.522.354
**D	SANTANDER MAX 30 SHARES PORTFOLIO	0	53.399	53.399



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	SANTANDER MAX 50 PERCENT SHARES PORTFOLIO	0	222.028	222.028
**D	SANTANDER MAX 70 PERCENT SHARES PORTFOLIO	0	393.361	393.361
**D	STATE OF WISCONSIN INVESTMENT BOARD	0	1.803.623	1.803.623
**D	AUTORIDADE MONETARIA DE MACAU	0	137.541	137.541
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS BLOOMBERG	0	60.495	60.495
**D	INTEL RETIREE MEDICAL PLAN TRUST	0	49.044	49.044
**D	ALASKA PERMANENT FUND CORPORATION	0	575.419	575.419
**D	SUBSIDIZED SCHOOLS PROVIDENT FUND	0	57.745	57.745
**D	WILLIS TOWERS WATSON GROUP TRUST	0	182.768	182.768
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF	0	20.142	20.142
**D	INVESTINGSFORNINGEN NYKREDIT INVEST ENGRÓS GLOBALE AKTI	0	262.186	262.186
**D	KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER	0	754.317	754.317
**D	KAPITALFORENINGEN INVESTIN PRO LOW RISK EQUITIES II	0	98.772	98.772
**D	KAPITALFORENINGEN INVESTIN PRO ACADIAN GLOBAL VALUE	0	166.172	166.172
**D	KAPITALFORENINGEN MP INVEST GLOBALE AKTIER IV	0	11.842	11.842
**D	MURRAY INTERNATIONAL TRUST PLC	0	5.830.000	5.830.000
**D	TACS NON US EQUITY CORE MARKET CONTINUOUS LLC	0	237.983	237.983
**D	NEL PLAYER ANNUITY AND INSURANCE COMPANY	0	7.203	7.203
**D	NEL PLAYER TAX QUALIFIED ANNUITY PLAN	0	34.743	34.743
**D	BNY MELLON SUSTAINABLE GLOBAL EQUITY INCOME FUND	0	772.053	772.053
**D	BNY MELLON DT NSL INTERNATIONAL STOCK INDEX FUND	0	341.465	341.465
**D	QUILTER CHEVIOT LTD	0	312.093	312.093
**D	ROTHSCHILD MARTIN MAUREL	0	995.521	995.521
**D	ADVANCED SERIES TRUST AST T ROWE PRICE GROWTH OPPORTUNIT	0	468.316	468.316
**D	BNY MELLON PE NSL INTERNATIONAL EQUITY FUND	0	126.432	126.432
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS INTERNATIONAL EQUITY IN GOLDMAN SACHS AND CO	0	4.544.397	4.544.397
**D	CI CORPORATE CLASS LIMITED	0	528.560	528.560
**D	CI SELECT GLOBAL EQUITY FUND	0	362.994	362.994
**D	CI GLOBAL INCOME AND GROWTH FUND	0	3.739.063	3.739.063
**D	CI CANADIAN ASSET ALLOCATION FUND	0	10.834	10.834
**D	UNISYS MASTER TRUST	0	258.380	258.380
**D	BNY MELLON GLOBAL INFRASTRUCTURE INCOME ETF	0	124.731	124.731
**D	GOLDMAN SACHS PROFIT SHARING MASTER TRUST	0	155.971	155.971
**D	CLIFFORD CAPITAL INTERNATIONAL VALUE FUND	0	16.940	16.940
**D	LEGAL AND GENERAL UCITS ETF PLC	0	958.099	958.099
**D	BNY MELLON FUTURELEGACY 3 FUND	0	10.317	10.317
**D	BNY MELLON FUTURELEGACY 4 FUND	0	19.904	19.904
**D	BNY MELLON FUTURELEGACY 5 FUND	0	38.657	38.657
**D	BNY MELLON FUTURELEGACY 6 FUND	0	47.706	47.706
**D	BNY MELLON FUTURELEGACY 7 FUND	0	46.684	46.684
**D	GOVERNMENT OF BERMUDA	0	322.760	322.760
**D	PREMIUM SELECTION UCITS ICAV	0	481.645	481.645
**D	KAPITALFORENINGEN EMD INVEST VERDENINDEXS	0	262.572	262.572
**D	VANGUARD FTSE ALL WORLD EX US INDEX FUND	0	15.543.475	15.543.475
**D	VANGUARD EUROPEAN STOCK INDEX FUND	0	15.996.074	15.996.074
**D	GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF	0	128.548	128.548
**D	KUMPUAN WANG PERSARAAN DIPERBADANKAN	0	24.840	24.840
**D	XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF	0	48.103	48.103
**D	MULTI ADVISOR FUNDS GLOBAL SUSTAINABLE INFRASTRUCTURE FUND	0	112.004	112.004
**D	WESPATH FUNDS TRUST	0	1.237.124	1.237.124



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	RIVER PARTNERS GLOBAL EQUITY LLC	0	2.840	2.840
**D	MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST	0	79.939	79.939
**D	VOYA VACS INDEX SERIES I PORTFOLIO	0	765.845	765.845
**D	PURPOSE INTERNATIONAL DIVIDEND FUND	0	76.653	76.653
**D	DANMARKS GRUNDFORSKNINGFOND	0	38.562	38.562
**D	CONSOLIDATED EDISON RETIREMENT PLAN	0	170.730	170.730
**D	HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	56.305	56.305
**D	ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND	0	65.819	65.819
**D	BRONSWICK UNIT 2 QUALIFIED NUCLEAR	0	121.016	121.016
**D	THE MANUFACTURERS LIFE INSURANCE COMPANY	0	224.524	224.524
**D	INSINGERGILISSEN UMBRELLA FUND NV	0	109.905	109.905
**D	PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST	0	4.424	4.424
**D	THE CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	0	578.060	578.060
**D	IO 500 INTERNATIONAL ETF	0	233.571	233.571
**D	PRUDENTIAL INVESTMENT PORTFOLIOS INC 10 PGIM JENNISON EQUITY INCOME FUND	0	2.166.677	2.166.677
**D	JOHN SPEARS REVOCABLE TRUST	0	4.510	4.510
**D	CERVURITE INTERNATIONAL LLC	0	264.317	264.317
**D	MARANIC II LLC	0	8.406	8.406
**D	TERESA I MCGRATH REVOCABLE TRUST	0	138.262	138.262
**D	BRIDGEWATER IMPLEMENTATION FUND IV LLC	0	34.303	34.303
**D	STICHTING PENSIOENFONDS NOTARIAAT	0	24.616	24.616
**D	DEUTSCHE DCG EQ	0	21.629	21.629
**D	BNY MELLON INVESTMENT FUNDS VI BNY MELLON BALANCED OPPORTUNITY FUND	0	30.903	30.903
**D	NORTH CAROLINA SUPPLEMENTAL RETIREMENT PLANS GROUP TRUST	0	4.455.091	4.455.091
**D	TOUCHSTONE ETF TRUST TOUCHSTONE CLIMATE TRANSITION ETF	0	29.439	29.439
**D	MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF	0	142.018	142.018
**D	CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING	0	560.539	560.539
**D	THE COMMONWEALTH FUND	0	8.747	8.747
**D	CITW FUND LP	0	8.288	8.288
**D	ROCKWELL AUTOMATION MASTER TRUST	0	151.290	151.290
**D	MOTHER CABRINI HEALTH FOUNDATION INC	0	105.000	105.000
**D	FLORIDA GLOBAL EQUITY FUND LLC	0	110.054	110.054
**D	INVESCO MARKETS II PLC	0	208.317	208.317
**D	MINISTRY OF DEFENSE PENSION FUND OF THE SULTANATE OF OMAN	0	112.571	112.571
**D	GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO	0	85.181	85.181
**D	OIL INVESTMENT CORP LTD	0	874.854	874.854
**D	TEXAS UTILITIES QUAL NDT PARTNERSHIP	0	37.267	37.267
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO	0	28.432	28.432
**D	UNITED STATES GOLF ASSOCIATION	0	53.591	53.591
**D	PUBLIC SCHOOL RETIREMENT SYSTEM OF THE CITY OF ST LOUI	0	193.248	193.248
**D	HIGHSTREET GLOBAL EQUITY FUND	0	22.653	22.653
**D	HIGHSTREET INTERNATIONAL EQTY FD A	0	13.504	13.504
**D	SANTA BARBARA COUNTY EMPLOYEES RETIREMENT SYSTEM	0	440.802	440.802
**D	1999 VOLUNTARY EMPLOYEES BENEFICIARY ASSOCIATION OF THE NONREPRESENTED EMPLOYEES OF SOUTHERN CALIFORNIA EDISON COMPANY	0	8.388	8.388
**D	AGF ALL WORLD TAX ADVANTAGE GROUP LIMITED	0	142.654	142.654
**D	AGF ALL WORLD TAX ADVANTAGE GROUP LIMITED	0	152.372	152.372
**D	DIVERSIFIED TRUST COMPANY INTERNATIONAL EQUITY COMMON TRUST FUND	0	386.091	386.091
**D	TD ACTIVE GLOBAL INFRASTRUCTURE EQUITY ETF	0	298.401	298.401
**D	TD Q GLOBAL DIVIDEND ETF	0	19.217	19.217



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	TD INTERNATIONAL EQUITY INDEX ETF	0	500.501	500.501
**D	TD EUROPEAN INDEX FUND	0	49.440	49.440
**D	JEFFREY ARONIN	0	5.164	5.164
**D	TD EMERALD INTERNATIONAL EQUITY INDEX FUND	0	1.574.099	1.574.099
**D	CALDWELL LAZARD COREPLUS INFRASTRUCTURE FUND	0	7.211	7.211
**D	STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL	0	830.855	830.855
**D	INTERNATIONAL EQUITY FUND	0	470.771	470.771
**D	CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN	0	44.505	44.505
**D	WINDWISE MSCI EAFE INDEX NON LENDING	0	230.074	230.074
**D	GUA UEP THE GOVERNORS OF THE UNIVERSITY OF ALBERTA	0	533.243	533.243
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV	0	1.580.318	1.580.318
**D	THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN	0	3.773.032	3.773.032
**D	BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND	0	635.339	635.339
**D	BRIDGEWATER ACTIVE SUSTAINABLE EQUITIES LP	0	33.296	33.296
**D	LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MAST	0	169.489	169.489
**D	FIRST SENTIER INVESTORS ICVC FIRST SENTIER RESPONSIBLE LISTED INFRASTRUCTURE FUND	0	31.311	31.311
**D	NATIONAL BANK FINANCIAL INC	0	1.898.357	1.898.357
**D	STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS	0	607.185	607.185
**D	ROBEO PORTFOLIO TRUST ROBEO BOSTON PARTNERS INTERNATIONAL	0	135.277	135.277
**D	STICHTING DEPOSITARY APG DEVELOPED EQUITIES RI INDEX POOL	0	1.370.205	1.370.205
**D	KAPITALFORENINGEN INVESTIN PRO VELLIV WORLD EQUITY INDEX CO NYKREDIT PORTEFOLJE ADMINISTRATION AS	0	1.766.695	1.766.695
**D	IMCO GLOBAL PUBLIC EQUITY LP	0	691.402	691.402
**D	HERITAGE AND STABILISATION FUND	0	650.000	650.000
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS FUTURE PLANET EQUITY ETF	0	230.691	230.691
**D	THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW	0	86.555	86.555
**D	BOSTON PARTNERS INTERNATIONAL EQUITY FUND	0	113.161	113.161
**D	BANK CONSORTIUM TRUST CO LTD	0	336.649	336.649
**D	BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND	0	56.924	56.924
**D	ALCOA FOUNDATION	0	20.221	20.221
**D	SHELL NEDERLAND PENSIOENFONDS STICHTING	0	63.982	63.982
**D	M M WARBURG AND CO AG AND CO KOMMANDITGESELLSCHAFT A	0	63.500	63.500
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEUBELI NDUUSTRIEEN MEUBILIERINGSBEDRIJ	0	652.060	652.060
**D	ADVANCED SERIES TRUST AST PRESERVATION ASSETALLOCATION PORTFOLIO	0	114.162	114.162
**D	ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO	0	706.726	706.726
**D	ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO	0	903.571	903.571
**D	ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO	0	29.128	29.128
**D	QUILTIER CHEVIOT EUROPE LTD	0	11.001	11.001
**D	BRANDYTRUST GLOBAL PARTNERS LP	0	63.448	63.448
**D	MACOMB COUNTY EMPLOYEES RETIREMENT SYSTEM	0	53.871	53.871
**D	MACOMB COUNTY INTERMEDIATE RETIREES MEDICAL BENEFITS TRUST	0	6.726	6.726
**D	BNY MELLON GLOBAL INFRASTRUCTURE INCOME FUND	0	49.072	49.072
**D	ARIZONA STATE RETIREMENT SYSTEM	0	2.257.800	2.257.800
**D	FOREST FOUNDATION	0	1.052	1.052
**D	SEQUOIA FUND PARA GBLB	0	279	279
**D	STEWARDSHIP PARA GLB	0	4.804	4.804
**D	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	RICHARD KING MELLON FDN	0	400.959	400.959
**D	RICHARD KING MELLON FOUNDATION	0	128.556	128.556



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Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	R K MELLON INTERNATIONAL FUND	0	311.446	311.446
**D	DNP SELECT INCOME FUND INC	0	5.332.200	5.332.200
**D	COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS	0	49.144	49.144
**D	CIBC INTERNATIONAL EQUITY PRIVATE POOL	0	103.882	103.882
**D	IMPERIAL INTERNATIONAL EQUITY POOL	0	1.916.729	1.916.729
**D	IMPERIAL OVERSEAS EQUITY POOL	0	88.059	88.059
**D	CIBC INTERNATIONAL EQUITY INDEX ETF	0	14.533	14.533
**D	CIBC INTERNATIONAL INDEX FUND	0	392.907	392.907
**D	CIBC EUROPEAN INDEX FUND	0	39.110	39.110
**D	CIBC INTERNATIONAL EQUITY INDEX POOL	0	12.268	12.268
**D	BNY MELLON INTERNATIONAL EQUITY ETF	0	256.028	256.028
**D	XTRACKERS MSCI KOKUSAI EQUITY ETF	0	74.729	74.729
**D	PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH	0	50.903	50.903
**D	WELLS FARGO AND COMPANY CASH BALANCE PLAN	0	393.699	393.699
**D	IQ CANDRIAM ESG INTERNATIONAL EQUITY ETF	0	118.432	118.432
**D	INVESTINGFORENINGEN SPARINVEST INDEX EUROPA VALUE KL	0	163.028	163.028
**D	INVESTINGFORENINGEN SPARINVEST INDEX DOM JONES SUSTAINABILITY WORLD KL	0	388.526	388.526
**D	THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE	0	357.560	357.560
**D	MINISTER FOR FINANCE AND IRELAND STRATEGIC INVESTMENT FUND ISIF	0	45.546	45.546
**D	THE ESB PENSION FUND	0	231.706	231.706
**D	FRANKLIN TEMPLETON INVESTMENT MANAGEMENT LTD	0	8.840.765	8.840.765
**D	XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF	0	46.854	46.854
**D	CBIS GLOBAL FUNDS PUBLIC LTD CO	0	240.000	240.000
**D	IUOE LOCAL 793 MEMBERS PENSION BENEFIT TRUST OF	0	133.103	133.103
**D	AIB GROUP IRISH PENSION SCHEME	0	175.021	175.021
**D	BANK OF KOREA	0	1.645.908	1.645.908
**D	KOOKMIN BANK ACTING AS TRUSTEE OF HANA ALTERNATIVE ASSET CB RASTRUCTURE QUALIFIED INVESTORS PRIVATE PLACEMENT SPECIAL A	0	114.853	114.853
**D	THE BANK OF KOREA	0	439.656	439.656
**D	NN PARAPLUFONDS 1 N V	0	632.599	632.599
**D	EATON VANCE MANAGEMENT	0	1.704	1.704
**D	DUFF AND PHELPS GLOBAL UTILITY INCOME FUND INC	0	900.000	900.000
**D	LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF	0	3.498.992	3.498.992
**D	BAILLIE GIFFORD DIVERSIFIED GROWTH FUND	0	2.411.019	2.411.019
**D	FLORIDA RETIREMENT SYSTEM TRUST FUND	0	2	2
**D	VEBA PARTNERSHIP N LP	0	28.009	28.009
**D	BNY MELLON GLOBAL FUNDS PLC	0	189.976	189.976
**D	CAUSEWAY INTERNATIONAL OPPORTUNITIES FUND	0	748.600	748.600
**D	LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST	0	199.602	199.602
**D	SIEMENS DIVERSIFIED GROWTH	0	139.188	139.188
**D	SIEMENS EMU EQUITIES	0	843.159	843.159
**D	KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III	0	58.696	58.696
**D	THE GREAT EASTERN LIFE ASSURANCE COMPANY LIMITED	0	30.607	30.607
**D	RARE GLOBAL INFRASTRUCTURE VALUE FUND	0	660.060	660.060
**D	PENSIONDANMARK PENSIOENSFORSIKRINGSAKTIESELSKAB	0	1.174.788	1.174.788
**D	INVESCO EUROPEAN EQUITY FUND UK	0	4.652.995	4.652.995
**D	INVESCO EUROPEAN EQUITY INCOME FUND UK	0	2.046.516	2.046.516
**D	INVESTINGFORENINGEN NYKREDIT INVEST GLOBALE AKTIER BASIS	0	62.040	62.040
**D	EMPLOYEES RETIREMENT SYSTEM OF TEXAS	0	6.460.251	6.460.251
**D	BLACKROCK GLOBAL FUNDS	0	28.128.325	28.128.325



Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF ZFO AKTIEN EUROPA	0	319.734	319.734
**D	ALLIANZGI FONDS FIB	0	150.000	150.000
**D	KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I	0	721.287	721.287
**D	NON US EQUITY MANAGERS PORTFOLIO I BRISA	0	77.697	77.697
**D	ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO	0	813.379	813.379
**D	INVECO MARKETS III PLC	0	13.861	13.861
**D	INVECO FTSE RAFI EMERGING MARKETS UCITS ETF	0	109.452	109.452
**D	INVECO FTSE RAFI DEVELOPED MARKETS EX U S ETF	0	1.488.904	1.488.904
**D	GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND	0	238.050	238.050
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF	0	394.438	394.438
**D	BLACKROCK LIFE LIMITED	0	4.457.716	4.457.716
**D	VANGUARD GLOBAL EQUITY FUND	0	26.729	26.729
**D	VIRTUS GLOBAL ALLOCATION FUND	0	569.158	569.158
**D	FIRST TRUST GLOBAL WIND ENERGY ETF	0	652.277	652.277
**D	FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE IND	0	1.406.066	1.406.066
**D	VIRGINIA RETIREMENT SYSTEM	0	9.072.842	9.072.842
**D	INVECO FUNDS	0	6.077	6.077
**D	THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO	0	12.070	12.070
**D	THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT	0	232.085	232.085
**D	PACIFIC GAS AND ELECTRIC COMPANY NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TRUST	0	21.530	21.530
**D	INVECO MARKETS II PUBLIC LTD CO	0	54.276	54.276
**D	ADVANCED SERIES TRUST AST MFS GROWTH ALLOCATION PORTFOLIO	0	988.585	988.585
**D	GREAT WEST INTERNATIONAL INDEX FUND	0	1.366.629	1.366.629
**D	PUBLIC EMPLOYEES PENSION PLAN	0	389.236	389.236
**D	MUNICIPAL EMPLOYEES PENSION PLAN	0	30.095.942	30.095.942
**D	CAUSEWAY INTERNATIONAL VALUE FUND	0	146.238	146.238
**D	CAUSEWAY GLOBAL VALUE FUND	0	918.629	918.629
**D	BNY MELLON GLOBAL FUNDS PLC BNY MELLON GLOBAL EQUITY INC	0	303.953	303.953
**D	UNIVERSITY OF NOTRE DAME DU LAC	0	352.111	352.111
**D	MACQUARIE FIRST TRUST GLOBAL INFRASTRUCTURE UTILITIES DIVID	0	21.940.105	21.940.105
**D	ISHARES VII PUBLIC LIMITED COMPANY	0	27.435	27.435
**D	VAERDIPAPFONDEN SPARINVEST INDEX	0	555.222	555.222
**D	PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX	0	11.007.281	11.007.281
**D	THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND	0	368.138	368.138
**D	ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO	0	133.660	133.660
**D	INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT	0	689.122	689.122
**D	LF MACQUARIE GLOBAL INFRASTRUCTURE SECURITIES FUND	0	3.029.524	3.029.524
**D	PRINCIPAL FUNDS INC OVERSEAS FUND	0	3.950.620	3.950.620
**D	OVERSEAS FUND	0	19.893	19.893
**D	STANLIB FUNDS LIMITED	0	365.479	365.479
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO	0	1.742.763	1.742.763
**D	TEXAS PERMANENT SCHOOL FUND CORPORATION	0	7.278	7.278
**D	ABB PENSION FUND	0	76.151	76.151
**D	SIEMENS ABSOLUTE RETURN	0	527.257	527.257
**D	GOLDMAN SACHS PARAPLUFONDS 1 NV	0	1.239.479	1.239.479
**D	HEALTHCARE EMPLOYEES PENSION	0	4.556	4.556
**D	IQ CBRE REAL ASSETS ETF	0	2.335	2.335
**D	INVECO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF	0	54.076	54.076
**D	IA CLARINGTON GLOBAL VALUE FUND	0	983.795	983.795
**D	INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC	0		

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND	0	299.152	299.152
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI	0	1.005.584	1.005.584
**D	STICHTING PENSIOENFONDS ABP	0	8.369.205	8.369.205
**D	BRUCE POWER PENSION PLAN	0	62.252	62.252
**D	CI GLOBAL SUSTAINABLE INFRASTRUCTURE FUND	0	17.143	17.143
**D	NEW ALTERNATIVES FUND INC	0	1.500.000	1.500.000
**D	BNY MELLON GLOBAL INCOME FUND	0	8.797.604	8.797.604
**D	IQ 50 PERCENT HEDGED FTSE INTERNATIONAL ETF	0	250.273	250.273
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT	0	818.153	818.153
**D	GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E	0	5.489	5.489
**D	AXA MFS FINANCIAL DESIGNATED ACTIVITY CO	0	1.670.000	1.670.000
**D	XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF	0	50.935	50.935
**D	OSF HEALTHCARE SYSTEM	0	693.071	693.071
**D	SISTERS OF THE THIRD ORDER ST FRANCIS EMPLOYEE PENSION PLAN	0	457.966	457.966
**D	EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	33.951	33.951
**D	ACHMEA IM GLOBAL EQ FND EUR	0	56.387	56.387
**D	VOYA INTERNATIONAL INDEX PORTFOLIO	0	572.812	572.812
**D	FIRE AND POLICE EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE	0	593.638	593.638
**D	TUCSON SUPPLEMENTAL RETIREMENT SYSTEM	0	268.370	268.370
**D	THE CLAUDE MARIE DUBUIS RELIGIOUS AND CHARITABLE TRUST	0	175.866	175.866
**D	INCARNATE WORD CHARITABLE TRUST	0	225.027	225.027
**D	CONGREGATION OF THE SISTERS OF CHARITY OF THE INCARNATE WORD	0	39.497	39.497
**D	COUNSEL DEFENSIVE GLOBAL EQUITY	0	15.012	15.012
**D	ARIZONA PSPRS TRUST	0	1.008.585	1.008.585
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT	0	1.490.000	1.490.000
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS PKN 2	0	1.303.535	1.303.535
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS AVD 2	0	20.121	20.121
**D	SEMPRA ENERGY PENSION MASTER TRUST	0	71.479	71.479
**D	TEACHERS RETIREMENT SYSTEM OF LOUISIANA	0	42.200	42.200
**D	IPROFILE INTERNATIONAL EQUITY PRIVATE POOL	0	475.543	475.543
**D	BLACKROCK IG INTERNATIONAL EQUITY POOL	0	163.551	163.551
**D	DELAWARE GLOBAL LISTED REAL ASSETS FUND	0	147.489	147.489
**D	INVESTINGFOREINGEN LAEGERNES INVEST LI AKTIER GLOBALE	0	84.594	84.594
**D	KAPITALFOREINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS	0	225.833	225.833
**D	BLACKROCK LIFE LTD	0	1.743.178	1.743.178
**D	BLACKROCK ADVANTAGE INTERNATIONAL FUND	0	738.313	738.313
**D	IG MACKENZIE EUROPEAN EQUITY FUND	0	4.540.756	4.540.756
**D	PRINCIPAL FUNDS INC DIVERSIFIED REAL ASSET FUND	0	3.040.446	3.040.446
**D	CAUSEWAY INTERNATIONAL VALUE EQUITY CIT	0	7.724.982	7.724.982
**D	XTRACKERS MSCI EUROPE HEDGED EQUITY ETF	0	398.662	398.662
**D	SIEMENS EUROINVEST AKTIEN	0	103.158	103.158
**D	BAILLIE GIFFORD MULTI ASSET GROWTH FUND	0	932.820	932.820
**D	MI FONDS K10	0	185.291	185.291
**D	THE BANK OF AMERICA PENSION PLAN FOR LEGACY COMPANIES	0	1.954.386	1.954.386
**D	STANDARD BANK OF SOUTH AFRICA LTD	0	862.414	862.414
**D	FARMERS GROUP INC 401 K SAVINGS PLAN	0	883.266	883.266
**D	XTRACKERS MSCI EAFE HEDGED EQUITY ETF	0	2.730.447	2.730.447
**D	MACKENZIE INTERNATIONAL EQUITY INDEX ETF	0	283.838	283.838
**D	MACKENZIE GLOBAL LOW VOLATILITY EQUITY FUND	0	415.212	415.212
**D	MACKENZIE GLOBAL EQUITY FUND	0	10.777	10.777



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF	0	19.320	19.320
**D	MACK EAFE EQUITY POOL	0	264.939	264.939
**D	THE CANADA LIFE ASSURANCE COMPANY	0	1.654.074	1.654.074
**D	FEDERATED HERMES INTERNATIONAL STRATEGIC VALUE DIVIDEND FUND	0	1.167.800	1.167.800
**D	FEDERATED HERMES INTERNATIONAL DIVIDEND STRATEGY PORTFOLIO	0	180.975	180.975
**D	SC EDISON NUCLEAR FACILITIES QUALIFIED CPUC DECOMMISSIONING MASTER TR	0	125.918	125.918
**D	STICHTING BEWAARDER ACHMEA BELEGINGSPOOLS	0	867.473	867.473
**D	FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND	0	23.710.236	23.710.236
**D	WHEATON STOCK FUND	0	183.698	183.698
**D	BNY MELLON INVESTMENT FUNDS III BNY MELLON GLOBAL EQUITY INCOME FUND	0	487.630	487.630
**D	BNY MELLON STOCK FUNDS BNY MELLON INTERNATIONAL CORE EQUI	0	300.054	300.054
**D	BNY MELLON INTERNATIONAL STOCK INDEX FUND	0	156.710	156.710
**D	MANVILLE PERSONAL INJURY SETTLEMENT TRUST	0	28.337	28.337
**D	NEW HAMPSHIRE RETIREMENT SYSTEM	0	1.615.918	1.615.918
**D	GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX US ETF	0	5.300	5.300
**D	BLACKROCK SOLUTIONS FUNDS ICAV	0	5.717.912	5.717.912
**D	UFSTREAMCO PENSION TRUST	0	31.260	31.260
**D	NATIONAL TREASURY MANAGEMENT AGCY	0	237.060	237.060
**D	ALTE LEIPZIGER TRUST INVESTMENT	0	377.150	377.150
**D	ALTE LEIPZIGER TRUST INVESTMENT GMBH	0	238.167	238.167
**D	INVECO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF	0	224.449	224.449
**D	INVECO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF	0	287.880	287.880
**D	FIRST TRUST RIVERFRONT DYNAMIC EUROPE ETF	0	17.321	17.321
**D	FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF	0	17.058	17.058
**D	MAN FUNDS PLC MAN NUMERIC RI EUROPEAN EQUITY	0	6.400	6.400
**D	IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	776.850	776.850
**D	VIRTUS WMC INTERNATIONAL DIVIDEND ETF	0	14.351	14.351
**D	TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT	0	12.773.654	12.773.654
**D	RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST	0	551.163	551.163
**D	FIRE AND POLICE PENSION ASSOCIATION OF COLORADO	0	111.422	111.422
**D	VOYA GLOBAL INSIGHTS PORTFOLIO	0	2.923.750	2.923.750
**D	DIocese OF VENICE PENSION PLAN AND TRUST	0	3.731	3.731
**D	PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO	0	4.688.888	4.688.888
**D	STICHTING BEWAARDER ACHMEA BELEGINGSPOOLS	0	1.073.619	1.073.619
**D	NSF MONTICELLO MINNESOTA RETAIL	0	83.868	83.868
**D	NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST	0	43.715	43.715
**D	NSP MINNESOTA RETAIL PRAIRIE II	0	46.213	46.213
**D	INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR ACCOUNT OF BPT	0	28.827	28.827
**D	VANGUARD INTL HIGH DIV YLD INDEX FD	0	4.717.508	4.717.508
**D	PGE CORPORATION RETIREMENT MASTER TRUST	0	188.460	188.460
**D	STICHTING CZ FUND DEPOSITARY	0	111.987	111.987
**D	STICHTING PENSIOENFONDS VAN DE ABN AMRO BANK NV	0	507.389	507.389
**D	STICHTING PENSIOENFONDS HOOGOVENS	0	370.427	370.427
**D	UNIVERSAL INVESTMENT GESELLSCHAFTMBH ON BEHALF OF AEKSAAR MASTERFONDS	0	121.000	121.000
**D	DEAM FONDS ZDV	0	70.853	70.853
**D	FIDELITY SAI INTERNATIONAL INDEX FUND	0	3.820.163	3.820.163
**D	DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS RPK 1	0	73.108	73.108
**D	SHELL CANADA 2007 PENSION PLAN	0	7.072	7.072
**D	AURION GLOBAL EQUITY FUND	0	29.077	29.077
**D	BLACKROCK BALANCED CAPITAL FUND INC	0	1.059.803	1.059.803



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO	0	540.120	540.120
**D	AZL INTERNATIONAL INDEX FUND	0	630.719	630.719
**D	AZL DFA INTERNATIONAL CORE EQUITY FUND	0	102.103	102.103
**D	AGF SYSTEMATIC GLOBAL INFRASTRUCTURE ETF	0	237.831	237.831
**D	AGF SYSTEMATIC GLOBAL ESG FACTORS ETF	0	81.161	81.161
**D	MUNICIPAL POLICE EMPLOYEES RETIREMENT SYSTEM	0	349.722	349.722
**D	AGF EUROPEAN EQUITY FUND	0	125.416	125.416
**D	BNY MELLON INTERNATIONAL FUND	0	566.048	566.048
**D	COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY	0	295.170	295.170
**D	NTUC INCOME INSURANCE CO OPERATIVE LIMITED	0	5.041	5.041
**D	AGF GLOBAL REAL ASSETS FUND	0	162.275	162.275
**D	MAPFRE MSV LIFE PLC	0	127.627	127.627
**D	VOYA INVESTMENT TRUST CO	0	539.097	539.097
**D	LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST	0	144.560	144.560
**D	SIEMENS BALANCED	0	185.613	185.613
**D	SISTERS OF CHARITY OF LEAVENWORTH HEALTH SYSTEM MASTER TRUST	0	72.469	72.469
**D	ISHARES PUBLIC LIMITED COMPANY	0	2.158.122	2.158.122
**D	SAUDI CENTRAL BANK	0	35.536	35.536
**D	ALASKA PERMANENT FUND CORPORATION	0	29.222	29.222
**D	ILMARINEN MUTUAL PENSION INSURANCE CO	0	3.520.000	3.520.000
**D	COLLEGES OF APPLIED ARTS AND TECHNOLOGY PENSIONPLAN	0	1.298.601	1.298.601
**D	BWET INKA FONDS	0	413.478	413.478
**D	KOOKMIN BANK ACTING AS TRUSTEE OF MIRAE ASSET TRIUMPH MULTI FACTO PRIVATELY PLACED MASTER	0	37.905	37.905
**D	INKA PBEAKK	0	1.227.324	1.227.324
**D	INKA AUSGLEICHSFONDS	0	189.350	189.350
**D	COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR	0	1.303.853	1.303.853
**D	IVY APOLLO MULTI ASSET INCOME FUND	0	56.641	56.641
**D	LOUISIANA STATE EMPLOYEES RETIREMENT SYSTEM	0	1.899.671	1.899.671
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	1.887.326	1.887.326
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA	0	1.896.435	1.896.435
**D	RETIREMENT BENEFITS INVESTMENT FUND	0	66.843	66.843
**D	POOL REINSURANCE CO LTD	0	114.532	114.532
**D	PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND	0	39.607	39.607
**D	LEGG MASON CLEARBRIDGE INFRASTRUCTURE VALUE FUND	0	5.058.213	5.058.213
**D	LEGG MASON GLOBAL FUNDS PLC LEGG MASON CLEARBRIDGE GLOBAL LEGG MASON CLEARBRIDGE GLOBAL	0	1.715.233	1.715.233
**D	BLACKROCK FUND MANAGERS LTD	0	12.100.021	12.100.021
**D	PENSION RESERVES INVESTMENT TRUST FUND	0	7.802.790	7.802.790
**D	STATE OF SOUTH DAKOTA	0	23.364	23.364
**D	SOUTH DAKOTA RETIREMENT SYSTEM	0	269.699	269.699
**D	EMPLOYEES RETIREMENT SYSTEM OF THE STATE OF HAWAII	0	1	1
**D	VOYA MUTLI MANAGER INTERNATIONAL FACTORS FUND	0	128.527	128.527
**D	THE HKSAR GOVERNMENT SCHOLARSHIP FUND	0	4.251	4.251
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE	0	100.360	100.360
**D	VOYA MULTI MANAGER INTERNATIONAL FACTORS FUND	0	127.580	127.580
**D	AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO	0	239.821	239.821
**D	DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING	0	352.308	352.308
**D	QUALITY EDUCATION FUND	0	14.540	14.540
**D	PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO	0	858.677	858.677
**D	ACHMEA PENSTOEN EN LEVENSVZERKERINGEN NV	0	191.422	191.422

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ACHMEA REINSURANCE CO NV	0	75.732	75.732
**D	ACHMEA SCHADEVERZEKERINGEN NV	0	72.069	72.069
**D	ADVANCE PLANNING LIMITED	0	19.826	19.826
**D	DIGNITY PRE ARRANGEMENT LIMITED	0	29.298	29.298
**D	TEXAS PERMANENT SCHOOL FUND CORP	0	962.427	962.427
**D	ROBECO PORTFOLJO TRUST ROBECO BOSTON PARTNERS GLOBAL EQUITY	0	121.366	121.366
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO	0	226.042	226.042
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	0	67.198	67.198
**D	BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA	0	1.043.273	1.043.273
**D	HSBC EUROPEAN FUND	0	61.316	61.316
**D	HSBC INTERNATIONAL EQUITY INDEX FUND	0	105.328	105.328
**D	BRIDGEWATER ALL WEATHER SUSTAINABILITY LP	0	113.000	113.000
**D	STICHTING BEDRIJFSTAKENSIOENFONDS VOOR DE ZOETWARENINDUSTR	0	74.163	74.163
**D	STICHTING BEDRIJFSTAKENSIOENFONDS VOOR HET	0	63.986	63.986
**D	ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH	0	58.470	58.470
**D	ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO	0	225.581	225.581
**D	FLORIDA RETIREMENT SYSTEM	0	1	1
**D	PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND	0	27.090	27.090
**D	ENERGY INSURANCE MUTUAL LIMITED	0	38.787	38.787
**D	MIDDLETOWN WORKS HOURLY AND SALARIED UNION	0	22.159	22.159
**D	METROPOLITAN LIFE INSURANCE COMPANY	0	309.186	309.186
**D	FIRST TRUST GLOBAL FUNDS PLC FIRST TRUST NASDAQ CLEAN EDGE SMART GRID INFRASTRUCTURE UCITS ETF	0	98.968	98.968
**D	FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION	0	31.038	31.038
**D	ARBEJDSMARKEDETS TILLÆGSPENSION	0	1.601.750	1.601.750
**D	BOC PRUDENTIAL EUROPEAN INDEX FUND	0	445.519	445.519
**D	ASR LEVENSVZERKERING NV	0	710.859	710.859
**D	ASR SCHADEVERZEKERING NV	0	137.593	137.593
**D	SELLA SGR RUBRICA INVESTIMENTI STRATEGICI	0	18.000	18.000
**D	SELLA SGR RUBRICA INVESTIMENTI SOSTENIBILI	0	20.000	20.000
**D	SELLA SGR RUBRICA INVESTIMENTI AZIONARI EUROPA	0	63.500	63.500
**D	SELLA SGR RUBRICA INVESTIMENTI AZIONARI ITALIA	0	1.820.635	1.820.635
**D	SELLA SGR RUBRICA INVESTIMENTI BILANCIATI ITALIA	0	232.800	232.800
**D	SELLA SGR RUBRICA FPA EURORISPARMIO AZIONARIO EUROPA	0	126.716	126.716
**D	SELLA SGR RUBRICA FPA EURORISPARMIO BILANCIATO	0	70.967	70.967
**D	SELLA SGR RUBRICA FPA EURORISPARMIO AZ. INTERNAZIONALE	0	91.853	91.853
**D	ANDROS	0	29.896	29.896
**D	STAUBLI 80 20 - SGAM	0	5.007	5.007
**D	STAUBLI 50 50 SGAM	0	8.889	8.889
**D	VOLKSWAGEN	0	13.407	13.407
**D	SG DIVERSIFIE ISR PART 405	0	179.147	179.147
**D	SG ACTIONS INTERNATIONALES ISR	0	243.018	243.018
**D	AXA IM FLEX 100	0	192.841	192.841
**D	ICP PLACEMENT	0	5.803	5.803
**D	SILVER INVESCO EURO EQUITY	0	249.369	249.369
**D	ARAGO MAINZER	0	341.175	341.175
**D	AIM EQUITY EUROPE CANTONS MAIN	0	900.986	900.986
**D	ALZ AIR FRANCE POCHE ACT EUR	0	51.600	51.600
**D	FCP VOLTA POCHE ACTIONS	0	100.290	100.290
**D	ALLIANZ IARD MULTI-ASSETS CORE	0	523.117	523.117
**D	MEDERIC ALZHEIMER ACTION	0	40.257	40.257



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	ALLIANZ HOSPIT VAL DURABLES	0	750.000	750.000
**D	SEB GENERATION PLUS	0	27.744	27.744
**D	MUTUELLE DE POITIERS	0	2.346	2.346
**D	FASSON	0	407	407
**D	SG ACTIONS FRANCE	0	750.242	750.242
**D	ECOFIN ENERGY TRANSITION UCITS	0	3.201	3.201
**D	AFS ICAV GLOBAL MULTI ASSET GR	0	11.062	11.062
**D	ECOFIN GLOB RENEWABLES INFRA U	0	118.497	118.497
**D	ECOFIN SUSTAINABLE LISTED INFR	0	12.368	12.368
**D	LYXOR FTSE MIB UCITS ETF	0	7.108.303	7.108.303
**D	LYXOR MSCI EUROPE UCITS ETF 90	0	625.501	625.501
**D	LYXOR EURO STOXX 50 (DR) UCITS	0	6.288.022	6.288.022
**D	LSI ECOFIN TA	0	212.628	212.628
**D	E T H I CA	0	396.821	396.821
**D	LYXOR INDEX FUND EURO	0	15.836	15.836
**D	SG ACTIONS EURO RENDEMENT ISR	0	445.670	445.670
**D	SG ACTIONS ENERGIE EUROPE	0	181.738	181.738
**D	SG ACTIONS INTERNATIONALES 90	0	314.988	314.988
**D	SG ACTIONS ETATS-UNIS POCHE AC	0	241.210	241.210
**D	SG DNCA ACTIONS EURO CLIMAT	0	117.150	117.150
**D	MAAF ASSURANCES SA	0	927.636	927.636
**D	PROTEC BTP	0	12.760	12.760
**D	LE FINISTERE ASSURANCE	0	923	923
**D	EQUI-DEVELOPPEMENT DURABLE	0	105.000	105.000
**D	SG ERS AMUNDI ACTIONS EUROPE S	0	162.348	162.348
**D	GENERALI WE FUND NA	0	95.000	95.000
**D	BRD GROUPE SOCIETE GENERALE SA	0	251.250	251.250
**D	LYXINDEX - LYXOR GLOBAL GENDER	0	50.742	50.742
**D	LYXINDEX FUND - LYXOR MSCI EMU	0	463.369	463.369
**D	MULTI UNITS LUX-LYXOR CORE MSC	0	706.125	706.125
**D	LYXOR CORE MSCI WORLD (DR) UCI	0	655.880	655.880
**D	MUL- LYX FTSE IT ALL CAP PIR 2	0	144.647	144.647
**D	LYXOR MSCI EUROPE ESG LEADERS	0	1.997.357	1.997.357
**D	ASI - PROGETTO SVILUPPO ORIENT	0	51.408	51.408
**D	ASI - PROGETTO AZIONE CITTA FU	0	25.888	25.888
**D	AMIF - EMU EQUITY	0	60.530	60.530
**D	AIF-MULTI-ASSET TEODORICO	0	69.320	69.320
**D	ASI-PROGETTO AZIONE CITTA FUTU	0	38.999	38.999
**D	ASI - PROGETTO AZIONE INFRAS S	0	1.125.064	1.125.064
**D	ASI PROG AZ INFRASTRUTTURE SOS	0	944.779	944.779
**D	MUL AMUNDI MSCI EUROPE CLIMATE	0	630.074	630.074
**D	MOOREA FUND - STERLING INCOME	0	144.404	144.404
**D	SLF (LUX) - EQUITY ESG GLOBAL PR	0	161.948	161.948
**D	SWISS LIFE FUNDS LUX EQUITY EU	0	1.277.292	1.277.292
**D	SLF LUX - MULTI ASSET ESG BALA	0	32.441	32.441
**D	SLF LUX MULTI ASSET ESG GROWTH	0	44.547	44.547
**D	SLF LUX - MULTI ASSET ESG MODE	0	19.408	19.408
**D	SLF (LUX) - EQUITY EUROPE HIGH	0	78.547	78.547
**D	CS-INVESCO PAN EUROPEAN HIGH I	0	328.552	328.552
**D	FCIP-FCH FIDELITY EUROPE EQUIT	0	149.098	149.098

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMUNDI SGR SPA / AMUNDI RISPARMIO ITALIA	0	999.612	999.612
**D	AMUNDI SGR SPA/AMUNDI SVILUPPO ATTIVO ITALIA	0	2.847.360	2.847.360
**D	AMUNDI SGR SPA/CORE PENSION FONDO PENSIONE APERTO	0	387.571	387.571
**D	AMUNDI SGR SPA/AMUNDI ELITE MULTI ASSET FLEXIBLE	0	538.687	538.687
**D	AMUNDI SGR SPA / FONDO AMUNDI BILANCIATO OPPORTUNITA ORIENTE	0	6.145	6.145
**D	AMUNDI SGR SPA / AMUNDI BILANCIATO PIU'	0	310.190	310.190
**D	AMUNDI SGR SPA / AZIONARIO VALORE EUROPA A DISTRIBUZIONE	0	205.004	205.004
**D	AMUNDI SGR SPA / OBBLIGAZIONARIO PIU' A DIS TRIBUZIONE	0	262.523	262.523
**D	AMUNDI SGR SPA/SECONDA PENSIONE FONDO PENSIONE APERTO	0	866.040	866.040
**D	CHERRY TREE FUND A SERIES TRUS	0	1.499.679	1.499.679
**D	MORGAN STANLEY PATHWAY FUNDS	0	1.361.986	1.361.986
**D	AB CAP FUND, INC. - AB INTERNAT	0	978.257	978.257
**D	METZLER INTERNATIONAL INVESTME	0	490.900	490.900
**D	SEI GLOBAL MASTER FUND PLC	0	67.587	67.587
**D	AB SICAV III DYNAMIC ALL MARK.	0	24.046	24.046
**D	KOKUSAI EQUITY INDEX FUND	0	203.708	203.708
**D	AB SICAV I - ALL MARKET INCOME	0	361.403	361.403
**D	CULLEN INTERNATIONAL HIGH DIV	0	220.723	220.723
**D	AB SICAV I - EUROZONE EQUITY P	0	1.255.833	1.255.833
**D	AB SICAV I - EUROPEAN EQUITY	0	1.602.624	1.602.624
**D	DESTINATIONS EQUITY INCOME FUN	0	355.747	355.747
**D	BRIDGE BUILDER INTERNATIONAL	0	9.313.473	9.313.473
**D	BRIDGE BUILDER INTERNATIONAL E	0	22.730.500	22.730.500
**D	CUSTODY BANK OF JAPAN, LTD	0	6.700	6.700
**D	BLK MAGI FUND A SERIES TRUST	0	2.538	2.538
**D	AB SICAV I SUSTAINABLE ALL MAR	0	35.838	35.838
**D	MOA INTERNATIONAL FUND	0	1.692.608	1.692.608
**D	DESTINATIONS INTERNATIONAL EQU	0	1.434.203	1.434.203
**D	EUROPAC INTERNATIONAL DIVIDEND	0	400.000	400.000
**D	BRIDGE BUILDER TAX MANAGED	0	1.488.871	1.488.871
**D	DESTINATIONS INTERNATIONAL EQU	0	175.259	175.259
**D	REDWHEEL FUNDS	0	2.391	2.391
**D	SEGALL BRYANT HAMILL INTERNAT	0	3.998	3.998
**D	AB SICAV I-GLOBAL VALUE PORTFO	0	1.221.063	1.221.063
**D	CUSTODY BANK OF JAPAN, LTD. RE	0	270.763	270.763
**D	GREEN TREE FUND A SERIES TRUST	0	13.336	13.336
**D	NUVEEN GLOBAL INVESTORS FUND P	0	463.015	463.015
**D	AMUNDI AUSTRIA	0	248.888	248.888
**D	ATSCHUL ALLAN, STEPHEN DAVID	0	4.420	4.420
**D	E J SUNDERMEIJER BEHEER B V	0	2.000	2.000
**D	BANKINTER GESTION DE ACTIVOS SGIIC	0	1.028.671	1.028.671
**D	WM POOL - EQUITIES TRUST NO. 75	0	324.026	324.026
**D	WM POOL - EQUITIES TRUST NO. 75	0	529.591	529.591
**D	FFC S.R.L.	0	367.500	367.500
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II	0	3.188.912	3.188.912
**D	UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE	0	1.097.529	1.097.529
**D	VALORI SICAV - DYNAMIC ALLOCATION FUND	0	133.796	133.796
**D	VALORI SICAV HEARTH ETHICAL FUND	0	40.000	40.000
**D	UBS FUND MANAGEMENT (LUXEMBOURG) SA	0	1.163.235	1.163.235
**D	UBS (LUX) EQUITY SICAV GLOBAL DEFENSIVE (USD)	0	8.069	8.069



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STRATEGY SICAV	0	17.756	17.756
**D	BANTLEON SELECT SICAV, BANTLEON GLOBAL MULTI ASSET	0	34.309	34.309
**D	BANTLEON SELECT SICAV - BANTLEON CHANGING WORLD	0	32.149	32.149
**D	UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)	0	31.828	31.828
**D	UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)	0	18.191	18.191
**D	UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)	0	43.140	43.140
**D	UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)	0	9.153	9.153
**D	UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME	0	571.483	571.483
**D	UBS (LUX) EQUITY SICAV GLOBAL INCOME SUSTAINABLE (USD)	0	840.643	840.643
**D	UBS (LUX) EQUITY SICAV - GLOBAL HIGH DIVIDEND	0	1.354.412	1.354.412
**D	UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)	0	266.996	266.996
**D	UBS (LUX) SICAV 1	0	24.802	24.802
**D	MIGROS BANK (LUX) FONDS INTERSTOCK	0	20.740	20.740
**D	MIGROS BANK (LUX) FONDS 50	0	23.009	23.009
**D	MIGROS BANK (LUX) FONDS 40 (EUR)	0	22.490	22.490
**D	MIGROS BANK (LUX) FONDS 30	0	13.438	13.438
**D	BANTLEON SELECT SICAV - BANTLEON SELECT INFRASTRUCTURE	0	422.942	422.942
**D	LGIASUPER	0	468.449	468.449
**D	JANA PASSIVE GLOBAL SHARE TRUST	0	147.761	147.761
**D	PRIME SUPER	0	36.116	36.116
**D	WM POOL - EQUITIES TRUST NO. 74	0	168.453	168.453
**D	DIVERSIFIED GLOBAL SHARE TRUST	0	72.697	72.697
**D	SPAR NORD BANK.	0	1.618.929	1.618.929
**D	KARRICK LIMITED	0	5.487.909	5.487.909
**D	FONDATION BOTNAR..	0	3.962	3.962
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	398.335	398.335
**D	CREDIT SUISSE FUNDS AG	0	4.618.002	4.618.002
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIE WELT	0	45.829	45.829
**D	NORGES BANK	0	524.349	524.349
**D	GOVERNMENT OF NORWAY	0	156.580.792	156.580.792
**D	ASSET MANAGEMENT EXCHANGE UCITS CCF.	0	17.092.792	17.092.792
**D	LGM MANAGERS (EUROPE) LIMITED	0	1.989.921	1.989.921
**D	GIC PRIVATE LIMITED	0	526.135	526.135
**D	BANK OF BOTSWANA.	0	232.305	232.305
**D	THE PUBLIC INSTITUTION FOR SOCIAL SECURITY	0	251.557	251.557
**D	GENERAL ORGANISATION FOR SOCIAL INSURANCE.	0	189.632	189.632
**D	GENERAL ORGANISATION FOR SOCIAL INSURANCE.	0	7.778.443	7.778.443
**D	INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND	0	331.527	331.527
**D	INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT	0	387.058	387.058
**D	INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN	0	8.849	8.849
**D	CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.	0	178.054	178.054
**D	WHEELS COMMON INVESTMENT FUND.	0	430.358	430.358
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL	0	22.566	22.566
**D	ARTEMIS SMARTGAP PARIS-ALIGNED GLOBAL EQUITY	0	2.924.950	2.924.950
**D	LEGAL & GENERAL DIVERSIFIED FUND	0	46.300	46.300
**D	MI SELECT MANAGERS ALTERNATIVES FUND	0	8.147	8.147
**D	ARTEMIS SMARTGAP EUROPEAN EQUITY FUND	0	44.844	44.844
**D	TRUE POTENTIAL GOLDMAN SACHS INCOME BUILDER	0	496.294	496.294
**D	JUPITER RESPONSIBLE INCOME FUND..	0	682.695	682.695
**D		0	582.077	582.077

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND	0	118.678	118.678
**D	LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND	0	91.388	91.388
**D	LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I	0	192.540	192.540
**D	LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND	0	113.983	113.983
**D	LEGAL & GENERAL EUROPEAN INDEX TRUST	0	4.202.722	4.202.722
**D	LEGAL AND GENERAL INTERNATIONAL INDEX TRUST	0	763.938	763.938
**D	LEGAL & GENERAL MULTI-ASSET TARGET RETURN FUND	0	97.257	97.257
**D	PREMIER MITON GLOBAL INFRASTRUCTURE INCOME FUND	0	170.000	170.000
**D	PRESCIENT FUND SERVICES IRELAND LIMITED ACTING IN ITS CAPACI	0	58.746	58.746
**D	PERMANENT FUND INVESTMENTS LLC	0	220.627	220.627
**D	KBI GLOBAL INVESTMENT FUND	0	81.414	81.414
**D	PENA VALUE FUNDS PLC C/O SANNE	0	1.252.933	1.252.933
**D	MONDRIAN FUNDS PLC	0	128.004	128.004
**D	LEGAL & GENERAL ICAV.	0	252.589	252.589
**D	BARCLAYS MULTI-MANAGER FUND PLC	0	212.206	212.206
**D	ATLAS GLOBAL INFRASTRUCTURE UCITS ICAV	0	11.937.691	11.937.691
**D	BARINGS INTERNATIONAL UMBRELLA FUND	0	13.762	13.762
**D	OSMOSIS ICAV	0	109.452	109.452
**D	MONTLAKE UCITS PLATFORM ICAV	0	53.814	53.814
**D	STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST	0	46.885	46.885
**D	KBI FUNDS ICAV	0	7.023.249	7.023.249
**D	NORTHERN TRUST UCITS FGR FUND	0	1.273.476	1.273.476
**D	AMUNDI ESG REGIONAL MULTIFACTOR FUND	0	26.040	26.040
**D	VERDIPAPIRFONDET KLP AKSJEUROPA INDEKS.	0	462.106	462.106
**D	VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS	0	2.447.190	2.447.190
**D	SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.	0	36.583	36.583
**D	LEGAL & GENERAL SICAV.	0	22.708	22.708
**D	PUBLIC SECTOR PENSION INVESTMENT BOARD.	0	5.150.719	5.150.719
**D	SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.	0	8.309.226	8.309.226
**D	1199SEIU HOME CARE EMPLOYEES PENSION FUND	0	75.204	75.204
**D	1199 SEIU GREATER NEW YORK PENSION FUND	0	188.771	188.771
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F	0	449.382	449.382
**D	ASCENSION HEALTHCARE MASTER PENSION TRUST	0	334.892	334.892
**D	NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING	0	403.542	403.542
**D	MASTER TRUST AGREEMENT UNDER VARIOUS EMPLOYEE BENEFIT PLANS	0	8.843	8.843
**D	SCHLUMBERGER GROUP TRUST AGREEMENT	0	204.058	204.058
**D	SUTTER HEALTH MASTER RETIREMENT TRUST	0	128.262	128.262
**D	SUTTER HEALTH	0	243.082	243.082
**D	FRESNO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION.	0	403.289	403.289
**D	DANAHER CORPORATION RETIREMENT PLANS MASTER TRUST.	0	565.813	565.813
**D	CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.	0	975.003	975.003
**D	CSAA INSURANCE EXCHANGE	0	45.852	45.852
**D	GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND	0	64.158	64.158
**D	NEW IRELAND ASSURANCE COMPANY PLC.	0	2.216.764	2.216.764
**D	VARMA MUTUAL PENSION INSURANCE COMPANY	0	2.097.900	2.097.900
**D	EQUIPSUPER	0	159.047	159.047
**D	THE MINDEROO FOUNDATION TRUST	0	96.058	96.058
**D	STICHTING PENSIOENFONDS SAGITTARIUS	0	188.405	188.405
**D	STICHTING HEIENEKEN PENSIOENFONDS	0	250.842	250.842
**D	STICHTING PME PENSIOENFONDS	0	1.151.798	1.151.798



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO	0	8.329.190	8.329.190
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.	0	308.016	308.016
**D	MREF INVESTMENT COMPANY NO. 2 PTY LTD.	0	314.981	314.981
**D	FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F	0	2.587.675	2.587.675
**D	NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND	0	3.580.359	3.580.359
**D	UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE	0	35.398	35.398
**D	FIDELITY INVESTMENTS CHARITABLE GIFT FUND DTD 8/18/2009	0	33.176	33.176
**D	ST. MARY'S HEALTHCARE	0	79.233	79.233
**D	THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13	0	3.066	3.066
**D	CONSTELLATION PENSION MASTER TRUST	0	105.425	105.425
**D	CONSTELLATION DEFINED CONTRIBUTION RETIREMENT PLAN TRUST	0	42.796	42.796
**D	CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND	0	34.956	34.956
**D	THE DYSON FOUNDATION.	0	16.950	16.950
**D	ACORN 1998 TRUST.	0	7.013	7.013
**D	ENVIRONMENT FUND	0	3.559	3.559
**D	ENCYCLOPAEDIA BRITANNICA PENSION PLAN TRUST	0	7.919	7.919
**D	FIREFIGHTERS RETIREMENT SYSTEM	0	6.453	6.453
**D	EMPLOYEES' RETIREMENT PLAN OF THE DIOCESE OF ARLINGTON WASTE	0	192.682	192.682
**D	CYSTIC FIBROSIS FOUNDATION	0	33.613	33.613
**D	MASTER TRUST FOR CERTAIN TAX-QUALIFIED BECHTEL RETIREMENT PL	0	128.546	128.546
**D	ALM 2010 FAMILY TRUST.	0	152.636	152.636
**D	THE AVI CHAI FOUNDATION.	0	507.717	507.717
**D	THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST	0	16.480	16.480
**D	THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT	0	4.611	4.611
**D	IBM PERSONAL PENSION PLAN TRUST	0	99	99
**D	JOSHUA GREEN CORPORATION	0	21.032	21.032
**D	NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING	0	12.082	12.082
**D	NATIONAL PHILANTHROPIC TRUST	0	1.219.692	1.219.692
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O	0	685.134	685.134
**D	PEZIER INC. MASTER TRUST	0	54.072	54.072
**D	THE PETER AND CARMEN LUCIA BUCK FOUNDATION INC	0	356.658	356.658
**D	NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR	0	30.192	30.192
**D	PCA TAX SHELTERED ANNUITY PLAN	0	360.968	360.968
**D	RUTGERS THE STATE UNIVERSITY	0	49.129	49.129
**D	MOZILLA CORPORATION	0	108.438	108.438
**D	UNITED SERVICES AUTOMOBILE ASSOCIATION	0	22.102	22.102
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	102.471	102.471
**D	BEAT DRUGS FUND ASSOCIATION	0	4.264.133	4.264.133
**D	HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE	0	8.897	8.897
**D	HOSPITAL AUTHORITY PROVIDENT FUND SCHEME	0	697.012	697.012
**D	HUMILITY LTD.	0	249.725	249.725
**D	HASLAM FAMILY INVESTMENT PARTNERSHI	0	112.593	112.593
**D	INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST	0	1.321	1.321
**D	HAWTHORN DM LLC	0	31.388	31.388
**D	INTERNATIONAL EQUITY FUND LLC	0	127.254	127.254
**D	MF INTERNATIONAL FUND LLC	0	89.232	89.232
**D	LUNA LLC.	0	15.300	15.300
**D	BUILDERS ASSET MANAGEMENT LLC	0	26.357	26.357
**D	LEHMAN-STAMM FAMILY PARTNERS LLC	0	849.732	849.732
**D		0	2.670	2.670



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	LEGAL & GENERAL MSCI EAFE FUND LLC	0	569.704	569.704
**D	LAKE AVENUE INVESTMENTS LLC	0	74.320	74.320
**D	MONDRIAN INTERNATIONAL EQUITY ESG FUND L.P.	0	424.281	424.281
**D	MONDRIAN INTERNATIONAL EQUITY FOCUSED FUND L.P.	0	181.334	181.334
**D	MONDRIAN GLOBAL EQUITY ESG FUND L.P.	0	75.112	75.112
**D	MONDRIAN GLOBAL ALL COUNTRIES WORLD EQUITY FUND LP.	0	974.194	974.194
**D	ROM CAY LP	0	14.494	14.494
**D	ROTHKO ALL COUNTRIES WORLD EX-US EQUITY FUND L.P.	0	10.687	10.687
**D	METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE	0	316.098	316.098
**D	PRO-GEN INVESTMENTS LLC	0	10.816	10.816
**D	PINK CALI LLC	0	2.883	2.883
**D	ROM LIQUID LLC..	0	146.024	146.024
**D	CINDY SPRINGS LLC	0	189.920	189.920
**D	OMEGA FFLP LIMITED PARTNERSHIP..	0	33.136	33.136
**D	LONGVIEW INTERNATIONAL VALUE EQUITY VEBA FUND	0	150.889	150.889
**D	CAUSEWAY MULTI-FUND LLC - CONCENTRATED EQUITY SERIES A	0	14.554	14.554
**D	CARNELIAN INVESTMENT MANAGEMENT LLC.	0	159.857	159.857
**D	THE BUNTING FAMILY VI SOCIALLY RESPONSIBLE LLC	0	3.139	3.139
**D	CARROLL AVENUE PARTNERS LLC.	0	3.325	3.325
**D	FJ INVESTMENTS LLC	0	125.880	125.880
**D	FUNDO DE PENSÕES	0	88.112	88.112
**D	FIDDLER PARTNERS LLC	0	4.977	4.977
**D	FOURTH AVENUE INVESTMENT COMPANY LIMITED PARTNERSHIP	0	44.768	44.768
**D	EVA VALLEY MA1 LLC	0	42.070	42.070
**D	ETERNITY LTD CONYERS TRUST COMPANY (CAYMAN) LIMITED	0	112.592	112.592
**D	DILLON MARKETABLE SECURITIES COMMON TRUST FUND.	0	46.257	46.257
**D	DELFINCO LP	0	47.720	47.720
**D	DYNASTY INVEST LTD	0	25.044	25.044
**D	DFI LP EQUITY (PASSIVE	0	11.494	11.494
**D	FCM INTERNATIONAL LLC	0	33.526	33.526
**D	RTPIP LP	0	8.620	8.620
**D	CBRE LISTED REAL ASSET FUND LP	0	4.321	4.321
**D	CAUSEWAY MULTI-FUND LLC-INTERNATIONAL VALUE INSTITUTIONAL SE	0	2.654.343	2.654.343
**D	SENTINEL INTERNATIONAL FUND	0	12.074	12.074
**D	BERNSTEIN TAX-MANAGED GLOBAL STYLE BLEND SERIES	0	50.161	50.161
**D	AVALON PORTFOLIO II LLC	0	10.223	10.223
**D	801 INVESTMENTS LLC	0	25.102	25.102
**D	ZOMA CAPITAL PORTFOLIO LLC.	0	217.369	217.369
**D	SILVER GROWTH FUND LP	0	11.626	11.626
**D	VIRGINIA C. MARS REVOCABLE TRUST DATED AUGUST 6 1991	0	2.045	2.045
**D	GLOBAL BOND FUND WAYCROSSE INC	0	168.321	168.321
**D	STRATEGIC GLOBAL BALANCED TRUST	0	1.277	1.277
**D	SLW PORTFOLIO LLC	0	29.252	29.252
**D	STATES OF GUERNSEY ACTING BY AND THROUGH THE POLICY AND RESO	0	2.199	2.199
**D	SENTINEL INTERNATIONAL TRUST	0	79.545	79.545
**D	GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC	0	34.279	34.279
**D	GQG PARTNERS RESTRICTED GLOBAL EQUITY FUND - GQG PARTNERS SE.	0	14.278	14.278
**D	GQG PARTNERS INTERNATIONAL EQUITY FUND-GQG PARTNERS SERIES L.	0	6.626.410	6.626.410
**D	ASCENSION ALPHA FUND LLC	0	670.503	670.503
**D	PZENA VALUE TRUST	0	15.680	15.680

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO	0	8.451	8.451
**D	MBB PUBLIC MARKETS I LLC	0	608.131	608.131
**D	PZENA GLOBAL VALUE FUND 2 DST	0	691.856	691.856
**D	PZENA INTERNATIONAL EX-US FOCUSED VALUE FUND DST A SERIES O	0	215.003	215.003
**D	K INVESTMENTS SH LIMITED.	0	784.489	784.489
**D	LEGAL & GENERAL MSCI EAFE SL FUND LLC	0	533.863	533.863
**D	GOVERNMENT OF GUAM RETIREMENT FUND	0	167.167	167.167
**D	FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS	0	31.154	31.154
**D	UNITED NATIONS JOINT STAFF PENSION FUND.	0	4.077.500	4.077.500
**D	INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN	0	33.260	33.260
**D	MONDRIAN GLOBAL EQUITY FUND L.P	0	514.635	514.635
**D	MONDRIAN ALL COUNTRIES WORLD EX-US EQUITY FUND L.P. GLOBAL I	0	3.306.569	3.306.569
**D	MONDRIAN INTERNATIONAL EQUITY FUND L.P.	0	11.352.968	11.352.968
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	1.288.332	1.288.332
**D	NGEE ANN POLYTECHNIC	0	2.491	2.491
**D	NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC	0	1.175.101	1.175.101
**D	CHEVRON UK PENSION PLAN.	0	29.915	29.915
**D	THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE	0	462.333	462.333
**D	MINERWORKERS' PENSION SCHEME	0	3.154.528	3.154.528
**D	FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND	0	13.782.108	13.782.108
**D	FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND	0	262.440	262.440
**D	FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND	0	678.850	678.850
**D	WITTINGTON ASSET MANAGEMENT LIMITED	0	129.131	129.131
**D	RUSSELL WGGW INVESTMENTS LIMITED	0	2.944	2.944
**D	NEW ZEALAND SUPERANNUATION FUND.	0	229.998	229.998
**D	STATE UNIVERSITIES RETIREMENT SYSTEM	0	2.945.183	2.945.183
**D	COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA	0	213.580	213.580
**D	MERCER PASSIVE INTERNATIONAL SHARES FUND	0	466.740	466.740
**D	MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND	0	55.016	55.016
**D	NT WORLD GREEN TRANSITION INDEX FUND	0	8.165	8.165
**D	QIC LISTED EQUITIES FUND	0	463.000	463.000
**D	MERCER GLOBAL LISTED INFRASTRUCTURE FUND	0	158.338	158.338
**D	INSURANCE COMMISSION OF WESTERN AUSTRALIA	0	698.164	698.164
**D	GOVERNMENT EMPLOYEES SUPERANNUATION BOARD	0	4.347.261	4.347.261
**D	WSSP INTERNATIONAL EQUITIES TRUST	0	298.526	298.526
**D	ATLAS INFRASTRUCTURE AUSTRALIAN FEEDER FUND	0	3.212.058	3.212.058
**D	MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND	0	73.614	73.614
**D	MERCER INDEXED INTERNATIONAL SHARES FUND	0	610.987	610.987
**D	SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL	0	52.544	52.544
**D	INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST	0	16.211	16.211
**D	QIC INTERNATIONAL EQUITIES FUND.	0	106.600	106.600
**D	QIC INTERNATIONAL EQUITIES FUND.	0	66.644	66.644
**D	PZENA GLOBAL FOCUSED VALUE FUND.	0	579.272	579.272
**D	THE TRUSTEES OF THE HENRY SMITH CHARITY	0	150.464	150.464
**D	CHRISTINA E SUDIN 2016 TRUST UAD FEB 8 1991.	0	23.092	23.092
**D	S. ROBSON WALTON 1999 CHILDRENS TRUST	0	37.969	37.969
**D	S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST	0	43.556	43.556
**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
**D	HRW TESTAMENTARY TRUST NO. 5	0	32.649	32.649



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HRW TRUST NO. 4 UAD 01/17/03	0	33.778	33.778
**D	ZOMA FOUNDATION.	0	33.421	33.421
**D	HRW TESTAMENTARY TRUST NO. 1	0	36.872	36.872
**D	HRW TRUST NO. 2 UAD 01/17/03	0	69.675	69.675
**D	MOBIUS LIFE LIMITED	0	68.622	68.622
**D	HRW TESTAMENTARY TRUST NO. 3	0	34.330	34.330
**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
**D	HRW TESTAMENTARY TRUST NO. 11.	0	40.943	40.943
**D	S. ROBSON WALTON 2010 TRUST	0	98.072	98.072
**D	HRW TESTAMENTARY TRUST NO. 7.	0	49.028	49.028
**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	24.298	24.298
**D	HRW TESTAMENTARY TRUST NO. 4.	0	32.492	32.492
**D	HRW TESTAMENTARY TRUST NO. 6	0	10.029	10.029
**D	W. K. KELLOGG FOUNDATION TRUST.	0	78.570	78.570
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	60.881	60.881
**D	FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..	0	82.091	82.091
**D	ESSENTIA HEALTH	0	20.473	20.473
**D	EAST SUSSEX PENSION FUND	0	61.466	61.466
**D	CONSTELLATION PEACH BOTTOM UNIT 1 QUALIFIED FUND	0	690	690
**D	RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.	0	4.332	4.332
**D	CLINTON NUCLEAR POWER PLANT QUALIFIED FUND.	0	16.691	16.691
**D	CHRISTIE M. NAIFY 2016 TRUST UAD FEB 8 1991	0	12.329	12.329
**D	NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.	0	81.523	81.523
**D	CORTEVA AGRISCIENCE DEFINED CONTRIBUTION PLAN MASTER TRUST	0	286.542	286.542
**D	DREW M ANDRADE 2016 TR UAD FEB 8 1991.	0	7.375	7.375
**D	EMERSON ELECTRIC CO RETIREMENT MASTER TRUST	0	106.868	106.868
**D	COMBUSTION ENGINEERING 524(G) ASBESTOS PI TRUST	0	13.108	13.108
**D	CATERPILLAR INC. MASTER RETIREMENT TRUST	0	413.760	413.760
**D	CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND	0	54.744	54.744
**D	CATERPILLAR INVESTMENT TRUST.	0	450.652	450.652
**D	BELLSOUTH TELECOMMUNICATIONS INC. TRUST UNDER EXECUTIVE BENE	0	219.004	219.004
**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	THE ANNENBERG FOUNDATION.	0	21.197	21.197
**D	ARVEST FOUNDATION	0	4.730	4.730
**D	ALUMBRA INNOVATIONS FOUNDATION	0	43.534	43.534
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND	0	18.659	18.659
**D	MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST	0	32.165	32.165
**D	STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD	0	85.641	85.641
**D	JTW TRUST NO. 4 UAD 9/19/02.	0	43.665	43.665
**D	JTW TRUST NO. 1 UAD 9/19/02.	0	41.184	41.184
**D	JTW TRUST NO. 3 UAD 9/19/02.	0	44.560	44.560
**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	HALLIBURTON COMPANY EMPLOYEE BENEFIT MASTER TRUST	0	724.158	724.158
**D	GANNETT RETIREMENT PLAN MASTER TRUST GANNETT RETIREMENT PLAN MASTER TRUST	0	85.277	85.277
**D	THE MOTOROLA PENSION SCHEME.	0	77.607	77.607



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NATIONAL RAILROAD RETIREMENT INVESTMENT TRUST	0	1.687.913	1.687.913
**D	ACTIVE M INTERNATIONAL EQUITY FUND	0	362.749	362.749
**D	THE NEMOURS FOUNDATION PENSION PLAN	0	8.510	8.510
**D	NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND	0	2.323.576	2.323.576
**D	NORTHERN MULTI MANAGER GLOBAL LISTED INFRASTRUCTURE FUND	0	977.072	977.072
**D	MICHIGAN CATHOLIC CONFERENCE	0	18.795	18.795
**D	NORTHERN GLOBAL SUSTAINABILITY INDEX FUND	0	526.742	526.742
**D	NORTHAMPTONSHIRE PENSION FUND	0	30.752	30.752
**D	PRESBYTERIAN CHURCH (USA) FOUNDATION	0	133.669	133.669
**D	PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS	0	7.922	7.922
**D	NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST	0	16.807.109	16.807.109
**D	NCCC COLLECTIVE FUNDS FOR EMPLOYEE BENEFIT TRUSTS	0	1.347.531	1.347.531
**D	RELIANCE TRUST INSTITUTIONAL RETIREMENT TRUST SERIES ELEVEN	0	8.873.583	8.873.583
**D	TRINITY HEALTH CORPORATION	0	421.442	421.442
**D	THE REPRESENTATIVE CHURCH BODY	0	277.876	277.876
**D	PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.	0	5.438	5.438
**D	OKLAHOMA PUBLIC EMPLOYEES RETIREMENT SYSTEM	0	2.667.207	2.667.207
**D	THE PENSION BOARDS-UNITED CHURCH OF CHRIST INC.	0	143.104	143.104
**D	OHIO POLICE AND FIRE PENSION FUND	0	1.831.737	1.831.737
**D	STICHTING INSTITUUT GAK	0	71.315	71.315
**D	GENERAL PENSION AND SOCIAL SECURITY AUTHORITY	0	130.244	130.244
**D	GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.	0	380.480	380.480
**D	BAPTIST FOUNDATION OF TEXAS.	0	454.782	454.782
**D	ILLINOIS HEALTH CARE EMPLOYEES PENSION FUND	0	1.060.727	1.060.727
**D	CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN	0	2.777.889	2.777.889
**D	LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.	0	941.589	941.589
**D	BRITISH COAL STAFF SUPERANNUATION SCHEME	0	2.192.468	2.192.468
**D	ABU DHABI PENSION FUND	0	1.243.664	1.243.664
**D	THE NORTHERN TRUST COMPANY SUB-ADVISED COLLECTIVE FUNDS TRUS	0	929.821	929.821
**D	WATER AND POWER EMPLOYEES' RETIREMENT PLAN	0	365.281	365.281
**D	ALFRED I. DUPONT CHARITABLE TRUST	0	794.685	794.685
**D	THE COCA-COLA COMPANY MASTER RETIREMENT TRUST.	0	144.630	144.630
**D	EMPLOYEES RETIREMENT FUND OF THE CITY OF FORT WORTH	0	98.815	98.815
**D	UTAH STATE RETIREMENT SYSTEMS	0	326.043	326.043
**D	GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY	0	917.942	917.942
**D	USA GENERAL INDEMNITY COMPANY	0	37.398	37.398
**D	USAA CASUALTY INSURANCE COMPANY	0	71.245	71.245
**D	WYOMING RETIREMENT SYSTEM	0	62.683	62.683
**D	STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS	0	73.416	73.416
**D	SAN MATEO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION	0	61.643	61.643
**D	TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA	0	996.523	996.523
**D	CITY OF TALLAHASSEE	0	2.095.754	2.095.754
**D	FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST	0	206.230	206.230
**D	CMA IMPACT INC.	0	13.376	13.376
**D	REGIME DE RETRAITE DU PERSONNEL DES CPE ET DES GARDERIES PRI	0	512.917	512.917
**D	SANLAM UNIVERSAL FUNDS PLC	0	494.040	494.040
**D	BLACKROCK AUTHORISED CONTRACTUAL SCHEME I	0	172.115	172.115
**D	ACS 30:70 GLOBAL EQUITY TRACKER FUND	0	27.867.387	27.867.387
**D	BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.	0	122.159	122.159
**D		0	458.385	458.385



Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	STATE TEACHERS RETIREMENT SYSTEM OF OHIO	0	4.191.932	4.191.932
**D	BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA	0	14.368	14.368
**D	LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..	0	2.512.600	2.512.600
**D	UBS COMMON CONTRACTUAL FUND	0	86.026	86.026
**D	THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME	0	2.066.162	2.066.162
**D	THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME	0	708.240	708.240
**D	BLACKROCK UCITS CCF	0	886.044	886.044
**D	WEST YORKSHIRE PENSION FUND	0	2.000.000	2.000.000
**D	CLEARWATER INTERNATIONAL FUND	0	51.325	51.325
**D	MERSEYSIDE PENSION FUND	0	317.445	317.445
**D	RECORD INVEST SCA SICAV RAIF	0	16.950	16.950
**D	KOMMUNAL LANDSPENSIOENSKASSE GJENSIDIG FORSIKRINGSSELSKAP	0	1.382.560	1.382.560
**D	ELO MUTUAL PENSION INSURANCE COMPANY ELO MUTUAL PENSION INSURANCE COMPANY	0	1.274.156	1.274.156
**D	AMF TJANSTEPENSION AB	0	5.848.759	5.848.759
**D	STICHTING KONINGIN WILHELMINA FONDS VOOR DE NEDERLANDSE KANK	0	65.707	65.707
**D	NOTHERN TRUST LUXEMBOURG MANAGEMENT COMPANY SA ACTING IN ITS	0	245.572	245.572
**D	STICHTING PENSIOENFONDS PGB	0	2.410.040	2.410.040
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.	0	64.871	64.871
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET BEROEPSVERVOER OVER DE WEG	0	16.295	16.295
**D	TREDJE AP-FONDEN	0	1	1
**D	FJARDE AP-FONDEN.	0	1.501.071	1.501.071
**D	STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN	0	112.190	112.190
**D	AB ARYA PARTNERS (MASTER) FUND SICAV-RAIF S.C.SP.	0	360.000	360.000
**D	ADAPT MASTER FUND LTD CO LOMBARD ODIER ASSET MANAGEMENT USA CORP ACTING AS FUND MA	0	1.044.851	1.044.851
**D	G.S. SOCIETA A RESPONSABILITA LIMITATA	0	2.806	2.806
**D	T.S. SOCIETA A RESPONSABILITA LIMITATA	0	3.466	3.466
**D	POINT72 LONDON INVESTMENTS LTD.	0	5.712.287	5.712.287
**D	NORTH ROCK SPC - NR 1 SP	0	888.609	888.609
**D	BUEZUBI SIL S.A. (20170)	0	3.500	3.500
**D	PRESTIGE INVERSIONES SIL S.A.	0	24.483	24.483
**D	ONURA SXXI CORPORATION SICAV S.A.	0	3.500	3.500
**D	MAJUNSO 2007 SICAV SA	0	4.860	4.860
**D	INVERSIONES VALLOLBAL SICAV S.A.	0	5.630	5.630
**D	INVERSIONES SELECTIVAS SIL SA	0	22.000	22.000
**D	INVERSIONES KINEAS SIL S.A.	0	24.000	24.000
**D	INMOBILIARIA CALERA Y CHOZAS CARTERA SICAV S.A.	0	4.000	4.000
**D	GESTION BOUTIQUE MIXTO RENTA VARIABLE	0	23.255	23.255
**D	F.A.W. INVERSIONES SIL S.A.	0	5.000	5.000
**D	AMPAVIC 2013 SICAV S.A.	0	8.100	8.100
**D	MEDIOLANUM EUROPA R.V. F.I.	0	12.335	12.335
**D	CM GRAT LLC	0	5.399	5.399
**D	ROSEDENE LLC	0	18.977	18.977
**D	MUCKLESHOOT INDIAN TRIBE	0	4.378	4.378
**D	CHRISTENSEN-PIERRET COMMUNITY PROPERTY TRUST UAD 05/10/19 C DIANE CHRISTENSEN TTEE	0	1.678	1.678
**D	UNICORN ASSETS LLC	0	1.889	1.889
**D	CHIMERA ASSETS LLC	0	1.888	1.888
**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	PZENA INVESTMENT MANAGEMENT LLC	0	4.407	4.407



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	VALUE QUEST PARTNERS LLC - EUROPEAN FOCUSED VALUE	0	43.160	43.160
**D	AMERICAN FRIENDS OF THE HEBREW UNIVERSITY INC	0	36.510	36.510
**D	PZENA INVESTMENT MANAGEMENT LLC EUROPE EX-UK FOCUSED VALUE	0	3.731	3.731
**D	VALUEQUEST PARTNERS LLC -GLOBAL	0	54.798	54.798
**D	FRANCIS FAMILY FUND APS	0	28.481	28.481
**D	NPF TECHNOLOGIES APS	0	17.053	17.053
**D	BROOKFIELD INVESTMENT FUNDS (UCITS) PLC - BROOKFIELD GLOBAL	0	306.617	306.617
**D	CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1	0	413.547	413.547
**D	CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND	0	199.849	199.849
**D	CHALLENGE FUNDS - CHALLENGE EUROPEAN EQUITY FUND	0	361.508	361.508
**D	CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 2	0	93.892	93.892
**D	MACQUARIE FUND SOLUTIONS - MACQUARIE GLOBAL CONVERTIBLE FUND	0	85.846	85.846
**D	MEDIOLANUM BEST BRANDS - MEDIOLANUMGLOBAL EQUITY STYLE SELEC	0	129.904	129.904
**D	MEDIOLANUM BEST BRANDS - MEDIOLANUM ENERGY TRANSITION	0	96.289	96.289
**D	MEDIOLANUM BEST BRANDS - COUPON STRATEGY COLLECTION	0	220.740	220.740
**D	MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU	0	823.806	823.806
**D	BATI VALEURS EUROPE	0	54.400	54.400
**D	SWISSCANTO (LU) EQUITY FUND - SYSTEMATIC RESPONSIBLE EUROZON	0	9.416	9.416
**D	SWISSCANTO (LU) EQUITY FUND - TOP DIVIDEND EUROPE	0	55.831	55.831
**D	SWISSCANTO (LU) EQUITY FUND - RESPONSIBLE GLOBAL INNOVATION	0	84.776	84.776
**D	SWISSCANTO (LU) PORTFOLIO FUND - RESPONSIBLE SELECT (EUR)	0	58.446	58.446
**D	SWISSCANTO (LU) PORTFOLIO FUND - RESPONSIBLE AMBITION (EUR)	0	32.449	32.449
**D	SWISSCANTO (LU) PORTFOLIO FUND - RESPONSIBLE BALANCE (EUR)	0	78.441	78.441
**D	VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE	0	433.574	433.574
**D	MACT - SIF	0	14.612	14.612
**D	GBPO - QCF - GLOBAL BALANCED POOL	0	5.288	5.288
**D	UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO	0	654.454	654.454
**D	BATI CROISSANCE	0	205.600	205.600
**D	MMA VIE.	0	2.033.639	2.033.639
**D	CMLA INDEXED GLOBAL SHARE FUND	0	29.158	29.158
**D	JOHN HANCOCK DISCIPLINED VALUE INTERNATIONAL FUND	0	2.967.217	2.967.217
**D	AZIMUT LIFE DAC	0	393.798	393.798
**D	COMMONWEALTH SPECIALIST FUND 52	0	85.230	85.230
**D	4D GLOBAL INFRA FUND	0	804.704	804.704
**D	FIDELITY IECFUTL	0	782.126	782.126
**D	JOHN HANCOCK VARIABLE INSURANCE TRU.	0	266.716	266.716
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.	0	281.761	281.761
**D	MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND	0	857	857
**D	OP CUSTODY LTD	0	240.763	240.763
**D	THE MASTER TRUST BANK OF JAPAN LTD. AS TRUSTEE OF GREEN TEC.	0	183.140	183.140
**D	ME/B PI ESG INSIGHTS WORLD EQUITY FUND	0	86.197	86.197
**D	PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD	0	765.640	765.640
**D	COLONIAL FIRST STATE INVESTMENT FUND 121	0	334.559	334.559
**D	SCHWAB INTERNATIONAL INDEX FUND	0	4.526.029	4.526.029
**D	SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND	0	1.770.148	1.770.148
**D	SUN LIFE ASSET MANAGEMENT FUNDS - SUN LIFE AM GLOBAL LOW CAR	0	126.836	126.836
**D	ME/ALLIANZ SUSTAINABLE MULTI ASSET FUND	0	4.984	4.984
**D	TIMOTHY PLAN MARKET NEUTRAL ETF	0	35.522	35.522
**D	COLONIAL FIRST STATE INVESTMENT FUND 50.	0	106.422	106.422
**D	COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..	0	358.387	358.387

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	COMMONWEALTH GLOBAL INFRASTRUCTURE SECURITIES FUND1	0	872.050	872.050
**D	WM POOL - EQUITIES TRUST NO. 2 - VINVA	0	34.027	34.027
**D	STRATEGIC INVESTMENT SPC	0	94.093	94.093
**D	DNB BANK ASA	0	31.038	31.038
**D	ONEMARKETS ITALY ICAV	0	125.714	125.714
**D	BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION	0	161.673	161.673
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	19.797.483	19.797.483
**D	ILA-LA WORLD ESG SCREENED FUND	0	72.805	72.805
**D	IRISH LIFE ASSURANCE PLC	0	1.224.307	1.224.307
**D	ILA - A-ILGLOEQN	0	15.884	15.884
**D	ILA - A-ILDSCG	0	38.102	38.102
**D	ILA - A-ILGLOEQG	0	64.205	64.205
**D	ILA - A-ILEZEQ	0	184.037	184.037
**D	ILA - A-ILEZEQN	0	23.801	23.801
**D	ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY	0	373.870	373.870
**D	ILA-A-ILSDMH	0	2.043.994	2.043.994
**D	ILA - RAFIME	0	116.454	116.454
**D	ILA A-AGLOVE IRISH LIFE ASSURANCE PLC	0	184.710	184.710
**D	IRISH LIFE ASSURANCE.	0	864.866	864.866
**D	AEGON CUSTODY B.V.	0	1.878.865	1.878.865
**D	LARGE CAP INTL PORTFOLIO OF DFA INV	0	2.301.014	2.301.014
**D	ROY H. GREENBERG FAMILY TRUST	0	4.866	4.866
**D	ZURICH LIFE ASSURANCE PLC	0	2.777.123	2.777.123
**D	JUPITER SYSTEMATIC PHYSICAL WORLD FUND	0	2.782	2.782
**D	CFSSIL AIF CMLA INTERNATIONAL SHARE FUND	0	71.157	71.157
**D	LGAS SHF CLIENT DIR INV FUND(1649)	0	787.000	787.000
**D	FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)	0	42.628	42.628
**D	TSGX SOLACT ESG TBACO EX UNHG(3387)	0	15.576	15.576
**D	LEGAL & GENERAL ASSURANCE SOCIETY LIMITED	0	31.752	31.752
**D	LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED	0	9.474.581	9.474.581
**D	L AND G ASSUR(PENS MGMT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270	0	317.565	317.565
**D	L AND G ASSUR(PENS MGMT) LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495	0	512.495	512.495
**D	PMC FUTURE WORLD MULTI ASSET FUND OVERLAY(6558)	0	5.235.778	5.235.778
**D	PMC MULTI ASSET FUND OVERLAY	0	2.578.291	2.578.291
**D	ABRDN OEIC II-ABRDN GLOBAL INCOME EQUITY FUND	0	1.236.000	1.236.000
**D	CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T	0	5.349.943	5.349.943
**D	CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO	0	482.202	482.202
**D	PETER A. WALD AND CHRISTINA HALL 1997 TRUST	0	67.995	67.995
**D	CFSSIL RE CNEALTH GS FD 16	0	147.440	147.440
**D	INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC	0	7.879.568	7.879.568
**D	MANULIFE GLOBAL FUND.	0	188.732	188.732
**D	INVESCO POOLED INVESTMENT FUND - EUROPE FUND	0	235.593	235.593
**D	NMTB/NIK KOKUSAI-NH 935026	0	344.237	344.237
**D	NMTB/NIK KOKUSAI-H 935034	0	21.380	21.380
**D	BERESFORD FUNDS ICAV	0	147.367	147.367
**D	BERESFORD FUNDS PLC	0	96.528	96.528
**D	ABRDN OEIC V-ABRDN EUROPE EX UK ETHICAL EQUITY FUND	0	832.044	832.044
**D	COLONIAL FIRST STATE INVESTMENTS LIMITED...	0	452.873	452.873
**D	ABRDN OEIC II-ABRDN EUROPE EX UK INCOME EQUITY FUND	0	1.893.389	1.893.389
**D	STICHTING PGM DEPOSITARY	0	4.997.785	4.997.785



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PGGM SPD (DMAEMFGL)PGM SPD DMAE MULTIFACTOR GLOBAL	0	741.817	741.817
**D	NATIONAL COUNCIL FOR SOCIAL SEC FUND	0	161.992	161.992
**D	LEGG MASON INC.	0	3.600	3.600
**D	VERDIPAPIRFONDET DNB GLOBAL (IV : INGVID ANGVIK BJONNES DRONNING EUFEMIAS GT	0	4.256.432	4.256.432
**D	VERDIPAPIRFONDET DNB GLOBAL INDEKS	0	1.164.072	1.164.072
**D	THREADNEEDLE (LUX) COLUMBIA THREADNEEDLE INVESTMENTS	0	143.836	143.836
**D	THREADNEEDLE (LUX)	0	15.760	15.760
**D	TWO SIGMA INTERNATIONAL CORE	0	20.814	20.814
**D	THREADNEEDLE OPPORTUNITY INVESTMENTREAL RETURN FUND	0	13.822	13.822
**D	VICTORY TRIVALENT INTERNATIONAL FUND-CORE EQUITY	0	118.471	118.471
**D	TWO SIGMA WORLD CORE FUND LP	0	20.699	20.699
**D	LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.	0	780.737	780.737
**D	VICTORY CAPITAL INTERNATIONAL COLLECTIVE INVESTMENT TRUST	0	34.472	34.472
**D	VICTORY MARKET NEUTRAL INCOME FUND	0	1.396.243	1.396.243
**D	SAMSUNG GLOBAL CORE EQUITY FUND	0	11.746	11.746
**D	VERDIPAPIRFONDET DNB EUROPA	0	230.431	230.431
**D	MONETARY AUTHORITY OF SINGAPORE	0	147.098	147.098
**D	GOVERNMENT OF SINGAPORE	0	110.793.499	110.793.499
**D	LATVIJAS BANKA	0	328.519	328.519
**D	JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND	0	1.417.741	1.417.741
**D	CITITRUST LIMITED	0	235.212	235.212
**D	VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.	0	13.359	13.359
**D	VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.	0	38.550	38.550
**D	CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND	0	82.132	82.132
**D	VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF	0	34.959	34.959
**D	INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES	0	67.088	67.088
**D	DON C VANBRACKEL TTEE 05/23/1996 MANAGED	0	825	825
**D	ECONOMIC DEVELOPMENT BOARD	0	4.834	4.834
**D	JOHN HANCOCK DIVERSIFIED REAL ASSETS FUND	0	445.194	445.194
**D	SELIGSON AND CO EUROPE INDEX FUND	0	516.737	516.737
**D	HOSTPLUS POOLED SUPERANNUATION TRUST	0	672.484	672.484
**D	ABRDN OEIC IV-ABRDN WORLD EQUITY ENHANCED INDEX FUND	0	80.852	80.852
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND	0	426.569	426.569
**D	ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND	0	473.802	473.802
**D	FRANKLIN SELECT GLOBAL MULTI-ASSETINCOME FUND	0	455	455
**D	VICTORY CAPITAL GROWTH FUND	0	337.210	337.210
**D	VICTORY GLOBAL EQUITY INCOME FUND	0	35.083	35.083
**D	VICTORY INTERNATIONAL FUND	0	295.730	295.730
**D	VICTORY SUSTAINABLE WORLD FUND	0	69.395	69.395
**D	QUILTER INVESTORS CHARITY AUTHORISED INVESTMENT FUNDS MILLENNIUM	0	135.000	135.000
**D	TIMOTHY PLAN INTERNATIONAL ETF.	0	57.983	57.983
**D	UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	0	45.999	45.999
**D	THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN	0	37.646	37.646
**D	UAPF - BLACK ROCK PASSIVE EQUITY	0	40.578	40.578
**D	UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY	0	157.811	157.811
**D	AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD	0	24	24
**D	POINT72 ASSOCIATES LLC C/O FINSCO LIMITED	0	328.859	328.859
**D	NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED	0	44.708	44.708
**D	AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND	0	7.579	7.579

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	FIDANTE PARTNERS LIMITED AS RESPONSIBLE ENTITY FOR SYSTEM CA	0	72.037	72.037
**D	ECOFIN ENERGY TRANSITION ALPHA OPPORTUNITIES FUND LP	0	240.562	240.562
**D	MAN INSIGHT LIMITED	0	19	19
**D	MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED	0	17.630	17.630
**D	REGIME DE RETRAITE DE L'UNIVERSITE DU QUEBEC.	0	168.660	168.660
**D	REC VISION GLOBAL ENERGY TRANSITION FUND (INCUBATOR)	0	16.100	16.100
**D	REC QUBE GLOBAL EQUITY FUND	0	829.622	829.622
**D	REC O'SHAUGHNESSY GLOBAL EQUITY FUND	0	5.224	5.224
**D	REC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND	0	112.904	112.904
**D	SUN LIFE KBI SUSTAINABLE INFRASTRUCTURE PRIVATE POOL	0	96.015	96.015
**D	SUN LIFE GLOBAL DIVIDEND PRIVATE POOL	0	119.040	119.040
**D	DIVERSIFIED FUND OF CANADA - DFC GLOBAL EQUITY FUND	0	4.022	4.022
**D	NBIMC EAFE EQUITY INDEX FUND.	0	116.883	116.883
**D	REC QUBE CUSTOM GLOBAL EQUITY FUND	0	143.586	143.586
**D	SUSTAINABLE INFRASTRUCTURE DIVIDEND FUND	0	125.000	125.000
**D	UNITED CORPORATIONS LIMITED	0	995.489	995.489
**D	NBIMC PUBLIC INFRASTRUCTURE (2017) FUND.	0	184.701	184.701
**D	MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL	0	36.977	36.977
**D	CAISSE DE RETRAITE D'HYDRO-QUEBEC	0	109.559	109.559
**D	HEXAVEST WORLD FUND HEXAVEST INC.	0	3.626	3.626
**D	DESJARDINS GLOBAL ASSET MANAGEMENT INC.	0	4.462	4.462
**D	FONDS COMMUN DE PLACEMENT DES REGIMES DE RETRAITE DE L'UNIVE MAISON OMER-GINGRAS	0	75.121	75.121
**D	VPI SUSTAINABILITY LEADERS POOL	0	9.936	9.936
**D	VPI GLOBAL EQUITY POOL	0	1.050.000	1.050.000
**D	VPI INCOME POOL	0	625.000	625.000
**D	E-L FINANCIAL CORPORATION LIMITED	0	1	1
**D	BIMCOR GLOBAL EQUITY POOLED FUND	0	37.434	37.434
**D	THE WNNIPEG CIVIC EMPLOYEES' PENSION PLAN	0	726.404	726.404
**D	BOMBARDIER TRUST (CANADA) REAL RETURN ASSETS FUND	0	394.468	394.468
**D	LETKO BROSSEAU INFRASTRUCTURE EQUITY FUND	0	71.025	71.025
**D	ECOFIN GLOBAL UTILITIES & INFRASTRUCTURE TRUST PLC.	0	1.790.174	1.790.174
**D	WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N	0	172.596	172.596
**D	POINT72 ASSOCIATES LLC.	0	3.000.000	3.000.000
**D	AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP	0	57.425	57.425
**D	AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD	0	1.069.412	1.069.412
**D	DYNAMIC ACWI EX US INC.	0	3.102	3.102
**D	DYNAMIC ACWI INC.	0	2.163	2.163
**D	AHL ALPHA CORE MASTER LIMITED C/O MAPLES CORPORATE SERVICES LIMITED	0	15.173	15.173
**D	GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED	0	652.902	652.902
**D	POINT72 ASSOCIATES LLC C/O WALKERS CORPORATE LIMITED CAYMAN CORPORATE CENTRE	0	207.446	207.446
**D	DYNAMIC GLOBAL ESG INC.	0	282	282
**D	STARLIGHT GLOBAL INFRASTRUCTURE LP	0	1.243	1.243
**D	LINGOTTO ALTRNVE INVSTMNTS MASTER FND ICV-LNGTTO SPCL OPPOR	0	1.050.000	1.050.000
**D	ANDBANK FUNDS FCP ANDBANK BALANCED	0	160.537	160.537
**D	SIHF - GLOBAL EQUITY	0	46.403	46.403
**D	MAN MULTI-STRATEGY MASTER FUND MAPLES CORPORATE SERVICES LIMITES	0	0	0
**D	MICHELLE A. LUND TRUST UAD 11/19/04 MICHELLE LUND TTEE PARAMETRIC FOREIGN ORDINARIES	0	5.831	5.831
**D	AMUNDI DIVIDENDO ITALIA	0	1.981.734	1.981.734
**D	NAGELWACKERS INSTITUTIONAL EUROPEAN EQUITY	0	190.000	190.000
**D	EDR GLOBAL EQUITIES RDT - DBI	0	23.393	23.393

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	CRELAN INVEST BALANCED	0	80.399	80.399
**D	CRELAN INVEST CONSERVATIVE	0	10.270	10.270
**D	CRELAN INVEST DYNAMIC	0	38.787	38.787
**D	AMUNDI SIF GLOBAL ETHICAL EQUITIES	0	6.554	6.554
**D	POOL 5 - EQUITY CORE (EX EQUITY EUROPE)	0	2.500.000	2.500.000
**D	ESPERIDES - S.A. SICAV-SIF	0	57.341	57.341
**D	AMUNDI PRIME UK MID AND SMALL CAP	0	241.977	241.977
**D	AMUNDI FUNDS EQUITY EUROLAND SMALL CAP	0	758.678	758.678
**D	VF (LUX) - VALLANT EUROPE EQUITIES	0	123.942	123.942
**D	AMUNDI FUNDS EQUITY GLOBAL CONSERVATIVE	0	290.984	290.984
**D	CSA LOS EUROPE EQUITY	0	234.883	234.883
**D	LO FUNDS - ALL ROADS	0	109.960	109.960
**D	LOF TARGETNETZERO EUROPE EQUITY	0	71.205	71.205
**D	AMUNDI INDEX MSCI EUROPE	0	3.277.178	3.277.178
**D	AMUNDI MSCI WORLD CLIMATE TRANSITION CTB	0	44.415	44.415
**D	AMUNDI INDEX MSCI WORLD	0	780.575	780.575
**D	AMUNDI MSCI EMU ESG LEADERS SELECT	0	6.935.178	6.935.178
**D	AMUNDI FUNDS EQUITY EURO RISK PARITY	0	706.441	706.441
**D	AMUNDI INDEX FTSE EPRA NAREIT GLOBAL	0	83.425	83.425
**D	AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA	0	65.884	65.884
**D	G FUND - TOTAL RETURN ALL CAP EUROPE	0	736.000	736.000
**D	LO FUNDS - ALL ROADS CONSERVATIVE	0	12.552	12.552
**D	CPR INVEST-EUROPE SPECIAL SITUATIONS	0	133.335	133.335
**D	CPR INVEST-GLOBAL DISRUPTIVE OPPORTUNITIES	0	3.358.639	3.358.639
**D	LO FUNDS - ALL ROADS GROWTH	0	74.504	74.504
**D	LOF TARGETNETZERO GLOBAL EQUITY	0	32.057	32.057
**D	PRIVILEGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY	0	237.782	237.782
**D	AMUNDI FUNDS MULTI ASSET CONSERVATIVE	0	91.038	91.038
**D	AMUNDI FUNDS GLOBAL PERSPECTIVES	0	5.561	5.561
**D	AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY	0	52.041	52.041
**D	AMUNDI FUNDS DYNAMIC MULTI FACTORS EURO	0	1.312.956	1.312.956
**D	AMUNDI FUNDS - EUROPEAN EQUITY DYNAMIC MULTI FACTORS	0	276.381	276.381
**D	AMUNDI EURO STOXX 50	0	6.199.196	6.199.196
**D	AMUNDI FUNDS DYNAMIC MULTI FACTORS GLOBAL EQUITY - EUROPE	0	33.841	33.841
**D	CPR INVEST - GEAR WORLD	0	754.027	754.027
**D	AMUNDI ID MSCI EMERGING MARKETS	0	1.255.249	1.255.249
**D	AMUNDI PRIME JAPAN	0	6	6
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE	0	289.599	289.599
**D	AMUNDI PRIME EUROZONE	0	259.668	259.668
**D	AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL	0	946.688	946.688
**D	AMUNDI FUNDS EUROPEAN EQUITY TARGET INCO	0	3.956.702	3.956.702
**D	AMUNDI FDS GLOBAL MULTI-ASSET TARGET INC	0	20.165	20.165
**D	AMUNDI FUNDS GLOBAL EQUITY TARGET INCOME	0	3.720.726	3.720.726
**D	AMUNDI FUNDS EUROLAND EQUITY	0	6.499.994	6.499.994
**D	AMUNDI FUNDS REAL ASSETS TARGET INCOME	0	325.000	325.000
**D	AMUNDI FUNDS TOP EUROPEAN PLAYERS	0	18.087	18.087
**D	AMUNDI FUNDS GLOBAL MULTI-ASSET	0	173.867	173.867
**D	AMUNDI FDS GLOB MULTI-ASSET CONSERVATIVE	0	432.326	432.326
**D	CPR INVEST - FUTUR CITIES	0	207.822	207.822
**D	CPR INVEST - MEDTECH	0	1.530.346	1.530.346



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS	0	1.114.516	1.114.516
***D	AMUNDI MSCI WORLD ESG UNIVERSAL SELECT	0	42.232	42.232
***D	AURIS - EVOLUTION EUROPE ISR	0	122.038	122.038
***D	AURIS DIVERSIFIED BETA	0	70.000	70.000
***D	AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB	0	97.690	97.690
***D	AMUNDI STOXX EUROPE 600	0	6.162.160	6.162.160
***D	AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT	0	842.999	842.999
***D	ING ARIA - ING IMPACT FUND DYNAMIC	0	40.955	40.955
***D	ING ARIA - ING IMPACT FUND ACTIVE	0	30.396	30.396
***D	ING ARIA - ING IMPACT FUND BALANCED	0	37.475	37.475
***D	ING ARIA - ING IMPACT FUND MODERATE	0	4.376	4.376
***D	IMGP - GLOBAL CORE EQUITY FUND	0	720	720
***D	FONDACO LUX SYSTEMATIC EQUITY	0	71.801	71.801
***D	ONEMARKETS ALLIANZ GLOBAL EQUITY FUTURE CHAMPIONS FUND	0	135.684	135.684
***D	FUTURE ELECTRIFICATION	0	176.312	176.312
***D	CPR INVEST - EUROPEAN STRATEGIC AUTONOMY	0	445.418	445.418
***D	AMUNDI MSCI EUROPE SMALL CAP ESG CLIMATE NET ZERO AMBITION CTB	0	408.602	408.602
***D	AMUNDI INDEX US GOV INFLATION-LINKED BOND	0	323.504	323.504
***D	AMUNDI PRIME US TREASURY BOND 0-1 Y	0	347.064	347.064
***D	AMUNDI PRIME GLOBAL GOVIES	0	15.447	15.447
***D	AMUNDI PRIME EURO CORPORATES	0	20.505	20.505
***D	AMUNDI PRIME US TREASURY	0	27.457	27.457
***D	LEADERSEL P.M.I	0	1.255.000	1.255.000
***D	ONEMARKETS AMUNDI FLEXIBLE INCOME FUND	0	22.400	22.400
***D	CLAY FUNDS - CLAY EUROPEAN MULTI ASSETS	0	16.000	16.000
***D	CLAY FUNDS - CLAY EUROPEAN MULTI CAPS	0	55.000	55.000
***D	CPR INVEST HYDROGEN	0	1.370.165	1.370.165
***D	NEF ETHICAL BALANCED DYNAMIC	0	840.533	840.533
***D	AURISX ALLIANCEBERNSTEIN GLOBAL EQUITIES	0	16.570	16.570
***D	AMUNDI MSCI WORLD	0	4.264.000	4.264.000
***D	AMUNDI MSCI EUROPE EX SWITZERLAND	0	753.393	753.393
***D	AMUNDI MSCI EUROPE	0	1.937.434	1.937.434
***D	AMUNDI FTSE MIB	0	3.901.418	3.901.418
***D	AMUNDI FDS EUROPEAN EQUITY GREEN IMPACT	0	754.749	754.749
***D	QTRON GLOBAL EQUITY	0	114.664	114.664
***D	STRUCTURA - DIVERSIF GROWTH FD-CSA AMUND	0	7.427	7.427
***D	CPR INVEST - GLOBAL GOLD MINES	0	2.122.083	2.122.083
***D	LUXCELLENCE-HELVETIA EUROP EQUITY	0	96.690	96.690
***D	INDEXIQ FACTORS SUSTAINABLE EMU EQUITY	0	3.120	3.120
***D	INDEXIQ FACTORS SUSTAINABLE EUROPE EQUITY	0	316.925	316.925
***D	CLEOME INDEX - EMU EQUITIES	0	436.932	436.932
***D	CLEOME INDEX - WORLD EQUITIES	0	31.428	31.428
***D	CLEOME INDEX - EUROPE EQUITIES	0	1.050.829	1.050.829
***D	CANDRIAM SUSTAINABLE - EQUITY EUROPE	0	1.319.126	1.319.126
***D	CANDRIAM SUSTAINABLE EQUITY EMU	0	904.509	904.509
***D	NUCLEAR INVESTMENT FUND 1	0	458.266	458.266
***D	ASR INSTITUT FONDS EN EUR AANDELEN	0	1.315.658	1.315.658
***D	ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS	0	91.952	91.952
***D	ST. PF VOOR DE ARCHITECTENBUREAUS-DME AMU	0	99.794	99.794
***D	ST. PF VOOR DE ARCHITECTENBUREAUS-DME AMU	0	105.006	105.006



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
***D	STICHTING BPL PENSIOEN MANDAAT BLACKROCK	0	124.354	124.354
***D	SPA MANDATE BLACKROCK	0	273.849	273.849
***D	STICHTING PENSIOENFONDS SABIC	0	394.000	394.000
***D	STICHTING PENSIOENFONDS DSM NEDERLAND	0	876.000	876.000
***D	BEVELIGING MANDAAT SSGA RE AANDELEN	0	86.262	86.262
***D	PF WK MANDATE BLACKROCK ESG MANDATE	0	80.517	80.517
***D	ST PF FYSIOTHERAPEUTEN UBS AM LTD	0	57.612	57.612
***D	ST PF STAPLES MANDATE ALLIANCE CAPITAL	0	44.525	44.525
***D	ST PF GASUNIE - GLOBAL EQ MANDATE SSGA	0	149.307	149.307
***D	STJUREIG FGR VGZ RE VGZ AANDELENFONDS	0	308.705	308.705
***D	CARMIGNAC ALTS ICAV - EUROPEAN LONG SHORT	0	61.620	61.620
***D	EDMOND DE ROTHSCHILD FUND INCOME EUROPE	0	233.110	233.110
***D	EDMOND DE ROTHSCHILD FUND EQUITY EURO CORE	0	359.800	359.800
***D	EDR FUND II - INCOME 2024	0	26.667	26.667
***D	BBVA GLOBAL FUNDS-OLIVO FUND	0	16.815	16.815
***D	BBVA DURB INTL TABA DE INV	0	7.750	7.750
***D	BBVA DORB INTL EUROPEAN EQUITY FUND	0	45.905	45.905
***D	BBVA GLOBAL FUNDS - ENEBRO FUND	0	7.943	7.943
***D	BBVA GLOBAL FUNDS - NOGAL FUND	0	22.628	22.628
***D	BBVA GLOBAL FUNDS - LAUREL FUND OF FUNDS	0	16.850	16.850
***D	BBVA GLOBAL FUNDS - OLMO FUND	0	4.971	4.971
***D	BBVA GLOBAL FUNDS - GRANADO FUND	0	5.080	5.080
***D	BBVA GLOBAL FUNDS - QUERCUS FUND	0	36.901	36.901
***D	BBVA GLOBAL FUNDS - TEJO FUND	0	8.758	8.758
***D	BBVA GLOBAL FUNDS - TAMARIZ FUND	0	4.623	4.623
***D	NATWEST TDS TST SVS EURO EQ C	0	48.420	48.420
***D	SB CIF - ECOFIN ADVISORS	0	63.824	63.824
***D	SB CIF - MACQUARIE	0	108.667	108.667
***D	MAAF SANTE	0	29.139	29.139
***D	MAAF VIE ACTIF GENERAL	0	996.800	996.800
***D	GMF ASSURANCES	0	661.388	661.388
***D	GMF VIE D	0	2.139.012	2.139.012
***D	LA SAUVEGARDE	0	36.792	36.792
***D	BPCE IARD	0	64.684	64.684
***D	COVEA PROTECTION JURIDIQUE	0	87.820	87.820
***D	MMA IARD	0	977.396	977.396
***D	FIDELIA ASSISTANCE	0	11.992	11.992
***D	CRAMA LOIRE BRETAGNE ACTIONS	0	134.175	134.175
***D	AGMF MANDAT ACTION	0	113.096	113.096
***D	MANDAT ACTION HGAM	0	606.528	606.528
***D	LCL DYNAMIQUE ESG	0	50.394	50.394
***D	LCL EQUILIBRE ESG	0	49.521	49.521
***D	UNIVERS CNP 1	0	81.934	81.934
***D	FCP CARP - INDO	0	317.920	317.920
***D	DIVERSIFIE SOLIDAIRE - JAS HENNESSY & CO	0	12.108	12.108
***D	ELITE INTER-PHARMACTIONS	0	58.790	58.790
***D	FDRN AMUNDI	0	120.088	120.088
***D	ROPS EURO P	0	1.023.892	1.023.892
***D	UFF ALLOCATION EQUILIBRE	0	166.038	166.038
***D	GPM2A	0	55.374	55.374



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ALLIANZ DIVERSIFIE CAUMARTIN	0	130.000	130.000
**D	ADP DIVERSIFIE DYNAMIQUE	0	24.724	24.724
**D	HAMELIN LONG/SHORT ACTIONS EUROPE	0	138.683	138.683
**D	A.A. - GROUPAMA - ISR	0	919.869	919.869
**D	FCP GROUPAMA PHARMA DIVERSIFIE	0	167.000	167.000
**D	PORT ROYAL EQUILIBRE	0	90.892	90.892
**D	AB CFAO	0	7.939	7.939
**D	L.S DYNAMIQUE ET SOLIDAIRE	0	7.535	7.535
**D	EPARGNE MODEREE THALES	0	76.852	76.852
**D	LV. CHALLENGE	0	279.115	279.115
**D	N 1 RENDEMENT EQUILIBRE	0	13.219	13.219
**D	AGRIPLAN EXPANSION	0	187.516	187.516
**D	AMUNDI LABEL DYNAMIQUE ESR	0	18.843	18.843
**D	AMUNDI LABEL PRUDENCE ESR	0	356.697	356.697
**D	AMUNDI LABEL EQUILIBRE ESR	0	122.742	122.742
**D	CARPIMKO DIVERSIFIE AGI	0	396.710	396.710
**D	CONTI INTERNATIONAL	0	150.900	150.900
**D	ADVIT ACT EU	0	121.554	121.554
**D	AMUNDI PULSATIONS	0	193.693	193.693
**D	AMUNDI PULSATIONS	0	467.024	467.024
**D	SOLIDARITES	0	47.000	47.000
**D	CAVEC GROUPAMA DIVERSIFIE	0	205.393	205.393
**D	FAGUS	0	681.203	681.203
**D	FGV ACTIONS EUROPE LM A	0	252.775	252.775
**D	EPARGNE ACTIONS MONDE ISR	0	195.000	195.000
**D	CONTI GESTION	0	80.468	80.468
**D	ALLOCATION ACTIONS CORE	0	114.000	114.000
**D	ROFS-SMART INDEX EURO	0	704.772	704.772
**D	VILLIERS DIAPASON	0	210.953	210.953
**D	ALLOCATION ACTIONS SATELLITE	0	62.804	62.804
**D	PREDICA ISR MONDE - ACTIONS	0	277.973	277.973
**D	AP ACTIONS 1 EURO	0	222.637	222.637
**D	ARCO QUANT 2	0	272.418	272.418
**D	CARPIMKO ACTIONS LO	0	429.012	429.012
**D	WORLD EQUITIES	0	12.719	12.719
**D	CL CENTRE MANCHE	0	17.229	17.229
**D	GROUPAMA LOIRE BRETAGNE LOCAL 1	0	35.019	35.019
**D	GROUPAMA GRAND EST	0	39.453	39.453
**D	GROUPAMA MEDITERRANEE	0	43.739	43.739
**D	GROUPAMA NORD EST	0	39.246	39.246
**D	FCP DES CAISSES LOCALES GROUPAMA P V D L	0	20.089	20.089
**D	WALLON	0	175.473	175.473
**D	GROUPAMA NORD EST ACTIONS	0	135.647	135.647
**D	GROUPAMA CR GENOVA 1	0	118.888	118.888
**D	MICHELET TUNNEL	0	89.129	89.129
**D	GROUPAMA LOIRE BRETAGNE LOCAL 2	0	34.033	34.033
**D	GROUPAMA SELECTION EURO DIVERSIFIE	0	76.737	76.737
**D	GAN EUROSTRATEGIE	0	130.097	130.097
**D	AMUNDI IFSA ACTIONS	0	105.509	105.509
**D	GROUPAMA CR TOTAL RETURN ALL CAP EUROPE	0	128.000	128.000



Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	AGRICA ACTIONS OBJETIF SCR	0	550.080	550.080
**D	BEL EQUITY EUROPE ESG	0	1.709.013	1.709.013
**D	IP ACTIONS EURO	0	99.084	99.084
**D	DAN EQUILIBRE	0	35.831	35.831
**D	FDJ EQUILIBRE SOLIDAIRE	0	40.816	40.816
**D	OPFT	0	18.500	18.500
**D	ALLOCATION INVEST EQUITY CORE	0	404.003	404.003
**D	AMUNDI EQUILIBRE GLOBAL SOLIDAIRE	0	94.826	94.826
**D	PREDIQUANT PREMIUM TITRES VIFS ACTIONS	0	1.792.609	1.792.609
**D	STAR PASTEUR	0	315.070	315.070
**D	GROUPAMA CR ACTIONS MONDE	0	18.341	18.341
**D	EPARGNE SOLIDAIRE EQUILIBRE TH	0	157.113	157.113
**D	MONCEAU ACTIONS EEE	0	485.033	485.033
**D	INVESTISSEMENT N101	0	35.126	35.126
**D	IRCEC CASSETTE DIVERSIFIE	0	174.139	174.139
**D	SAKKARAH 4	0	134.304	134.304
**D	BRIE PICARDIE EQUILIBRE	0	4.191	4.191
**D	CENTRE EST EQUILIBRE	0	13.381	13.381
**D	PEG AIRBUS ACTIONS	0	214.208	214.208
**D	PEG AIRBUS DIVERSIFIE	0	67.314	67.314
**D	DIEZE	0	11.850	11.850
**D	LCL INVESTISSEMENT DYNAMIQUE ISR	0	44.179	44.179
**D	LCL PRUDENCE ESG	0	14.857	14.857
**D	MUTATIONS 21	0	751.047	751.047
**D	GRUPE CEA CROISSANCE FCPE	0	28.202	28.202
**D	ORANO DIVERSIFIE EQUILIBRE	0	32.198	32.198
**D	FCPE IBM FRANCE F	0	97.019	97.019
**D	ERISA ACTION EUROPE N 2	0	106.191	106.191
**D	TOTALENERGIES DIVERSIFIE EQUILIBRE ET SOLIDAIRE	0	164.396	164.396
**D	LBPAM ACTIONS DIVIDENDES EUROP	0	179.196	179.196
**D	LBPAM ISR STRATEGIE PEA 1	0	48.353	48.353
**D	LBPAM ISR STRATEGIE PEA 2	0	71.947	71.947
**D	LBPAM ISR ACTIONS 80	0	380.970	380.970
**D	LBPAM ISR ACTIONS FOCUS EURO	0	2.521.114	2.521.114
**D	LBPAM ISR ACTIONS FOCUS FRANCE	0	237.356	237.356
**D	VIVACCIO ISR ACTIONS	0	1.749.235	1.749.235
**D	TONI ACTIONS ISR 100	0	379.572	379.572
**D	LBPAM 3 MOIS	0	13.449.091	13.449.091
**D	CNP TOCQUEVILLE VALUE EUROPE I	0	781.767	781.767
**D	NEUFLIZE VIE OPPORTUNITES	0	160.733	160.733
**D	MONGELAS	0	70.047	70.047
**D	LBPAM ISR ACTIONS EUROPE 50	0	1.347.035	1.347.035
**D	CNP ASS. NAM ACT. EUR.	0	142.392	142.392
**D	AA SGA ACTIONS INDICE EURO	0	2.055.341	2.055.341
**D	DASSAULT SYSTEMES ISR MODERE S	0	8.531	8.531
**D	HSEC BE ACTIONS RESPONSABLES_F	0	171.972	171.972
**D	FGV - ACTIONS EUROPE LM B	0	910.553	910.553
**D	ROPS ACTIONS EUROPEENNES 1	0	525.930	525.930
**D	AA. ALLIANZ DIVERSIFIE	0	805.000	805.000
**D	FCP ARRCO LONG TERME D	0	823.513	823.513



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

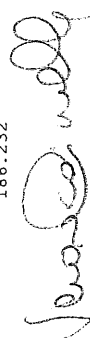
Badge	Ragione Sociale	Proprio	Delega	Totale
**D	A.A. ODDO TACTIQUE -A-	0	646.980	646.980
**D	EGEPARGNE 2 DIVERSIFIE	0	62.719	62.719
**D	AA NATIXIS ACTIONS MIN VAR	0	127.754	127.754
**D	FCP NATEXIS PERFORMANCE 09	0	23.570	23.570
**D	DUGUAY TROUIN INVESTISSEMENT	0	34.840	34.840
**D	CAVEC LA FRANCAISE DIVERSIFIE	0	269.273	269.273
**D	CONTI PLACEMENTS	0	113.451	113.451
**D	AMUNDI PATRIMOINE	0	215.118	215.118
**D	COLOMBES 6	0	94.800	94.800
**D	AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY	0	5.494	5.494
**D	AMUNDI EUROPE EQUITIES	0	249.536	249.536
**D	GROUPAMA EURO EQUITIES	0	249.878	249.878
**D	RICHELIEU HARMONIES ESG	0	27.000	27.000
**D	COVEA SOLIS	0	940.327	940.327
**D	FG BALANCED	0	31.727	31.727
**D	AMUNDI PATRIMOINE PEA	0	1.711.381	1.711.381
**D	STRATEGIE EURO ISR	0	313.843	313.843
**D	FINALTIS EFFICIENT BETA EURO	0	17.527	17.527
**D	COVEA PATRIMOINE	0	267.850	267.850
**D	CPR EUROLAND PREMIUM ESG	0	46.208	46.208
**D	INDOSUEZ ALLOCATION PEA	0	635.403	635.403
**D	INDOSUEZ EURO RENDEMENT	0	291.263	291.263
**D	INDOSUEZ EURO PATRIMOINE	0	1.045.137	1.045.137
**D	MYRIA ACTIONS DURABLES EUROPE	0	107.423	107.423
**D	PROMEPAF ACTIONS RENDEMENT	0	155.000	155.000
**D	KARAMA ETHIQUE	0	15.000	15.000
**D	DORVAL CONVICTIONS PEA	0	83.920	83.920
**D	DORVAL CONVICTIONS	0	208.949	208.949
**D	LCL ACTIONS EURO RESTRUCTURAT EURO (CA)	0	23.498	23.498
**D	ATOUT FRANCE CORE	0	186.254	186.254
**D	LCL ACTIONS EURO CORE+	0	242.190	242.190
**D	LCL ACTIONS FRANCE CORE PLUS	0	27.023	27.023
**D	AMUNDI STRATEGIES ACTIONS EURO RESTRUCTURATIONS	0	130.363	130.363
**D	AMUNDI STRATEGIES ACTIONS EURO OPTIM DIV HR	0	19.642	19.642
**D	AMUNDI STRATEGIES ACTIONS EURO CORE +	0	355.308	355.308
**D	LCL ACTIONS MONDE HORS EUROPE EURO	0	668.705	668.705
**D	AMUNDI RENDEMENT PLUS	0	54.655	54.655
**D	G FUND WORLD VISION R	0	604.973	604.973
**D	G FUND OPPORTUNITIES EUROPE	0	400.000	400.000
**D	G FUND EQUITY CONVICTIONS ISR	0	790.016	790.016
**D	AMUNDI ACTIONS RESTRUCTURATION	0	75.156	75.156
**D	AMUNDI ACTIONS EURO ISR	0	816.837	816.837
**D	HYMNOS ISR	0	233.000	233.000
**D	AMUNDI EUROPE MONDE	0	293.567	293.567
**D	AMUNDI RESA ACTIONS EUROPE	0	6.259	6.259
**D	AMUNDI ACTIONS EUROPE ISR	0	106.362	106.362
**D	COVEA ACTIONS RENDEMENT	0	1.133.332	1.133.332
**D	AMUNDI EURO EQUITY ESR	0	2.912.751	2.912.751
**D	ASSURDIX	0	685.596	685.596
**D	ORIGIEN DYNAMIQUE	0	163	163



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SELECTION EURO CLIMAT JANVIER 2024	0	166.481	166.481
**D	OFI INVEST ESG ACTIONS INTERNATIONALES	0	5.413	5.413
**D	SELECTION EURO CLIMAT (SEPTEMBRE 2023)	0	102.151	102.151
**D	SELECTION EURO CLIMAT (MAY2023)	0	62.245	62.245
**D	SELECTION EURO CLIMAT (JANVIER 2023)	0	123.799	123.799
**D	TA-ITA AZIONI	0	27.298	27.298
**D	PREVAAL ACTIONS EU	0	550.000	550.000
**D	GLOBAL MULTI-FACTOR EQUITY FUND	0	529.722	529.722
**D	SELECTION EURO CLIMAT (SEPTEMBRE 2022)	0	318.707	318.707
**D	AMUNDI ETF MSCI EUROPE ENERGY	0	150.284	150.284
**D	IMPROVING EUROPEAN MODELS SRI	0	183.000	183.000
**D	LBPAM ISR ACTIONS EURO MIN VOL	0	22.317	22.317
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI BALANCED	0	20.574	20.574
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI DYNAMIC	0	49.748	49.748
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI MODERATE	0	30.631	30.631
**D	HSBC ACTIONS MONDE	0	221.065	221.065
**D	HSBC EUROPE EQUITY INCOME	0	480.139	480.139
**D	HSBC ACTIONS EUROPE	0	615.538	615.538
**D	HSBC RESPONSIBLE INVESTMENT FUNDS - SRI EUROLAND EQUITY	0	812.688	812.688
**D	TOCOQUEVILLE VALUE EUROPE ISR	0	957.432	957.432
**D	LBPAM ISR PRO ACTIONS EURO	0	800.000	800.000
**D	TOCOQUEVILLE VALUE EURO ISR	0	4.140.147	4.140.147
**D	OSTRUM SRI EUROPE EQUITY	0	658.385	658.385
**D	CNP ASSUR VALUE ET MOMENTUM	0	62.371	62.371
**D	OSTRUM SRI EURO MINVOL EQUITY	0	73.585	73.585
**D	MULTI ACTIFS DURABLES	0	9.559	9.559
**D	EDMOND DE ROTHSCHILD ASSET MANAGEMENT (EDRAM)	0	13.259	13.259
**D	EDR SICAV - EQUITY EURO SOLVE	0	344.749	344.749
**D	EDR SICAV - EURO SUSTAINABLE EQUITY	0	1.992.790	1.992.790
**D	PSM	0	34.600	34.600
**D	CNP ASSUR EDRAM ACTIONS EUROPE	0	339.370	339.370
**D	LO IS (CH) - TARGETNETZERO GLOBAL EX-CH EQUITY	0	6.521	6.521
**D	HELVETIA I EUROPA	0	131.988	131.988
**D	FCP CARAC CHATEAU	0	604.420	604.420
**D	ING DIRECT FONDO NARANJA CONSERVADOR FI	0	5.842	5.842
**D	ING DIRECT FONDO NARANJA DINAMICO FI	0	49.892	49.892
**D	ING DIRECT FONDO NARANJA EUROSIOX 50 FI	0	471.450	471.450
**D	ING DIRECT FONDO NARANJA MODERADO FI	0	34.373	34.373
**D	INVERACTIVO CONFIANZA FI	0	17.573	17.573
**D	MI PROYECTO SANTANDER SOSTENIBLE 2025 PENSIONES FP	0	43.757	43.757
**D	MI PROYECTO SANTANDER SOSTENIBLE PENSIONES 2035 F.P.	0	103.755	103.755
**D	MI PROYECTO SANTANDER SOSTENIBLE PENSIONES 2040 F.P.	0	76.827	76.827
**D	MI PROYECTO SANTANDER SOSTENIBLE PENSIONES 2045 F.P.	0	36.715	36.715
**D	SANTANDER AHORRO 28 FP	0	14.000	14.000
**D	SANTANDER ASG RENTA VARIABLE EUROPA PENSIONES	0	1.240.840	1.240.840
**D	SANTANDER COLECTIVO RENTA FIJA MIXTA 2 FP	0	29.944	29.944
**D	SANTANDER DIVIDENDO EUROPA FI	0	2.181.543	2.181.543
**D	SANTANDER DIVIDENDO PENSIONES FP	0	1.041.092	1.041.092
**D	SANTANDER PREVISION COLECTIVA EPS	0	6.219	6.219
**D	SANTANDER RESPONSABILIDAD SOLIDARIO FI	0	186.232	186.232



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	SANTANDER SOSTENIBILE ACCIONES FI	0	1.731.841	1.731.841
**D	SANTANDER SOSTENIBILE CRECIMIENTO FI	0	725.943	725.943
**D	SANTANDER SOSTENIBILE EVOLUCION FI	0	688.058	688.058
**D	SANTANDER SOSTENIBILE RENTA VARIABLE GLOBAL PENSTONES FP	0	718.119	718.119
**D	MI PROYECTO SANTANDER SOSTENIBILE PENSIONES 2030 F.P.	0	110.507	110.507
**D	SANTANDER PREVISION 1 EPSV INDIVIDUAL 3	0	95.295	95.295
**D	SANTANDER PREVISION 1 EPSV INDIVIDUAL 2	0	22.030	22.030
**D	SANTANDER PREVISION 1 EPSV INDIVIDUAL 1	0	6.745	6.745
**D	MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA	0	20.600.000	20.600.000
**D	MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA	0	4.500.000	4.500.000
**D	MEDIOLANUM VITA S.P.A.	0	2.720.000	2.720.000
**D	ALLEANZA ASSICURAZIONI SPA	0	1.980.424	1.980.424
**D	CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)	0	2.498.161	2.498.161
**D	ISHARES CORE EURO STOXX 50 UCITS ETF (DE)	0	14.561.553	14.561.553
**D	ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE	0	429.786	429.786
**D	ISHARES EURO STOXX UCITS ETF (DE)	0	2.971.554	2.971.554
**D	ISHARES STOXX EUROPE 50 UCITS ETF (DE)	0	170.631	170.631
**D	ISHARES STOXX EUROPE LARGE 200 UCITS ETF (DE)	0	78.048	78.048
**D	ISHARES STOXX EUROPE 600 UCITS ETF (DE)	0	4.712.041	4.712.041
**D	ISHARES STOXX EUROPE 600 UTILITIES UCITS ETF DE	0	6.234.677	6.234.677
**D	ISHARES II PUBLIC LIMITED COMPANY	0	20.098.746	20.098.746
**D	ISHARES III PUBLIC LIMITED COMPANY	0	1.829.304	1.829.304
**D	ISHARES IV PUBLIC LIMITED COMPANY	0	15.618.909	15.618.909
**D	ISHARES VI PUBLIC LIMITED COMPANY	0	21.041.221	21.041.221
**D	FLOURISH INVESTMENT CORPORATION	0	139.389	139.389
**D	DIVERSIFIED EQUITY MASTER PORTFOLIO OF MASTER INV PORTFOLIO	0	5.017.196	5.017.196
**D	TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV	0	27.892	27.892
**D	INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO	0	609.625	609.625
**D	EURIZON FUND	0	120.163	120.163
**D	EURIZON INVESTMENT SICAV	0	14.765.199	14.765.199
**D	INSTITUTIONAL SOLUTIONS FUND FCP-SIF	0	1.821.891	1.821.891
**D	ALLIANZ AZIONI ITALIA ALL STARS LL STARS	0	138.378	138.378
**D	ALLIANZ ITALIA 50 SPECIAL	0	3.700.000	3.700.000
**D	THE MONETARY AUTHORITY OF SINGAPORE	0	100.000	100.000
**D	ALLIANZ VALEURS DURABLES	0	218.607	218.607
**D	ALLIANZ ACTIONS EURO INNOVATION	0	3.000.000	3.000.000
**D	ABN AMRO FUNDS	0	375.192	375.192
**D	THE MONETARY AUTHORITY OF SINGAPORE MAS	0	4.445.953	4.445.953
**D	ISHARES MSCI EAFE INTERNATIONALINDEX FUND	0	7.700	7.700
**D	BLACKROCK UTILITIES INFRASTRUCTURE AND POWER OPPORTUNITIES TRUST	0	4.794.194	4.794.194
**D	ISHARES MSCI ACWI ETF	0	2.666.525	2.666.525
**D	ISHARES MSCI ACWI EX U.S. ETF	0	1.942.862	1.942.862
**D	ISHARES GLOBAL UTILITIES ETF	0	1.429.845	1.429.845
**D	ISHARES MSCI EUROZONE ETF	0	630.045	630.045
**D	ISHARES EUROPE ETF	0	11.091.890	11.091.890
**D	ISHARES MSCI EAFE ETF	0	1.223.994	1.223.994
**D	ISHARES MSCI EAFE VALUE ETF	0	25.666.002	25.666.002
**D	ISHARES MSCI KOKUSAI ETF	0	16.992.076	16.992.076
**D	ISHARES GLOBAL INFRASTRUCTURE ETF	0	27.774	27.774
**D		0	11.256.059	11.256.059



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	ISHARES MSCI ITALY ETF	0	5.927.488	5.927.488
**D	ISHARES INTERNATIONAL SELECT DIVIDEND ETF	0	17.197.329	17.197.329
**D	ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF	0	11.220	11.220
**D	ISHARES CORE MSCI EUROPE ETF	0	3.196.905	3.196.905
**D	ISHARES INTERNATIONAL EQUITY FACTOR ETF	0	331.137	331.137
**D	ISHARES MSCI GLOBAL MULTIFACTORETF	0	16.871	16.871
**D	ISHARES MSCI INTL MOMENTUM FACTOR ETF	0	1.741.552	1.741.552
**D	ISHARES MSCI INTL VALUE FACTOR ETF	0	1.656.426	1.656.426
**D	ISHARES MSCI INTL SIZE FACTOR ETF	0	773	773
**D	ISHARES INTERNATIONAL DIVIDEND GROWTH ETF	0	2.970.509	2.970.509
**D	ISHARES ESG AWARE MSCI EAFE ETF	0	5.068.596	5.068.596
**D	ISHARES MSCI WORLD ETF	0	424.122	424.122
**D	ISHARES CORE MSCI EAFE ETF	0	48.148.139	48.148.139
**D	ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF	0	9.572.824	9.572.824
**D	ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF	0	4.928.369	4.928.369
**D	ISHARES CORE MSCI EAFE IMI INDEX ETF	0	2.424.955	2.424.955
**D	ISHARES MSCI EUROPE IMI INDEX ETF	0	151.285	151.285
**D	ISHARES ESG AWARE MSCI EAFE INDEX ETF	0	90.354	90.354
**D	ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF	0	90.786	90.786
**D	ISHARES GLOBAL MONTHLY DIVIDENDINDEX ETF (CAD-HEDGED)	0	121.635	121.635
**D	BLACKROCK WORLD EX US CARBON TRANSITION READINESS ETF	0	337.540	337.540
**D	BLACKROCK FUTURE CLIMATE AND SUSTAINABLE ECONOMY ETF	0	9.763	9.763
**D	NEW AIRWAYS PENSION SCHEME	0	16.551	16.551
**D	STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15	0	64.868	64.868
**D	STATE STREET GLOBAL INDEX PLUS TRUST	0	3.968	3.968
**D	ALLIANZ EPARGNE ACTIONS ISR SOLIDAIRE	0	212.187	212.187
**D	ALLIANZ ACTIONS EURO CONVICTIONS	0	940.000	940.000
**D	BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREENED EQUITY INDEX	0	340.383	340.383
**D	ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)	0	59.581	59.581
**D	INTERNATIONAL MONETARY FUND	0	203.528	203.528
**D	TEACHER RETIREMENT SYSTEM OF TEXAS	0	276.355	276.355
**D	FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU	0	6.412.414	6.412.414
**D	DWS INVESTMENT GMBH FOR DWS SACHWERTE	0	164.863	164.863
**D	DWS INVESTMENT GMBH FOR ALBATROS FONDS	0	231.144	231.144
**D	DWS INVESTMENT GMBH FOR DWS TOPDIVIDENDE	0	18.685	18.685
**D	DWS INVESTMENT GMBH FOR E ON AKTIENFONDS DWS	0	55.827	55.827
**D	DWS INVESTMENT GMBH FOR LOEWEN AKTIENFONDS	0	33.087.582	33.087.582
**D	DWS INVESTMENT GMBH FOR GOTTlieb DAIMLER AKTIENFONDS DWS	0	75.000	75.000
**D	DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY	0	55.000	55.000
**D	DWS INVESTMENT GMBH FOR DWS DYNAMIC OPPORTUNITIES	0	507.773	507.773
**D	DWS INVESTMENT GMBH FOR CAPITALGROWTH FUND	0	59.285	59.285
**D	DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND	0	9.500.000	9.500.000
**D	DWS INVESTMENT GMBH FOR DWS ESGSTIFTUNGSFONDS	0	2.600.000	2.600.000
**D	STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV	0	70.581	70.581
**D	UBS LUX FUND SOLUTIONS	0	650.000	650.000
**D	DWS ESG MULTI ASSET INCOME KONTROLLIERT	0	2.874.063	2.874.063
**D	ARERO - DER WELTFONDS - ESG	0	7.889.611	7.889.611
**D	MULTIFLEX SICAV	0	670.242	670.242
**D		0	230.802	230.802
**D		0	29.507	29.507

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MULTIBRAND SICAVSIF	0	37.750	37.750
**D	EURIZON AM SICAV	0	1.684.893	1.684.893
**D	DWS FIXED MATURITY	0	20.000	20.000
**D	DWS INVESTMENT SA FOR DWS MULTIOPPORTUNITIES	0	514.264	514.264
**D	DWS ESG EUROPEAN EQUITIES	0	402.478	402.478
**D	DWS GARANT	0	82.140	82.140
**D	MFS MERIDIAN FUNDS	0	3.337	3.337
**D	DWS INVEST	0	10.430.074	10.430.074
**D	M&G (LUX) INVESTMENT FUNDS 1	0	7.377.049	7.377.049
**D	PINEBRIDGE INVESTMENTS FCP RAIF	0	79.902	79.902
**D	GOLDMAN SACHS FUNDS II	0	682.064	682.064
**D	GOLDMAN SACHS FUNDS	0	3.779.095	3.779.095
**D	EURIZON NEXT 2.0	0	1.616.065	1.616.065
**D	EPSILON FUND	0	1.622.092	1.622.092
**D	XTRACKERS	0	25.079.614	25.079.614
**D	DWS CONCEPT	0	12.500.000	12.500.000
**D	BLACKROCK STRATEGIC FUNDS	0	3.886.937	3.886.937
**D	BLACKROCK GLOBAL INDEX FUNDS	0	509.711	509.711
**D	AXA WORLD FUNDS SICAV	0	2.033.336	2.033.336
**D	ALLIANZ GLOBAL INVESTORS FUND	0	14.068.018	14.068.018
**D	MONEY MATE MODERAT	0	12.512	12.512
**D	MONEY MATE ENTSCLOSSEN	0	20.097	20.097
**D	MONEY MATE MUTIG	0	7.465	7.465
**D	AZ EURO INVESTMENTS S.A.	0	1.305.330	1.305.330
**D	VERMOGENSMANAGEMENT DIVIDENDENSTARS	0	465.500	465.500
**D	ALLIANZ EUROPEAN PENSION INVESTMENTS	0	3.104.813	3.104.813
**D	ALLIANZ FINANZPLAN 2050	0	64.345	64.345
**D	PREMIUMMANDAT BALANCE	0	46.718	46.718
**D	PREMIUMMANDAT DYNAMIK	0	91.290	91.290
**D	ALLIANZ STIFTUNGSFONDS NACHHALTIGKEIT	0	49.748	49.748
**D	ALLIANZ FINANZPLAN 2025	0	5.403	5.403
**D	ALLIANZ FINANZPLAN 2030	0	15.474	15.474
**D	ALLIANZ FINANZPLAN 2035	0	27.403	27.403
**D	ALLIANZ FINANZPLAN 2040	0	42.601	42.601
**D	ALLIANZ FINANZPLAN 2045	0	53.733	53.733
**D	METALLENTE FONDS PORTFOLIO	0	80.331	80.331
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG	0	56.551	56.551
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI	0	23.125	23.125
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR HL RESERVEUIFONDS	0	14.968	14.968
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SAARSCHLEIFE-FONDS	0	61.000	61.000
**D	THORNBURG GLOBAL INVESTMENT PLC	0	298.311	298.311
**D	THORNBURG INTERNATIONAL EQUITY FUND	0	8.772.378	8.772.378
**D	THORNBURG INVESTMENT INCOME BUILDER FUND	0	54.201.371	54.201.371
**D	THORNBURG BETTER WORLD INTERNATIONAL FUND	0	1.321.818	1.321.818
**D	THORNBURG INCOME BUILDER OPPORTUNITIES TRUST	0	2.405.127	2.405.127
**D	DWS INVESTMENT GMBH FOR DEAM FONDS BBS	0	20.719	20.719
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS INDU	0	21.200	21.200
**D	RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST	0	979.727	979.727
**D	IBM RETIREMENT PLAN	0	27.404	27.404
**D	AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO	0	89.281	89.281



Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	AB GLOBAL RISK ALLOCATION FUND INC	0	10.639	10.639
**D	JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY	0	471.000	471.000
**D	THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND	0	181.629	181.629
**D	SPDR MSCI WORLD QUALITY MIX FUND	0	5.010	5.010
**D	COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC	0	86.728	86.728
**D	ALLIANZBERNSTEIN I.P.	0	2.804	2.804
**D	AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO	0	44.630	44.630
**D	AB COLLECTIVE INVESTMENT TRUST SERIES	0	3.565	3.565
**D	AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO	0	20.052	20.052
**D	ALLIANZBERNSTEIN VARIABLE PRODUCTS SERIES, INC. INTERNATIONAL VALUE PORTFOLIO	0	681.817	681.817
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS CLEAN ENERGY INCOME FUND	0	50.271	50.271
**D	GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND	0	19.476	19.476
**D	GOLDMAN SACHS GQG PARTNERS INT OPPORTUNITIES FND	0	82.777.696	82.777.696
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI	0	175.732	175.732
**D	IEM 401(K) PLUS PLAN TRUST	0	1.582.904	1.582.904
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND	0	277.360	277.360
**D	GOLDMAN SACHS TRUST - GOLDMAN SACHS INTERNATIONAL EQUITY DIVIDEND AND PREMIUM FUND	0	47.076	47.076
**D	GOLDMAN SACHS TRUST II- GOLDMAN SACHS MULTI-MANAGER GLOBAL EQUITY FUND	0	320.985	320.985
**D	GOLDMAN SACHS TRUST II MULTIMANAGER INTERNATIONAL EQUITY FUND	0	1.757.862	1.757.862
**D	LAZARD ASSET MANAGEMENT LLC	0	260	260
**D	LAZARD REAL ASSETS PORTFOLIO	0	9.252	9.252
**D	MFS DEVELOPMENT FUNDS, LLC	0	1.157	1.157
**D	MFS VARIABLE INSURANCE TRUST MFS UTILITIES SERIES	0	3.665.085	3.665.085
**D	THE STATE OF NEVADA	0	33.249	33.249
**D	PUTNAM DYNAMIC ASSET ALLOCATIONEQUITY FUND	0	1.986	1.986
**D	INTERNATIONAL PAPER COMPANY COMMINGLED INVESTMENT GROUP TRUST	0	907.966	907.966
**D	UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KEPT UNIVERSAL FUNDS	0	303.535	303.535
**D	COHEN & STEERS, INC.	0	994	994
**D	PUTNAM RETIREMENT ADVANTAGE GAAINCOME STRATEGIES PORTFOLIO	0	68.281	68.281
**D	PUTNAM RETIREMENT ADVANTAGE GAEEQUITY PORTFOLIO	0	63.401	63.401
**D	PUTNAM DYNAMIC ASSET ALLOCATIONBALANCED FUND	0	166.768	166.768
**D	PUTNAM DYNAMIC ASSET ALLOCATIONCONSERVATIVE FUND	0	40.998	40.998
**D	PUTNAM RETIREMENT ADVANTAGE GAAGROWTH PORTFOLIO	0	238.574	238.574
**D	PUTNAM RETIREMENT ADVANTAGE GAABALANCE PORTFOLIO	0	110.502	110.502
**D	PUTNAM RETIREMENT ADVANTAGE GAACONSERVATIVE PORTFOLIO	0	32.478	32.478
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUFONDS SAA	0	12.497	12.497
**D	FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND	0	767.551	767.551
**D	FIDELITY INVESTMENT TRUST FIDELITY SERIES SUSTAINABLE NON-U.S.DEVELOPED MARKETS FUND	0	5.045.103	5.045.103
**D	AB TRUST - AB INTERNATIONAL VALUE FUND	0	368	368
**D	JOHN HANCOCK VARIABLE INSURANCE TRUST STRAT EQ ALLOCATION TRUST	0	255.770	255.770
**D	JOHN HANCOCK INFRASTRUCTURE FUND	0	1.094.073	1.094.073
**D	JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST	0	2.462.808	2.462.808
**D	JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF	0	419.651	419.651
**D	ARKWRIGHT, LLC	0	226.477	226.477
**D	SCHWAB INTERNATIONAL CORE EQUITY FUND	0	36.285	36.285
**D	SCHWAB INTERNATIONAL DIVIDEND EQUIT Y ETF	0	1.069.993	1.069.993
**D	SCHWAB INTERNATIONAL EQUITY ETF	0	4.720.967	4.720.967
**D	SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF	0	14.028.515	14.028.515
**D	SCHWAB INTERNATIONAL OPPORTUNITIES FUND	0	8.644.745	8.644.745
**D		0	172.646	172.646

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	CATHOLIC INVESTMENT TRUST OF ARLINGTON	0	52.927	52.927
**D	HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL	0	355.080	355.080
**D	HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO	0	47.935	47.935
**D	SYLVAN PARTNERS, LLC	0	14.338	14.338
**D	THE METHODIST HOSPITAL	0	336.400	336.400
**D	KAISER FOUNDATION HOSPITALS	0	124.868	124.868
**D	KAISER PERMANENTE GROUP TRUST	0	96.679	96.679
**D	HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO	0	23.895	23.895
**D	HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO	0	4.972	4.972
**D	VANGUARD TOTAL WORLD STOCK INDEX FUND	0	4.558.121	4.558.121
**D	VANGUARD DEVELOPED MARKETS INDEX FUND	0	64.986.580	64.986.580
**D	TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS	0	3.681.344	3.681.344
**D	SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND	0	242.522	242.522
**D	SST GLOB ADV TAX EXEMPT RETIREMENT PLANS	0	38.192.452	38.192.452
**D	STATE STREET TOTAL RETURN VIS FUND	0	70.390	70.390
**D	VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST	0	1.243.203	1.243.203
**D	VANGUARD ENERGY FUND	0	17.138.820	17.138.820
**D	SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND	0	71.612	71.612
**D	STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND	0	8.449	8.449
**D	SSB SP GLOBAL INFRASTRUCTURE INDEX NONLENDING COMMON TRUST FUND	0	2.921.114	2.921.114
**D	SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND	0	99.763	99.763
**D	MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND	0	314.831	314.831
**D	URS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN	0	328.846	328.846
**D	INVESCO INCOME ADVANTAGE INTERNATIONAL FUND	0	10.549	10.549
**D	ZURICH INVEST ICAY	0	599.129	599.129
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	439.229	439.229
**D	EMPORER ANNUITY INSURANCE COMPANY	0	381.762	381.762
**D	WELLINGTON MANAGEMENT FUNDS (IRELAND) PLC	0	2.080.114	2.080.114
**D	PENSIONFONDS METAAL OFF	0	62.846	62.846
**D	BMO BROOKFIELD GLOBAL RENEWABLES IN FRASSTRUCTURE FUND	0	115.700	115.700
**D	NEW YORK STATE TEACHERS RETIREMENT SYSTEM	0	1.976.299	1.976.299
**D	WISDOMTREE INTERNATIONAL EQUITYFUND	0	717.423	717.423
**D	WISDOMTREE GLOBAL HIGH DIVIDENDFUND	0	78.428	78.428
**D	WISDOMTREE INTERNATIONAL LARGE CAP DIVIDEND	0	894.710	894.710
**D	WISDOMTREE INTERNATIONAL MULTIFACTOR FUND	0	23.452	23.452
**D	WISDOMTREE INTERNATIONAL EFFICIENT CORE FUND	0	146.267	146.267
**D	WELLINGTON-CIS GLOBAL EQUITY FUND	0	333.558	333.558
**D	WISDOMTREE ISSUER ICAY	0	223.444	223.444
**D	WASHINGTON STATE INVESTMENT BOARD	0	3.024.466	3.024.466
**D	WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND	0	1.057.889	1.057.889
**D	WILMINGTON TRUST COLLECTIVE INVESTMENT TRUST	0	842.209	842.209
**D	WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO	0	222.637	222.637
**D	WELLS FARGO BK DECL OF TRUST ESTABL INVEST FUNDS EMPLOYEE BEN TR	0	254.140	254.140
**D	WELLINGTON COMPOUND GROWTH, L.P.	0	85.934	85.934
**D	VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF	0	84.101	84.101
**D	VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF	0	1.161.528	1.161.528
**D	VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND	0	102.214	102.214
**D	VANECK LOW CARBON ENERGY ETF	0	1.314.946	1.314.946
**D	VANECK ETFs N.V.	0	2.099.284	2.099.284
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS MASP	0	134.000	134.000

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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	PINEBRIDGE GLOBAL FUNDS	0	79.769	79.769
**D	METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415	0	380.000	380.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1	0	93.748	93.748
**D	MERCY HEALTH RETIREMENT TRUST	0	114.271	114.271
**D	NINETY ONE GLOBAL STRATEGY FUND	0	6.683.969	6.683.969
**D	UBS (IRL) ETF PLC	0	1.548.967	1.548.967
**D	UNITED INCOME FOCUS TRUST	0	75.889	75.889
**D	TENNESSEE CONSOLIDATED RETIREMENT SYSTEM	0	9.226.869	9.226.869
**D	TJ-QUALIFIED LLC	0	215.248	215.248
**D	ASIAN DEVELOPMENT BANK	0	1.395.967	1.395.967
**D	INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST	0	507.537	507.537
**D	THRIFT SAVINGS PLAN	0	7.751.410	7.751.410
**D	TJ-NONQUALIFIED LLC	0	202.710	202.710
**D	CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM	0	18.272.179	18.272.179
**D	PUBLIC EMPLOYEES' LONG-TERM CARE FUND	0	13.605.124	13.605.124
**D	STATE STREET CCF	0	89.640	89.640
**D	AUSTRALIAN RETIREMENT TRUST	0	7.636.127	7.636.127
**D	SWEDBANK ROBUR ACCESS EDGE EUROPE	0	29.798	29.798
**D	FOLKSAM TJANSTEFENSION AB	0	537.332	537.332
**D	THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER	0	6.463.747	6.463.747
**D	SIR DAVID TRENCH FUND FOR RECREATION	0	11.575	11.575
**D	UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR SRV100	0	7.543	7.543
**D	STATE STREET IRELAND UNIT TRUST	0	783.694	783.694
**D	SSGA SPDR ETFs EUROPE II PUBLICLIMITED COMPANY	0	3.850.535	3.850.535
**D	SSGA SPDR ETFs EUROPE I PUBLIC LIMITED COMPANY	0	1.696.165	1.696.165
**D	HARTFORD SCHROEDERS DIVERSIFIED GROWTH FUND	0	5.664	5.664
**D	STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN	0	26.334	26.334
**D	SERVICES GROUP OF AMERICA INC	0	26.285	26.285
**D	SELFFINANCING POSTSECONDARY EDUCATION FUND	0	4.789	4.789
**D	SASKATCHEWAN HEALTHCARE EMPLOYEES' PENSION PLAN	0	890.991	890.991
**D	HARTFORD SCHROEDERS INTERNATIONAL MULTI-CAP VALUE FUND	0	634.236	634.236
**D	DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF	0	1.299	1.299
**D	DESJARDINS INTERNATIONAL EQUITYIND EX ETF	0	70.873	70.873
**D	SCOTIA INTERNATIONAL EQUITY INDEX FUND	0	14.755	14.755
**D	SCOTIA WEALTH WORLD INFRASTRUCTURE POOL	0	457.890	457.890
**D	SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST	0	46.128	46.128
**D	KEA TJANSTEFENSIONSFORSAKRING AB (PUBL)	0	2.210.933	2.210.933
**D	KONSUMENTKOOPERATIONENS PENSIONSSTIFTELSE	0	94.886	94.886
**D	THE BANK OF KOREA	0	278.646	278.646
**D	ALBERTA INVESTMENT MANAGEMENT CORPORATION	0	874.500	874.500
**D	SWEDBANK ROBUR ACCESS GLOBAL	0	1.363.755	1.363.755
**D	SWEDBANK ROBUR TRANSITION ENERGY	0	2.110.411	2.110.411
**D	KEA BLANDFOND	0	178.988	178.988
**D	FOLKSAM OMSESIDIG LIVFORSAKRING	0	364.601	364.601
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT	0	246.270	246.270
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC MULTI ASSET COR E PLUS FUND	0	197.347	197.347
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC GLOBAL LISTED INFRA	0	206.868	206.868
**D	RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROWTH FUND	0	48.232	48.232
**D	GOVERNMENT PENSIONS INVESTMENT FUND	0	1.084.477	1.084.477
**D	RUSSELL INVESTMENTS TAX-MANAGEDGLOBAL EQUITY POOL	0	10.758	10.758

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	RUSSELL INVESTMENTS GLOBAL INFRASTRUCTURE POOL	0	1.012.025	1.012.025
**D	RUSSELL OVERSEAS EQUITY POOL	0	102.729	102.729
**D	RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL	0	24.736	24.736
**D	RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL	0	3.414	3.414
**D	THRIVENT INTERNATIONAL ALLOCATION PORTFOLIO	0	1.281.794	1.281.794
**D	THRIVENT GLOBAL STOCK FUND	0	597.086	597.086
**D	THRIVENT GLOBAL STOCK PORTFOLIO	0	442.316	442.316
**D	THRIVENT CORE INTERNATIONAL EQUITY FUND	0	639.632	639.632
**D	THRIVENT INTERNATIONAL INDEX PORTFOLIO	0	95.801	95.801
**D	THRIVENT INTERNATIONAL ALLOCATION FUND	0	693.009	693.009
**D	DWS INVESTMENT GMBH FOR DEAM FONDS STK	0	17.356	17.356
**D	DWS INVESTMENT GMBH FOR DEUTSCHE BERGBURG 15	0	50.000	50.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS FFS	0	42.000	42.000
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KLP 1	0	87.100	87.100
**D	DEAM-FONDS CFT	0	90.000	90.000
**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	DWS INVESTMENT GMBH FOR DEAM FONDS RTU 1	0	8.306	8.306
**D	DWS INVESTMENT GMBH FOR DEAM FONDS PSF 1	0	11.702	11.702
**D	DWS INVESTMENT GMBH FOR DEAM FONDS SC5M	0	3.066	3.066
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS RKBS	0	35.534	35.534
**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 ABF1	0	30.000	30.000
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS DEUK	0	32.277	32.277
**D	STICHTING PENSIOENFONDS WERK EN(RE) INTEGRATIE	0	439.245	439.245
**D	DWS INVESTMENTTAKIENGESELLSCHAFT MIT TEILGESELLSCHAFTSVERMOEGENFOR DWS-FONDS PAN	0	65.395	65.395
**D	PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF	0	172.422	172.422
**D	THE INCUBATION FUND LTD	0	1.592	1.592
**D	PIMCO FUNDS GLOBAL INVESTORS SERIES PLC	0	650.108	650.108
**D	PIMCO RAE INTERNATIONAL FUND LLC	0	277.839	277.839
**D	PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND	0	183.403	183.403
**D	PIMCO EQUITY SERIES: PIMCO RAE INTERNATIONAL FUND	0	814.190	814.190
**D	PGIM FUNDS PUBLIC LIMITED COMPANY	0	16.082	16.082
**D	PACIFIC SELECT FUND -PD INTERNATIONAL LARGE-CAP INDEX PORTFOLIO	0	366.040	366.040
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL VALUE FACTOR ETF	0	204.786	204.786
**D	FIDELITY INTERNATIONAL HIGH DIVIDEND INDEX ETF	0	214.721	214.721
**D	POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY	0	1.271.026	1.271.026
**D	PROCTER AND GAMBLE BELGIUM PENSION FUND	0	20.690	20.690
**D	BRIGHTHOUSE FUNDS TRUST I -PANAGOR A GLOBAL DIVERSIFIED RISK PORTFOLIO	0	41.848	41.848
**D	CITY OF NEW YORK GROUP TRUST	0	18.951.010	18.951.010
**D	CLEARBRIDGE CDIP FEEDER FUND, LP	0	44.776	44.776
**D	COSMOPOLITAN INVESTMENT FUND	0	155.873	155.873
**D	FIDELITY COVINGTON TRUST: FIDELITY INTL HIGH DIVIDEND ETF	0	417.690	417.690
**D	NEW SHIPS INC PENSION MASTER TRUST	0	578.111	578.111
**D	GQG PARTNERS INTERNATIONAL QUALITY EQUITY FUND	0	739.748	739.748
**D	RUSSELL INVESTMENT COMPANY PLC	0	569.028	569.028
**D	NUVEEN REAL ASSET INCOME FUND	0	1.178.779	1.178.779
**D	NUVEEN MULTI-ASSET INCOME FUND	0	179.390	179.390
**D	NUVEEN REAL ASSET INCOME & GROWTH FUND	0	573.386	573.386

Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MARYLAND STATE RETIREMENT PENSION SYSTEM	0	633.968	633.968
**D	RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND	0	39.528	39.528
**D	LM FUND LP	0	2.209	2.209
**D	VNL LP	0	814	814
**D	MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)	0	30.838	30.838
**D	MUSASHI SMART PREMIA FUND	0	9.320	9.320
**D	ALLIANZBERNSTEIN EUROPEAN OPPORTUNITIES SERIES	0	3.760.994	3.760.994
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGK B TAIL RISK CONTROL (WORLD) ESG	0	73.550	73.550
**D	MGI FUNDS PLC	0	544.680	544.680
**D	MERCER OIF COMMON CONTRACTUAL FUND	0	6.180.260	6.180.260
**D	BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS	0	7.995	7.995
**D	MARIGOLD TACTICAL STRATEGIES LTD	0	36.387	36.387
**D	THE PRUDENTIAL INSURANCE COMPANY OF AMERICA	0	288.487	288.487
**D	PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST	0	68.588	68.588
**D	MGI FUNDS PLC	0	206.805	206.805
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL	0	270.945	270.945
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS	0	156.282	156.282
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR NUERNBERGER EUROLAND A	0	350.000	350.000
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR PREMIUMMANDAT KONSERVATIV	0	16.436	16.436
**D	ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZ FLEXI RENTENFONDS	0	273.280	273.280
**D	MDPIM INTERNATIONAL EQUITY INDEX POOL	0	402.245	402.245
**D	SPDR PORTFOLIO MSCI GLOBAL STOCK MARKET ETF	0	84.487	84.487
**D	SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF	0	147.244	147.244
**D	SPDR MSCI EAFE STRATEGICFACTORSETF	0	231.038	231.038
**D	SPDR MSCI WORLD STRATEGICFACTORS ETF	0	7.449	7.449
**D	LSAM SF 3 PLC	0	1.652.387	1.652.387
**D	HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF	0	343.470	343.470
**D	INTE KAPITALANLAGEGESELLSCHAFT MBH FOR DC EUROLAND EQUITIES	0	1.205.898	1.205.898
**D	LVIP MONDRIAN INTERNATIONAL VALUE FUND	0	5.076.505	5.076.505
**D	LVIP SSGA INTERNATIONAL INDEX FUND	0	1.170.072	1.170.072
**D	LVIP SSGA DEVELOPED INTERNATIONAL 150 FU	0	109.649	109.649
**D	LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND	0	142.329	142.329
**D	STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO	0	1.566.205	1.566.205
**D	COUNTY OF LOS ANGELES DEFERRED COMPENSATION AND THRIFT PLAN	0	2.475.025	2.475.025
**D	LACERA MASTER OPEB TRUST	0	165.960	165.960
**D	LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI	0	2.044.250	2.044.250
**D	OPENWORLD PUBLIC LIMITED COMPANY	0	623.669	623.669
**D	MULTI STYLE MULTI MANAGER FUNDSPLC	0	371.711	371.711
**D	INVESCO ADVANTAGE INTERNATIONALFUND	0	11.477	11.477
**D	INSTITUTIONAL RETIREMENT TRUST	0	143.983	143.983
**D	CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND	0	47.158	47.158
**D	STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO	0	1.869.247	1.869.247
**D	SUNAMERICA SERIES TRUST SA TEMPLETON FOREIGN VALUE PORTFOLIO	0	762.209	762.209
**D	RUSSELL INVESTMENT COMPANY V PLC	0	113.440	113.440
**D	FRANK RUSSEL INSTITUTIONAL FUNDS PLC	0	21.620	21.620
**D	SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO	0	11.128	11.128
**D	SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF	0	44.864	44.864
**D	SUNAMERICA SERIES TRUST SA BLACKROCK VCP GLOBAL MULTI ASSET PORT	0	145.674	145.674
**D	SUNAMERICA SERIES TRUST - SA SCHRÖDERS VCP GLOBAL ALLOCATION PORT	0	4.921	4.921
**D	SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO	0	356.597	356.597



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Regione Sociale	Proprio	Delega	Totale
**D	JNL/CAUSEWAY INTERNATIONAL VALUE SELECT FUND	0	7.480.744	7.480.744
**D	JNL/MELLON MSCI WORLD INDEX FUND	0	50.969	50.969
**D	JNL/JPMORGAN GLOBAL ALLOCATION FUND	0	9.419	9.419
**D	JNL/DFA INTERNATIONAL CORE EQUITY FUND	0	89.940	89.940
**D	SEASONS SERIES TRUST SA PUTNAM ASSET ALLOCATION DIVERSIFIED GROW	0	39.338	39.338
**D	GMO INVESTMENTS ICAV	0	383.368	383.368
**D	GMO CLIMATE CHANGE FUND	0	348.420	348.420
**D	TRANSAMERICA INTERNATIONAL STOCK	0	247.082	247.082
**D	TRANSAMERICA INTERNATIONAL EQUITY INDEX VP	0	42.439	42.439
**D	TANGERINE BALANCED GROWTH PORTFOLIO	0	127.260	127.260
**D	TANGERINE EQUITY GROWTH PORTFOLIO	0	163.202	163.202
**D	THE FIRST CHURCH OF CHRIST SCIENTIST	0	13.061	13.061
**D	MASSMUTUAL SELECT T ROME PRICE INTERNATIONAL EQUITY FUND	0	597.143	597.143
**D	TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP	0	68.854	68.854
**D	SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF	0	101.887	101.887
**D	WILLIAM BLAIR INTERNATIONAL SMALL CAP GROWTH FUND	0	7.418	7.418
**D	STICHTING ING CDC PENSIONFONDS	0	174.546	174.546
**D	TANGERINE BALANCED INCOME PORTFOLIO	0	12.613	12.613
**D	TANGERINE BALANCED PORTFOLIO	0	95.096	95.096
**D	TANGERINE BALANCED PORTFOLIO	0	220.044	220.044
**D	RUSSELL INVESTMENT COMPANY TAXMANAGED REAL ASSETS FUND	0	24.366	24.366
**D	GLOBAL MULTI ASSET STRATEGY FUND	0	59.922	59.922
**D	TAIPEI FUBON COMMERCIAL BANK CO.,LT D IN ITS CAPACITY AS MASTERCUSTODI AN OF PINEBRIDGE THEMATI	0	2.651.700	2.651.700
**D	DYNAMIC GLOBAL INFRASTRUCTURE FUND	0	45.925	45.925
**D	DYNAMIC ACTIVE GLOBAL INFRASTRUCTURE ETF	0	2.230.189	2.230.189
**D	GOVERNMENT PENSION INVESTMENT FUND	0	32.700	32.700
**D	HAND COMPOSITE EMPLOYEE BENEFITTRUST	0	2.495	2.495
**D	HARTFORD AAR BALANCED RETIREMENT FUND	0	210.310	210.310
**D	ROCHE U.S. RETIREMENT PLANS MASTER TRUST	0	50.230	50.230
**D	THE COLORADO HEALTH FOUNDATION	0	33.611	33.611
**D	RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND	0	7.864.606	7.864.606
**D	GOVERNMENT PENSION INVESTMENT FUND	0	5.129.751	5.129.751
**D	GOVERNMENT PENSION INVESTMENT FUND	0	2.699.002	2.699.002
**D	GOVERNMENT PENSION INVESTMENT FUND	0	804.215	804.215
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.255.325	1.255.325
**D	RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND	0	25.250	25.250
**D	RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND	0	86.786	86.786
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.137.391	1.137.391
**D	GOVERNMENT PENSION INVESTMENT FUND	0	3.956.523	3.956.523
**D	GOVERNMENT PENSION INVESTMENT FUND	0	7.762.275	7.762.275
**D	GOVERNMENT PENSION INVESTMENT FUND	0	4.543.886	4.543.886
**D	GUARDIAN GLOBAL UTILITIES VIP FUND	0	357.083	357.083
**D	SCHRODER DIVERSIFIED GROWTH FUND (CANADA)	0	1.689	1.689
**D	RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND	0	887.866	887.866
**D	RUSSELL INVESTMENT COMPANY TAXMANAGED INTERNATIONAL EQUITY FUND	0	1.706.641	1.706.641
**D	RUSSELL INVESTMENT COMPANY GLOBAL INFRASTRUCTURE FUND	0	314.301	314.301
**D	EATON VANCE EQUITY HARVEST FUNDLLC	0	31.210	31.210
**D	US LEGACY INCOME COMMON TRUST FUND	0	209.135	209.135
**D	TAXMANAGED INTERNATIONAL EQUITYPORTFOLIO	0	40.123	40.123
**D	FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST	0	8.230	8.230

Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	GENERAL ELECTRIC PENSION TRUST	0	656.195	656.195
**D	EATON VANCE RICHARD BERNSTEIN EQUITY STRATEGY FUND	0	589.511	589.511
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF	0	48.348	48.348
**D	FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG	0	965.095	965.095
**D	FRANKLIN INTERNATIONAL EQUITY INDEX ETF	0	83.760	83.760
**D	FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF	0	28.012	28.012
**D	FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTY SYSTEMATIC STYLE P	0	113.226	113.226
**D	PARAMETRIC INTERNATIONAL EQUITYFUND	0	180.866	180.866
**D	EATON VANCE RICHARD BERNSTEIN ALL ASSET STRATEGY FUND	0	180.039	180.039
**D	FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF	0	11.180	11.180
**D	FRANKLIN TEMPLETON ETF TRUST - CLEARBRIDGE SUSTAINABLE INFRASTRUCTURE ETF	0	48.246	48.246
**D	PARKER FOUNDATION INC	0	103.337	103.337
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL VALUE FUN	0	1.133.222	1.133.222
**D	MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN	0	2.428.172	2.428.172
**D	LORD ABBETT SECURITIES TRUST-LORD ABBETT INTERNATIONAL EQUITY FD	0	429.781	429.781
**D	FEI SELECT, LLC	0	161.604	161.604
**D	CALVERT IMPACT FUND INC CALVERT GLOBAL ENERGY SOLUTIONS FUND	0	133.779	133.779
**D	CALVERT VP SAFE INTERNATIONAL INDEX PORTFOLIO	0	73.027	73.027
**D	THE REGENTS OF THE UNIVERSITY OF CALIFORNIA	0	8.782.122	8.782.122
**D	DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE	0	33.026	33.026
**D	FIDUCIE GLOBALE DES REGIMES DEREGISTRE DE LA SOCIETE DE TRANSPORT DE MONTREAL	0	441.934	441.934
**D	REGIME DE RENTES DU MOUVEMENT DESJARDINS	0	111.794	111.794
**D	CAISSE DE DEPOT ET PLACEMENT DUQUEBEC	0	5.424.643	5.424.643
**D	AMERICAN BEACON INTERNATIONAL EQUITY FUND	0	1.066.089	1.066.089
**D	XTRACKERS (IE) PUBLIC LIMITED COMPANY	0	5.123.402	5.123.402
**D	BON SECOURS MERCY HEALTH	0	686.826	686.826
**D	ABERDEEN STANDARD GLOBAL INFRASTRUCTURE INCOME FUND	0	1.564.391	1.564.391
**D	DETROIT EDISON QUALIFIED NUCLEAR DECOMMISSIONING TRUST	0	64.746	64.746
**D	CENTRAL PROVIDENT FUND BOARD	0	34.350	34.350
**D	CITY UNIVERSITY OF NEW YORK	0	9.420	9.420
**D	THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR DWS CONCEPTKALDEMORGEN MOTHER FUND	0	296.461	296.461
**D	TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO	0	323.769	323.769
**D	BRIGHTHOUSE FUNDS TRUST I SCHROEDERS GLOBAL MULTIASSET PORTFOLIO	0	26.635	26.635
**D	CAPULA TAIL RISK MASTER FUND LIMITED	0	52.120	52.120
**D	CARDANO COMMON CONTRACTUAL FUND	0	72.219	72.219
**D	BEAR CREEK INC	0	48.052	48.052
**D	THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST	0	240.815	240.815
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR FINREON SGRB CARBON FOCUS	0	24.126	24.126
**D	STATE OF ALASKA RETIREMENT AND BENEFITS PLANS	0	123.324	123.324
**D	AMERICAN BUREAU OF SHIPPING	0	9.856	9.856
**D	MTBJ PINEBRIDGE GLOBAL TECHNOLOGY INFRASTRUCTURE MOTHER FND	0	87.000	87.000
**D	RTX SAVINGS PLAN MASTER TRUST	0	2.311.898	2.311.898
**D	STB DEUTSC HE GLOBAL HIGH DIVIDEND EQUITY MOTHER FUND	0	41.254	41.254
**D	ALPS INTERNATIONAL SECTOR DIVIDEND DOGS ETF	0	825.483	825.483
**D	ABERDEEN GLOBAL INFRASTRUCTURE FUND	0	152.900	152.900
**D	REAVES UTILITY INCOME FUND	0	6.185.257	6.185.257
**D	MTBJ FRANK RUSSELL INVS JAPAN LIMITED INT EQUITY FUND	0	203.993	203.993
**D	AMERICAN CENTURY WORLD MUTUAL FUNDS INC INTERNATIONAL VALUE FUND	0	1.431.212	1.431.212
**D	AMERICAN CENTURY ETF TR-AMERICAN CENT QUALITY DIVERSIFIED INTL ETF	0	54.447	54.447
**D	AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF	0	762.438	762.438



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AMERICAN CENTURY INVESTMENT MANAGEMENT INC	0	4.431	4.431
**D	AMERICAN CENTURY EFF TRUST-AVANVIS INTERNATIONAL EQUITY FUND	0	34.142	34.142
**D	T. ROME PRICE INTERNATIONAL EQUITY ETF	0	72.483	72.483
**D	AMERICAN AIRLINES INC MASTER FIXED BENEFIT PENSION TRUST	0	1.196.098	1.196.098
**D	M INTERNATIONAL EQUITY FUND	0	80.669	80.669
**D	FRANK RUSSELL INVESTMENT CO II PLC	0	398.106	398.106
**D	SPDR PORTFOLIO EUROPE ETF	0	172.725	172.725
**D	SPDR EURO STOXX 50 ETF	0	7.585.734	7.585.734
**D	SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND	0	6.101.671	6.101.671
**D	THE WELLINGTON TR CO NATL ASSOCMULTIPLE COLLECTIVE INVESTMENT FDS TR	0	2.701.371	2.701.371
**D	WTCN COMMON TRUST FUNDS TRUSTINT RESEARCH EQUITY PORTFO	0	123.660	123.660
**D	THE NOMURA ASSET MANAGEMENT INSTITUTIONAL GLOBAL TRUSTS	0	80.849	80.849
**D	MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO	0	2.431	2.431
**D	EUROPE INVESTMENT FUND	0	275.565	275.565
**D	PRINCIPAL DIVERSIFIED REAL ASSET CIT	0	1.474.277	1.474.277
**D	SPDR MSCI ACWI EXUS ETF	0	489.946	489.946
**D	SPDR S+P GLOBAL INFRASTRUCTURE ETF ONE	0	1.267.736	1.267.736
**D	SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF	0	6.225.035	6.225.035
**D	MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO	0	38.361	38.361
**D	BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO	0	447.155	447.155
**D	VALIC COMPANY I GLOBAL STRATEGY FUND	0	19.638	19.638
**D	VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND	0	876.013	876.013
**D	VALIC COMPANY I INTERNATIONAL VALUE FUND	0	745.299	745.299
**D	STATE OF MINNESOTA	0	3.542.155	3.542.155
**D	TIAACREF LIFE FUNDS INTERNATIONAL EQUITY FUND	0	154.245	154.245
**D	DESJARDINS GLOBAL DIVIDEND FUND	0	4.468.310	4.468.310
**D	BOSTON RETIREMENT SYSTEM	0	549.186	549.186
**D	GENERAL CONFERENCE CORPORATION OF SEVENTH DAY ADVENTISTS	0	202.439	202.439
**D	PACE INTERNATIONAL EQUITY INVESTMENTS	0	1.160.790	1.160.790
**D	COLLEGE RETIREMENT EQUITIES FUND	0	14.686.682	14.686.682
**D	COLLEGE RETIREMENT EQUITIES FUND	0	9.070.731	9.070.731
**D	TIAACREF INTERNATIONAL EQUITY FUND	0	7.344.470	7.344.470
**D	TIAACREF INTERNATIONAL EQUITY INDEX FUND	0	11.628.304	11.628.304
**D	MANAGED PENSION FUNDS LIMITED	0	4.313.467	4.313.467
**D	OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS EUROPEAN EQUITY LEADERS FUND	0	1.040.532	1.040.532
**D	OMNIS PORTFOLIO INVESTMENTS ICVC - OMNIS DIVERSIFIED RETURNS FUND	0	8.329	8.329
**D	NINETY ONE PROFESSIONAL INVESTMENT FUNDS PCC LIMITED - GLOBAL STRATEGIC EQUITY FUND	0	628.254	628.254
**D	NINETY ONE WORLDWIDE FLEXIBLE FUND	0	29.666	29.666
**D	FAMILY INVESTMENTS CHILD TRUST FUND	0	152.069	152.069
**D	FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND	0	111.825	111.825
**D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST JAMES' S PLACE GLOBAL ABSOLUTE	0	100.180	100.180
**D	NATWEST ST JAMES' S PLACE GLOBALVALDE UNIT TRUST	0	24.056.051	24.056.051
**D	NATWEST ST JAMES' S PLACE STRATEGIC INCOME UNIT TRUST	0	228.311	228.311
**D	NATWEST ST JAMES' S PLACE BALANCED MANAGED UNIT TRUST	0	731.498	731.498
**D	NATWEST ST JAMES' S PLACE GLOBALEQUITY UNIT TRUST	0	2.307.521	2.307.521
**D	PUBLIC AUTHORITY FOR SOCIAL INSURANCE	0	71.402	71.402
**D	HSCB BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY FUND	0	6.342.664	6.342.664
**D	NATWEST TRUSTEE AND DEPOSITORY SERVICES LIMITED AS TRUSTEE OF ST. JAMES' S PLACE STRATEGIC MANAGE	0	1.539.673	1.539.673
**D	NATWEST ST JAMES' S PLACE GREATER EUROPEAN PROGRESSIVE UNIT TRUST	0	2.333.624	2.333.624
**D	MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND	0	331	331

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LISTA ESITO DELLE VOTAZIONI

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY INDEX FUND	0	2.340.770	2.340.770
**D	VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND	0	4.467.998	4.467.998
**D	VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND	0	430.709	430.709
**D	SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND	0	1.235.982	1.235.982
**D	COLUMBIA THREADNEEDLE (UK) ICVCIII - CT UNIVERSAL MAP INCOME FUND	0	1.858	1.858
**D	MG INVESTMENT FUNDS (10) MG GLOBAL LISTED INFRASTRUCTURE FUND	0	2.359.401	2.359.401
**D	GOLDMAN SACHS UK RETIREMENT PLAN	0	66.312	66.312
**D	ALLIANZ INTERNATIONAL INVESTMENT FUNDS - ALLIANZ THEMATICA FUND	0	28.779	28.779
**D	HBOS INTERNATIONAL INVESTMENT FUNDS ICVC EUROPEAN FUND	0	1.055.894	1.055.894
**D	HBOS INTERNATIONAL INVESTMENT FUNDS ICVC- INTERNATIONAL GROWTH FUND	0	517.160	517.160
**D	ALGEMEEN PENSIOENFONDS VAN CURACAO	0	184.042	184.042
**D	ES ALLIANCE BERNSTEIN UK EQUITYFUND	0	354.175	354.175
**D	CT DIVERSIFIED MONTHLY INCOME FUND	0	1.982	1.982
**D	NINETY ONE FUNDS SERIES I GLOBAL MULTIASSET TOTAL RETURN FUND	0	159.299	159.299
**D	NINETY ONE FUNDS SERIES IV - GLOBAL MULTI-ASSET SUSTAINABLE GROWTH FUND	0	210.489	210.489
**D	SCOTTISH WIDOWS OVERSEAS GROWTHINVESTMENT FUNDS ICVC EUROPEANGROWTH FUND	0	2.372.953	2.372.953
**D	SCOTTISH WIDOWS OVERSEAS GROWTHINVESTMENT FUNDS ICVC-GLOBAL GROWTH FUND	0	274.731	274.731
**D	SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND	0	26.283	26.283
**D	SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND	0	1.027.308	1.027.308
**D	NINETY ONE FUNDS SERIES IIGLOBAL STRATEGIC EQUITY FUND	0	894.954	894.954
**D	COLUMBIA THREADNEEDLE (LUX) III	0	46.849	46.849
**D	WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND	0	337.589	337.589
**D	WTCN COMMON TRUST FUNDS TRUST OPPORTUNISTIC EQUITY PORTFOLIO	0	99.766	99.766
**D	DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN	0	1.221.779	1.221.779
**D	DWS INVESTMENT GMBH FOR DEAM-FONDS DVERG	0	37.388	37.388
**D	DWS INVESTMENT GMBH FOR DEAMFONDS EXEMPLUM	0	14.682	14.682
**D	DWS INVESTMENT GMBH FOR DEAM FONDS GDP 1	0	9.025	9.025
**D	DWS INVESTMENT GMBH FOR DEAM FONDS SFEWL	0	90.000	90.000
**D	DWS INVESTMENT GMBH FOR DEAM FONDS LHG 1	0	500.000	500.000
**D	DWS MULTI ASSET PIR FUND	0	107.711	107.711
**D	DWS INVEST II	0	430.000	430.000
**D	STICHTING PHILIPS PENSIOENFONDS	0	1.285.000	1.285.000
**D	SPW MULTI-MANAGER ICVC - SPW MULTI-MANAGER EUROPEAN EX UK EQUITY FUND	0	3.096.366	3.096.366
**D	NOW PENSIONS TRUST	0	1.184.445	1.184.445
**D	SOCIAL PROTECTION FUND	0	400.367	400.367
**D	NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST	0	29.418	29.418
**D	NINETY ONE EQUITY FUND	0	159.452	159.452
**D	EURIZON STEP 50 OBIETTIVO NET ZERO DICEMBRE 2027	0	493.855	493.855
**D	EURIZON TOP SELECTION EQUILIBRIODICEMBRE 2024	0	27.543	27.543
**D	EPSILON ASSOCIATI SGR - EPSILONGR OVALUE	0	610	610
**D	EPSILON ASSOCIATI SGR - EPSILONGR ORETURN	0	11.911	11.911
**D	EPSILON FUND - EURO O-EQUITY	0	70.266	70.266
**D	EPSILON STEP 30 MEGATREND ESG GIUGNO 2027	0	2.659	2.659
**D	EPSILON EUROPEAN EQUITY LARGE CAP INDEX	0	7.006	7.006
**D	EPSILON STEP 30 MEGATREND ESG SETTEMBRE 2027	0	362.007	362.007
**D	EPSILON STEP 30 MEGATREND ESG DICEMBRE 2027	0	20.244	20.244
**D	EPSILON STEP 30 MEGATREND ESG DICEMBRE 2027 - EDIZIONE 2	0	105.120	105.120
**D	EPSILON STEP 30 MEGATREND MARZO2028	0	102.507	102.507
**D		0	21.135	21.135
**D		0	30.506	30.506

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	NATIONAL EMPLOYMENT SAVINGS TRUST	0	1.698.401	1.698.401
**D	SUN CHEMICAL LIMITED PENSION SCHEME	0	40.871	40.871
**D	SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD	0	2.579	2.579
**D	MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND	0	479	479
**D	EURIZON GLOBAL DIVIDEND ESG 50 LUGLIO 2025	0	229.930	229.930
**D	EURIZON STEP 70 PIR ITALIA GIUGNO 2027	0	70.000	70.000
**D	EURIZON GLOBAL DIVIDEND ESG 50 - OTTOBRE 2025	0	246.184	246.184
**D	EURIZON AM FLEXIBLE TRILOGY	0	5.931	5.931
**D	EURIZON AM GLOBAL MULTIASSET 30	0	39.833	39.833
**D	EURIZON AM GLOBAL MULTIASSET II	0	16.034	16.034
**D	EURIZON AM OBIETTIVO CONTROLLO	0	16.183	16.183
**D	EURIZON AM OBIETTIVO STABILITA'	0	10.982	10.982
**D	EURIZON AM RILANCIO ITALIA TR	0	65.627	65.627
**D	EURIZON AM RITORNO ASSOLUTO	0	9.835	9.835
**D	EURIZON THEMATIC OPPORTUNITIES ESG 50 LUGLIO 2026	0	84.779	84.779
**D	EURIZON AM TR MEGATREND	0	30.165	30.165
**D	EURIZON AM TR MEGATREND II	0	4.126	4.126
**D	EURIZON STEP 50 OBIETTIVO NET ZERO MARZO 2028	0	56.608	56.608
**D	EURIZON STEP 50 OBIETTIVO NET ZERO GIUGNO 2028	0	64.838	64.838
**D	EURIZON TOP SELECTION EQUILIBRIO MAGGIO 2025	0	168	168
**D	EURIZON GLOBAL DIVIDEND	0	47.013	47.013
**D	EURIZON GLOBAL DIVIDEND ESG 50 -MAGGIO 2025	0	33.845	33.845
**D	EURIZON PIR ITALIA AZIONI	0	342.645	342.645
**D	EURIZON AZIONI INTERNAZIONALI	0	988.393	988.393
**D	EURIZON CAP SGR-RENDITA	0	27.243	27.243
**D	EURIZON AZIONARIO INTERNAZIONALE ETICOTICO	0	525.000	525.000
**D	EURIZON AZIONI AREA EURO	0	1.063.951	1.063.951
**D	EURIZON AZIONI PMI ITALIA	0	100.000	100.000
**D	EURIZON AZIONI EUROPA	0	1.107.523	1.107.523
**D	EURIZON AZIONI ITALIA	0	7.241.433	7.241.433
**D	EURIZON TOP SELECTION CRESCITA DICEMBRE 2023	0	84	84
**D	EURIZON TOP SELECTION EQUILIBRIO MARZO 2024	0	258	258
**D	EURIZON TOP SELECTION CRESCITA MARZO 2024	0	270	270
**D	EURIZON TOP SELECTION EQUILIBRIO MAGGIO 2024	0	357	357
**D	EURIZON TOP SELECTION EQUILIBRIO GIUGNO 2024	0	617	617
**D	EURIZON TOP SELECTION EQUILIBRIO SETTEMBRE 2024	0	772	772
**D	EURIZON TOP SELECTION EQUILIBRIO MARZO 2025	0	949	949
**D	EURIZON PROGETTO ITALIA 40	0	1.359.828	1.359.828
**D	EURIZON PROGETTO ITALIA 70	0	1.935.242	1.935.242
**D	NINETY ONE PROFESSIONAL INVESTMENT FUNDS PCC LIMITED - GLOBAL EQUITY (SA) FUND	0	515.690	515.690
**D	NINETY ONE FUNDS SERIES I - GLOBAL MACRO ALTERNATIVE FUND	0	41.548	41.548
**D	NINETY ONE FUNDS SERIES IV MULTIASSET PROTECTOR FUND	0	10.358	10.358
**D	NINETY ONE PROFESSIONAL INVESTMENT FUNDS PCC LIMITED - GLOBAL BALANCED (SA) FUND	0	3.139.837	3.139.837
**D	M&B MSCI KOKUSAI INDEX MOTHER FUND	0	110.951	110.951
**D	AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF	0	20.117	20.117
**D	BANK SINOPAC CO., LTD., IN ITS CAPACITY AS MASTER CUSTODIAN OF NOMURA GLOBAL INFRASTRUCTURE MEGA	0	204.413	204.413
**D	NICOLA SUSTAINABLE INNOVATION FUND	0	214.000	214.000
**D	NICOLA INTERNATIONAL LEADERS FUND	0	1.489.000	1.489.000
**D	CERTAS HOME AND AUTO INSURANCE COMPANY	0	53.545	53.545
**D	CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND	0	493.736	493.736



LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	HARTFORD MULTIFACTOR DIVERSIFIED INTERNATIONAL ETF	0	8.211	8.211
**D	RHUMBLINE INTERNETIONAL POOLED INDEX TRUST	0	260.678	260.678
**D	RHUMBLINE LOW CARBON INDEX FUNDLLC	0	138.873	138.873
**D	WWFY FOUNDATION	0	741	741
**D	MHT AG	0	3.320.000	3.320.000
**D	LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR	0	283.000	283.000
**D	MOUNT HATTON INVESTMENTS LIMITED	0	135.665	135.665
**D	MERCER UCITS COMMON CONTRACTUALFUND	0	241.368	241.368
**D	NUVEEN GLOBAL EQUITY INCOME FUND	0	264.333	264.333
**D	CAUSEWAY INTERNATIONAL OPPORTUNITIES GROUP TRUST	0	602.138	602.138
**D	TALCOTT RESOLUTION LIFE INSURANCE COMPANY	0	74.907	74.907
**D	NORTHROP GRUMMAN CORPORATION VEBB MASTER TRUST I	0	26.125	26.125
**D	BURROUGHS WELLCOME FUND	0	188.017	188.017
**D	STATE OF NEW JERSEY COMMON PENSION FUND D	0	3.295.971	3.295.971
**D	STICHTING NN CDC PENSIOENFONDS	0	34.173	34.173
**D	GOVERNMENT PENSION INVESTMENT FUND	0	308.324	308.324
**D	GOVERNMENT PENSION INVESTMENT FUND	0	936.554	936.554
**D	GOVERNMENT PENSION INVESTMENT FUND	0	1.724.023	1.724.023
**D	GOVERNMENT PENSION INVESTMENT FUND	0	7.251.538	7.251.538
**D	SWEDBANK ROBUR ACCESS EUROPA	0	1.079.104	1.079.104
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 3	0	867.000	867.000
**D	UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST	0	65.534	65.534
**D	DWS INVESTMENT GMBH FOR DEAMFONDS PG EO	0	179.434	179.434
**D	UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 2	0	55.139	55.139
**D	AXA INVESTMENT MANAGERS SCHWEIZAG ON BEHALF OF AXA (CH) STRATEGY FUND - GLOBAL EQUITY CHF	0	37.001	37.001
**D	FMR CAPITAL INC	0	9.009	9.009
**D	INTE KAPITALANLAGEGESSELLSCHAFT MBH FOR LHPRIVATRENTEAKTIEN	0	588.000	588.000
**D	VPV ALLGEMEINE VERSICHERUNGSAG	0	55.000	55.000
**D	PUTNAM MULTI-ASSET INCOME FUND	0	17.111	17.111
**D	PUTNAM VARIABLE TRUST - PUTNAM VT GLOBAL ASSET ALLOCATION FUND	0	13.244	13.244
**D	PUTNAM DYNAMIC ASSET ALLOCATIONGROWTH FUND	0	300.157	300.157
**D	RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND	0	6.841	6.841
**D	RUSSELL INVESTMENTS SUSTAINABLEGLOBAL OPPORTUNITIES FUND	0	4.719	4.719
**D	RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND	0	145.776	145.776
**D	RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28	0	122.389	122.389
**D	REALINDEX GLOBAL SHARE FUND (SCREENED)	0	404.635	404.635
**D	EMERGENCY SERVICES SUPERANNUATION SCHEME	0	25.582	25.582
**D	AWARE SUPER	0	431.624	431.624
**D	RUSSELL INVESTMENTS GLOBAL LISTED INFRASTRUCTURE FUND HEDGED	0	59.768	59.768
**D	PINEBRIDGE GLOBAL DYNAMIC ASSETALLOCATION FUND	0	52.938	52.938
**D	PERPETUAL ECONOMIC DIVERSIFICATION GLOBAL EQUITY FUND	0	114.042	114.042
**D	AXA IM SUSTAINABLE EQUITY FUND	0	192.085	192.085
**D	RETAIL EMPLOYEES SUPERANNUATIONTRUST	0	1.190.290	1.190.290
**D	UBS CBRE GLOBAL INFRASTRUCTURE SECURITIES FUND	0	422.257	422.257
**D	VANECK MSCI INTERNATIONAL VALUEETF	0	99.153	99.153
**D	GMO CLIMATE CHANGE TRUST	0	18.412	18.412
Totale voti				6.446.636.411
Percentuale votanti %				97,640260

Azionisti in delega: 3.430

Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
FAVOREVOLI

Badge Regione Sociale
Percentuale Capitale % 63,409456

Proprio Delega Totale

679

LISTA ESITO DELLE VOTAZIONE

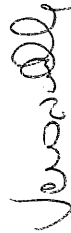
Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti nel 2023 (deliberazione non vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***	LOMBARDI GIANFRANCO	0	3.000	3.000
2	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-NOVIES IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***	FONDAZIONE FINANZA ETICA	0	250	250
***	BAREL ALESSANDRO	0	160	160
3	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO QUALE SUBDELEGATO 135-NOVIES (ST. TREVISAN) IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***	BAYERNINVEST KVG MBH	0	3.113.667	3.113.667
***	MEAG FLEXCONCEPT-EUROGROWTH	0	10.263	10.263
***	BERNISCHE LEHRERVERSICHERUNGSKASSE	0	232.575	232.575
***	BERNISCHE PENSIONSKASSE BPK RUBR ES AKTIEN EUROPA	0	717.754	717.754
***	CPR DU PERSONNEL ETAT DE FRIBOURG	0	106.758	106.758
***	CIAPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE	0	788.577	788.577
***	CAPACITY - FONDS INSTITUTIONNEL - ACTIONS ETRANGERES RENDEMENT ABSOLU	0	204.735	204.735
***	FONDS DE PLACEMENT UNIGE - ACTIONS ETRANGERES	0	66.032	66.032
***	SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES	0	28.245	28.245
***	RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES LARGE CAP	0	4.667	4.667
***	AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL	0	232.949	232.949
***	LEGACY LM LP	0	153.000	153.000
***	SYNERGIE - ACTIONS GLOBALES TARGETNETZERO	0	26.915	26.915
***	CAPACITY - FONDS INSTITUTIONNEL - ACTIONS ETRANGERES	0	70.000	70.000
***	SYNERGIE - ACTIONS EUROPE (EX-CH) - B	0	662.031	662.031
***	SYNERGIE - ACTIONS EUROPE (EX-CH) - A	0	631.960	631.960
***	SKAGEN ENTERPRISE HOLDINGS LIMITED	0	100.000	100.000
***	VILLIERS ACTIONS EUROPE AGI	0	2.000.000	2.000.000
***	ERAFP ACTIONS EURO III	0	5.854.878	5.854.878
***	FCP KLESIA K ACTIONS EURO	0	24.086	24.086
***	EPEENS OFFENSIF ISR	0	334.312	334.312
***	ERAFP ACTIONS EURO IV	0	1.989.893	1.989.893
***	ERGO VERMOGENSMANAGEMENT ROBUST	0	4.429.414	4.429.414
***	MEAG DIVIDENDE	0	61.628	61.628
***	MEAG EUROINVEST	0	64.234	64.234
***	MEAG VERMOGENSANLAGE KOMFORT	0	1.112.405	1.112.405
***	FCF HGA ACTIONS ISR	0	21.384	21.384
***	ERGO VERMOGENSMANAGEMENT FLEXIBEL	0	983.655	983.655
***	MEAG VERMOGENSANLAGE RETURN	0	44.533	44.533
***	FCF HGA ACTIONS SOLIDAIRE EMPLOI SANTE	0	26.832	26.832
***	ERGO VERMOGENSMANAGEMENT AUSGEWOGEN	0	346.840	346.840
***	MEAG EUROERTRAG	0	145.257	145.257
***	MEAG EUROBALANCE	0	370.879	370.879
***	MEAG BENEDICT	0	281.836	281.836
***	FCP KLESIA K RETRAITE EURO	0	2.734	2.734
***	MEAG MM-FONDS 100	0	2.295.065	2.295.065
***	MEAG PREMIUM	0	13.340	13.340
***	MEAG EUROKAPITAL	0	1.894.443	1.894.443
***	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V	0	150.938	150.938
***	AVIVA LIFE & PENSIONS IRELAND DAC	0	11.989	11.989
***	AVIVA LIFE & PENSIONS UK LIMITED	0	5.956.515	5.956.515
***		0	7.697.725	7.697.725

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III	0	39.199	39.199
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV	0	28.901	28.901
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS GLOBAL EQUITY INCOME FUND	0	2.131.277	2.131.277
**D	MOMENTUM GLOBAL FUNDS	0	90.515	90.515
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II	0	20.411	20.411
**D	PUB INSTITUTIONAL FUND UMBRELLA- PUB EQUITIES EUROPE (EX SWITZERLAND) 1	0	186.624	186.624
**D	ROBECO CAPITAL GROWTH FUNDS	0	6.152.389	6.152.389
**D	PUB INSTITUTIONAL FUND UMBRELLA PUB EQUITIES EUROPE (EX SWITZERLAND) 2	0	205.566	205.566
**D	AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND	0	119.396	119.396
**D	AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I	0	2.215	2.215
**D	OCEAN ASSETS LLC	0	6.500	6.500
**D	OFI INVEST	0	146.721	146.721
**D	KAPITALEFØRNINGEN LD, SMART BETA - MANDAT	0	54.150	54.150
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND	0	1.116.091	1.116.091
**D	AVIVA LIFE AND PENSIONS UK LIMITED	0	73.249	73.249
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND	0	854.837	854.837
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND	0	217.006	217.006
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND	0	418.489	418.489
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND	0	54.160	54.160
**D	AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND	0	822.014	822.014
**D	AVIVA INVESTORS UK FUND SERVICES LIMITED	0	885.146	885.146
**D	ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND	0	1.161.666	1.161.666
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH	0	1.027.171	1.027.171
**D	CAISSE DE PENSIONS DU PERSONNEL COMMUNAL DE LAUSANNE (CPCL)	0	88.058	88.058
**D	SUVA	0	1.798.612	1.798.612
**D	PENSIONSKASSE SUVA	0	126.082	126.082
**D	ECCLESIASTICAL INSURANCE OFFICE PLC STAFF RETIREMENT BENEFIT	0	101.300	101.300
**D	EDENTREE INVESTMENT FUND SERIES 1 EDENTREE GREEN FUTURE FUND	0	164.033	164.033
**D	STANDARD BANK OF SOUTH AFRICA LTD	0	93.412	93.412
**D	HIGHER INCOME FUND	0	800.000	800.000
**D	AMITY INTERNATIONAL FUND	0	936.500	936.500
**D	AMITY EUROPEAN FUND	0	1.050.000	1.050.000
**D	1895 FONDS FGR	0	1.072.724	1.072.724
**D	1895 FONDS STICHTING 1	0	68.173	68.173
**D	AVIVA INVESTORS	0	407.930	407.930
**D	STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER	0	8.773.470	8.773.470
**D	ES OFI INVEST ESG ACTIONS CROI	0	209.491	209.491
**D	OFI INVEST ACTIONS CROISSANCE	0	6.531	6.531
**D	SOGECAP PROTECTED EQUITIES	0	623.552	623.552
**D	OFI INVEST ESG ACTIONS CROISSA	0	506.566	506.566
**D	OFI INVEST ESG DYNAMIQUE EURO	0	247.023	247.023
**D	OFI INVEST ESG EQUILIBRE EURO	0	275.687	275.687
**D	OFI INVEST ESG PRUDENT EURO	0	85.773	85.773
**D	OFI INVEST EUROPE	0	16.229	16.229
**D	OFI INVEST ISR ACTIONS EURO	0	1.347.915	1.347.915
**D	OFI INVEST PATRIMOINE	0	90.521	90.521
**D	AFER ACTIONS MONDE	0	200.000	200.000
**D	OFI INVEST DIVERSIFIE	0	11.763	11.763
**D	OFI INVEST DYNAMIQUE MONDE M	0	1.621.423	1.621.423
**D	OFI INVEST ISR VALEURS EURO	0	300.000	300.000



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LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	AFER PATRIMOINE	0	6.550	6.550
**D	AFER ACTIONS EURO ISR	0	6.789.462	6.789.462
**D	OFI INVEST PERFORMANCE	0	28.702	28.702
**D	OFI INVEST ISR PATRIMOINE MOND	0	14.842	14.842
**D	OFI INVEST ISR VALEURS EUROPE	0	92.558	92.558
**D	OFI INVEST EQUILIBRE MONDE M 2	0	899.310	899.310
**D	OFI INVEST ESG EQUITY CLIMATE	0	1.482.000	1.482.000
**D	OFI INVEST ESG EURO EQUITY	0	912.609	912.609
**D	OFI INVEST ESG EURO EQUITY SMA	0	215.247	215.247
**D	GLOBAL FUND-OFI INVEST ACT4 PO	0	220.000	220.000
**D	GLOBAL FUND-OFI INVEST ACT4 SO	0	150.000	150.000
**D	GLOBAL FUND-OFI INVEST BIODIVE	0	99.643	99.643
**D	OFI INVEST REBOND	0	4.465	4.465
**D	NORTHERN LIGHTS FUND TRUST IV	0	41.322	41.322
**D	INSPIRE INTERNATIONAL ETF	0	216.665	216.665
***	STOK ERIK	0	10	10
**D	WM POOL - EQUITIES TRUST NO. 75	0	250.838	250.838
**D	UBS FUND MGT (CH) AG - CHI243B-TRIANGULUS - AKTIEN DEVMARK HEDGED	0	366.081	366.081
**D	UBS FUND MGT (CH) AG - CHI244B-TRIANGULUS - AKTIEN DEVMARK	0	388.473	388.473
**D	UBS FUND MANAGEMENT (SWITZERLAND) AG.	0	48.852	48.852
**D	PENSIONSKASSE POST	0	1.298.449	1.298.449
**D	TRIUM UCITS PLATFORM PLC	0	193	193
**D	STICHTING BLUE SKY LIQUID ASSET FUNDS	0	7.958	7.958
**D	LF WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS UMBRELLA	0	2.630.564	2.630.564
**D	STICHTING BEDRIJFSTAKPENSIOENFONDS ZORGVERZEKERAARS.	0	522.803	522.803
**D	WM POOL - EQUITIES TRUST NO. 76 - ROBECO	0	31.237	31.237
**D	WM POOL - EQUITIES TRUST NO. 31 - ROBECO	0	9.014	9.014
**D	STICHTING PENSIOENFONDS METAAL EN TECHNIEK MN SERVICES	0	758.224	758.224
**D	STICHTING MN SERVICES	0	2.604.886	2.604.886
**D	STICHTING MN SERVICES AANDELENFO ND	0	491.060	491.060
***	ABDALRAHMAN ALY SAAD ABDALLAH ALY MOHAMMAD	0	50	50
**D	MEDIAHUIS NL PF DME MANDATE PZENA	0	193.723	193.723
**D	CNP RETRAITE	0	43.776	43.776
**D	MANDAT LBP PREVOYANCE	0	60.000	60.000
**D	270..POSTE Avenir	0	10.137.143	10.137.143
**D	OFI AF DYNAMIQUE	0	37.549	37.549
**D	AEMA OBJECTIF NEUTRE CARBONE 2050	0	71.414	71.414
**D	FCP GROWTH	0	7.425	7.425
**D	AFI RETRAITE DIVERSIFIE	0	19.666	19.666
**D	APICIL ACTIONS EURO	0	108.452	108.452
**D	EURO VALEUR ISR M	0	39.833	39.833
**D	GLOBAL ALLOCATION M	0	933.653	933.653
**D	RENDEMENT DIVERSIFIE M	0	219.851	219.851
**D	REGARD ACTIONS DEVELOPPEMENT D	0	54.001	54.001
**D	ECOFI OPTIM VARIANCE	0	358.100	358.100
**D	AMPLEGEST LONG/SHORT	0	13.028	13.028
**D	ADARA	0	87.200	87.200
**D	MEAG MUNICH ERGO KAPITALANLAGEGES MBH FOR MEAG EUROSTAR	0	161.200	161.200
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ATLAS	0	46.384	46.384
**D		0	66.476	66.476



Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
CONTRARI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	MEAG MULTI LIFE	0	262.632	262.632
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I	0	301.554	301.554
**D	MEAG PENSION INVEST	0	110.653	110.653
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG EURO 1	0	172.159	172.159
**D	BMO GLOBAL INFRASTRUCTURE FUND	0	652.212	652.212
**D	BMO GLOBAL CLIMATE TRANSITION FUND	0	2.657	2.657
**D	BMO GLOBAL DIVIDEND OPPORTUNITIES FUND	0	107.199	107.199
**D	MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG VISION	0	165.446	165.446
**D	BMO EUROPE HIGH DIVIDEND COVERED CALL ETF	0	2.903.790	2.903.790
**D	BMO MSCI EAFE ESG LEADERS INDEXETF	0	60.780	60.780
**D	BMO MSCI EAFE INDEX ETF	0	2.549.438	2.549.438
**D	BMO INTERNATIONAL DIVIDEND ETF	0	856.001	856.001
**D	NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES' S PLACE CONTINENTAL EURO	0	268.882	268.882
**D	ROYAL LONDON ASSET MANAGEMENT FUNDS PLC	0	1.096.091	1.096.091
**D	MOUNT HATTON INVESTMENTS LIMITED	0	4.677	4.677

Totale voti 122.859.926

Percentuale votanti % 1,860827

Percentuale Capitale % 1,208457

683



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LISTA ESITO DELLE VOTAZIONE

Objetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante) ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
1	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO IN QUALITÀ DI DELEGATO 135-UNDECIES TUF IN PERSONA DI VERONICA CICIRIELLO	0	0	0
***	GATTI MARCO	0	22.000	22.000
***	SANA MAURIZIO	0	1.800	1.800
3	COMPUTERSHARE SPA RAPPRESENTANTE DESIGNATO QUALE SUBDELEGATO 135-NOVIES (ST.TREVISAN) IN PERSONA DI VERONICA CICIRIELLO	0	0	0
**D	CSM INTERGENERATIONS	0	41.405	41.405
**D	INVESTITORI FLESSIBILE	0	255.500	255.500
**D	INVESTITORI FLEXIBLE EQUITY ESG	0	18.980	18.980
**D	INVESTITORI PIAZZA AFFARI	0	196.000	196.000
**D	MULTIPAR ACTIONS EURO BAS CARBONE	0	48.604	48.604
**D	SICAV BNP EASY EURO STOXX 50	0	1.289.121	1.289.121
**D	THEAM QUANT - EQUITY EUROPE DEF1	0	54.688	54.688
**D	BNP PARIBAS SUSTAINABLE FUNDS GLOBAL EQUITY	0	654.078	654.078
**D	BNP PARIBAS EASY - MSCI EUROPE EX CW	0	971.135	971.135
**D	BNP PARIBAS FUNDS - GLOBAL CLIMATE SOLUTIONS	0	720.569	720.569
**D	BNP PARIBAS FUNDS - MULTI-ASSET OPPORTUNITIES	0	103.887	103.887
**D	THEAM QUANT - EQUITY EUROZONE DEF1	0	86.910	86.910
**D	THEAM QUANT - LEIS SELECTION	0	5.771	5.771
**D	BNP PARIBAS FUNDS - SUSTAINABLE EURO MULTI-FACTOR EQUITY	0	34.114	34.114
**D	BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE	0	783.615	783.615
**D	BNP PARIBAS B INVEST - GLOBAL EQUITY D	0	1.149.765	1.149.765
**D	G.A.-FUND-B - EQUITY BROAD EURO P	0	241.409	241.409
**D	THEAM QUANT- EQUITY WORLD GLOBAL GOALS	0	710.642	710.642
**D	BNP PARIBAS FUNDS - EUROPE VALUE	0	931.714	931.714
**D	THEAM QUANT - BOND EUROPE CLIMATE CARBON OFFSET PLAN	0	3.688	3.688
**D	CATALYST/MILLBURN DYNAMIC COMMODITY STRATEGY FUND	0	2.084	2.084
**D	THEAM QUANT - EQUITY WORLD DEF1	0	34.426	34.426
**D	BNP PARIBAS FUNDS - SUSTAINABLE EUROPE DIVIDEND	0	233.791	233.791
**D	ZEPHYR - TARGET VOLATILITY 2	0	109.859	109.859
**D	INVESTITORI EUROPA	0	41.000	41.000
**D	BNP PARIBAS EASY ICAY - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF	0	31.062	31.062
**D	BNP PARIBAS EASY - ECPI GLOBAL ESG HYDROGEN ECONOMY	0	216.558	216.558
**D	BNP PARIBAS APOLLO MEDICAL TECH	0	165.399	165.399
**D	THEAM QUANT - NEW ENERGY OPPORTUNITIES	0	16.107	16.107
**D	NATIO-FONDS MONACO REVENUS	0	28.456	28.456
**D	ZEPHYR - OPTIMISED PLUS 2	0	50.085	50.085
**D	BNP PARIBAS ACTIONS PATRIMOINE ISR	0	582.596	582.596
**D	BNP PARIBAS DEEP VALUE	0	290.598	290.598
**D	BNP PARIBAS RENDACTIS ISR	0	110.502	110.502
**D	G.A.-FUND-B - WORLD EQUITIES	0	89.882	89.882
**D	BNP PARIBAS VALEURS EURO ISR	0	1.050.204	1.050.204
**D	BNP PARIBAS EQUITY - FOCUS ITALIA	0	121.441	121.441
**D	CARDIF ASSURANCE VIE	0	1.605.739	1.605.739
**D	BNP PARIBAS FUNDS - EURO DEFENSIVE EQUITY	0	349.466	349.466
**D	BNP PARIBAS ACTIONS RENDMENT ISR	0	182.066	182.066
**D	CUSTODY BANK OF JAPAN, LTD. RE: STB BNP PARIBAS EUROPE EQUITY INCOME AND GROWTH MOTHER FUND	0	19.119	19.119
**D	BNP PARIBAS EASY ICAY - BNP PARIBAS EASY ECPI GLOBAL ESG INFRASTRUCTURE UCITS ETF	0	278.293	278.293
**D	G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES	0	25.111	25.111
**D	THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED	0	355.651	355.651



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Assemblea Ordinaria del 23 maggio 2024

LISTA ESITO DELLE VOTAZIONE

Oggetto: 5.2 Relazione sulla politica di remunerazione e sui compensi corrisposti - Seconda Sezione: relazione sui compensi corrisposti nel 2023 (deliberazione non vincolante)
ASTENUTI

Badge	Ragione Sociale	Proprio	Delega	Totale
**D	LITHIUM RENDEMENT	0	184.400	184.400
**D	THEAM QUANT - EQUITY US FACTOR DEFENSIVE	0	41.077	41.077
**D	ZEPHYR - EUROPE EQUITY ESG OPTIMIZED	0	32.524	32.524
**D	HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND	0	112	112
**D	DREYFUSS FREDERIC	0	2.500	2.500
**D	EMPLOYEES PROVIDENT FUND BOARD	0	2.830.393	2.830.393
**D	MACKENZIE USD GREENCHIP GLOBAL ENVIRONMENTAL ALL CAP FUND	0	9.000	9.000
**D	IG MACKENZIE BETTERWORLD SRI FUND	0	143.925	143.925
**D	MACKENZIE GREENCHIP GLOBAL ENVIRONMENTAL ALL CAP	0	12.293.227	12.293.227
**D	ALLIANZ	0	321.813	321.813
**D	HERMANDAD NACIONAL ARQUITECTOS TECNI.Y QUIM. M.P.S.	0	210.950	210.950
**D	MACKENZIE GLOBAL ENVIRONMENTAL EQUITY MASTER FUND (CAYMAN) L	0	526.750	526.750
**D	RIVERFIELD SICAV - RIVERFIELD ALLROUNDER	0	12.000	12.000
**D	RIVERFIELD SICAV - RIVERFIELD REAL ASSETS	0	10.000	10.000
**D	ALLIANZ GLOBAL INVESTORS GLOBAL ECO TRENDS FUND	0	223.876	223.876
**D	KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI	0	116.308	116.308
**D	COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.	0	119.371	119.371
**D	FCP NATIO-FONDS PHARMA-ACTIONS	0	63.264	63.264
**D	FCP CARPINKO EUROPE	0	600.000	600.000
**D	FCPE IBM FRANCE C	0	102.000	102.000
**D	FCP HAMELIN DIVERSIFIE FLEX II	0	55.500	55.500
**D	OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO	0	12.959	12.959
**D	GOVERNMENT PENSION INVESTMENT FUND	0	713.600	713.600

Totale voti 32.940.439

Percentuale votanti % 0,498913

Percentuale Capitale % 0,324004

